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**Juvenile Justice Oversight Commission  
Racial and Ethnic Disparities Committee Meeting  
January 7<sup>th</sup>, 2021, 1:00 pm**

**Meeting Minutes**

**Call to Order:** Chair, Commissioner Graham, called meeting to order at 1:02 pm. Leslie Bittleston took roll and confirmed there was quorum.

**Roll Call:**

**(Voting Members)**

**Present:** Rebekah Graham, Jennifer Fraser, Katherine Maher, Brigid Duffy

**Absent:** Alejandro Gonzalez,

**(Non-Voting Members)**

**Present:** Zaide Diaz-Sanchez, Captain Kenneth Young, Captain Henry Blackeye, Trinette Burton

**Absent:** Toshia Shaw, Esther Rodriguez-Brown

**Public Present:** None

**DCFS Staff Present:** Jennifer Simeo, Leslie Bittleston, Kayla Landes, Kayla Dunn

**Meeting Minutes:**

**Rebekah Graham:** Thank you. And thank you guys for continuing to attend. I know we are essentially in the winding down—you know putting the I's and the T's. You know, together. To make sure our Governor's Report is done. So while this should not be a long meeting I still appreciate you taking the time out of your day to attend and make quorum. Is there any public comment or discussion? No? Okay. Anyone had an opportunity to review our minutes from November 30th they are on the Google drive if you have your calendar you can click on the link to take a look at them.

**Katherine Maher:** Yes.

**Rebekah Graham:** They are disturbingly a transcript. I think I'm funny half the time and seeing it like typed out exactly like it is is a little disconcerting.

**Leslie Bittleston:** Just to let you know we do use a vendor who does a word-for-word transcription and then once we get it back from the vendor Miss Kayla Dunn does clean them up a little bit but mostly words for words so that's what to expect in our minutes.

**Rebekah Graham:** No I understand the integrity of having open meetings and accurate minutes. That being said, having had a chance to look at the minutes is there any motion to approve?

**Katherine Maher:** I'll motion to approve.

**Rebekah Graham:** Thank you Ms. Maher. Is there a second?

**Jennifer Frazer:** I'll second.

**Rebekah Graham:** Thank you Ms. Fraser. All in favor say aye please.

\*ayes around\*

**Rebekah Graham:** Alright. Moving on to our discussion. Ms. Bittleston did send out the Governor's Report consideration. These are the areas to consider for the 2020 Governor's Report. I know we're all caught up but this is what we decided to do with essentially the results of the survey although I know there are still efforts underway by Ms. Duffy and others to collect the larger agencies as well. But let's take a look at the areas of consideration. Dispatchers. They have a primary place in our conversations as well as the survey results, needing additional training. Particularly around AB478-- social worker mental health clinician having access to that even remotely for the rurals. Having a hotline or someone that can Zoom in perhaps for availability for mental health calls because the rurals far and away said they struggled with responding to mental health calls. Peace officers; police officers. Are the hours annually enough for the topic areas? And then adding and considering the following topics: Dealing with and handling juveniles, because again in our survey results there were several agencies that said they did not feel comfortable responding to juvenile calls. Like the kid out of control call. Training and policy on when we're to transport juveniles for alleged violations and I think that was intended to be trauma informed policing.

**Leslie Bittleston:** Oh Sorry about that. Trauma. So when I put this together my two questions when I read over AB478 was they require 12 hours for those areas listed, and my first question is is that enough? And secondly, to build upon 478 with those additional topics and maybe with those additional topics that's another hour another three hours? I don't know. So it was kind of like an overall question if we recommend adding three topics does that mean we're adding three additional hours? Because I think we need to address all of it.

**Rebekah Graham:** I would be happy to hear from Captain Blackeye as a law enforcement perspective. I think sometimes adding too many hours and too many topics. A lot like California has done, with their budget like these dollars go here and these dollars go here and when you lock people in too hard it becomes problematic. Am I guessing correctly?

**Captain Henry Blackeye:** Right. And I think the twelve hours does capture all of those requirements for AB478. That should probably do it. If they do in person type training they will get more than the twelve hours reaching those topics. If they do an online type training platform, our department uses like a half and half. We use Police One, and you tend to get for online classes a little bit less hours than the in person instruction. So and there's that whole debate on what's more impactful to the officer and when do they retain more with online or in person type thing. So I think the twelve hours is adequate.

**Rebekah Graham:** And I think—I don't want to speak for everyone but I think that what we found is not that the topic wasn't mandated in the NRS, it's that it didn't always happen. You know so increasing the hours doesn't change. It's already mandated we just need them to do it.

**Captain Henry Blackeye:** I think the biggest hurdle for us when we started it this past year or maybe the year before that, we had started some of the AB 478. Was the standard of it? So you know you get a class and you selected, what's the criteria of that class that meets some kind of POST standard that we have to accomplish. That's the struggle I guess. If POST had a standard that they needed to accomplish in each course.

**Rebekah Graham:** Yeah. So you have your POST requirements already to meet each year, which is what 40 hours per year?

**Captain Henry Blackeye:** Yeah it's similar to the 478. It's a—you know you have to qualify on this that and the other.

**Rebekah Graham:** Yeah, and all these things. And then ultimately POST is tracking that, POST isn't tracking this NRS standard. And you know if it's not in line with POST who is making sure it happens?

**Captain Henry Blackeye:** Yeah I don't know if they are or not.

**Rebekah Graham:** Yeah, and so that's why we're making this recommendation to the governor I think not to increase the hours but to increase the accountability in tracking. And I see Ms. Maher nodding her head and I think I saw Ms. Fraser nodding her head. Do you agree Ms. Duffy that you know we're not intending to increase the requirement, we're trying to increase the adherence of the fidelity.

**Brigid Duffy:** Right. I think—it says a minimum of twelve hours. Not that I think people are lining up to do more than twelve hours of any trainings but I find that the issue for me is the allowing of each individual agency to figure out how to do it on their own. I think my recommendation would be that our recommendation should be that it be standardized across the state. So we know that Clark County, Washoe County, and the rurals are all getting the same quality and the same message of training. Instead of saying Elko County can train different then Highway Patrol can train different and School District Police can train different and they can decide who they use and—I think there needs to be some type of standardization on that across the state.

**Rebekah Graham:** Yeah. I think maybe whether—essentially what I think we're saying too is from the Governor's Report and I think, Captain Blackeye you may agree, is we're essentially asking that someone develop a standardized class that can be offered at the state level to meet the requirement. And its much easier for our law enforcement partners to fulfill. If there's either an online class or a standardized class they can just click and meet the requirement. Because if they're taking their classes from host vendors, you know trainers who offer things specific to POST curriculum where they're going to Police One, you know where are they supposed to get this other not in the box training? Is that correct?

**Captain Henry Blackeye:** Yeah I think that's correct. Either the state required course that they create or content, they have to meet certain criteria to meet that standard that they have for the class. So for instance dealing in handling juveniles there's certain criteria each class has to match to meet that. Sorry.

**Brigid Duffy:** This is Brigid Duffy for the record. Having kind of dealt with it in CLEs as a lawyer, like we have to have so many ethics requirements, right? In a year. And usually we'll have like a three hour class and we'll say like "includes a half hour of ethics". So it's tucked in somewhere that they've been able to pass the standard so that it meets our ethics. Right Jen? You know what I'm talking about.

**Rebekah Graham:** Well you just buy it from a vendor. I mean you buy it from like your continue-ed website, or you get a catalogue of them as an attorney saying "here's the classes here that you can take". So if we want to increase adherence we want people to be checking but we also want to see if there's a way to make it easy. So in the Governor's Report—and I don't know, Ms. Bittleston you might be able to provide insight. Who would be the best agency to develop a training like this that we could offer to law enforcement in Nevada?

**Leslie Bittleston:** That's a really great question. For state employees we have a website called Nevada E-Learn that we post all of our trainings on, our supervisory required trainings and I believe we have a section for POST and that would probably be for our State of Nevada Patrol officers go there. I don't think county

uses Nevada E-Learn. So I think a website like that would be the most appropriate place and to have actual trainers create that curriculum.

**Rebekah Graham:** Of what? Because what if—I mean because Nevada has a Commission on Peace Officer Standards and Training. Couldn't we recommend to the Governor that the existing POST Commission review NRS and add it to their annual requirements of officers? Because anything that's a requirement that becomes motivating for POST to generate a class or trainers who contract with POST to generate a class to meet their requirements.

**Leslie Bittleston:** I don't know, Captain Blackeye or Captain Young, where do you take your online trainings from? Where do you get them?

**Captain Henry Blackeye:** When we started using Police One, we have a contract with them. As it was already stated there is a list of courses that range from everything and those that matched the requirements of AB 478 then that's what we chose and we chose a number of each one to meet those twelve hours in online training classes so. Those were reviewed by POST and they said that would fulfill the requirements for us. So that's kind of how we did our training.

**Rebekah Graham:** Yeah. And on the Nevada POST website it does have both Nevada E-Learn and it has AB478 POST training materials. So because POST is looped into these requirements. So I think that would be our recommendation to the Governor is just that they insure—you know and its on there and they just issued this letter—when did they issue this letter? They are encouraging them to comply I think that we just reinforce that.

**Leslie Bittleston:** And maybe request a few additional curriculums on those websites like working with juveniles and the trauma informed policing and a couple things that are missing. Like I said I don't know who creates those curriculums but somebody would have to do that.

**Rebekah Graham:** Yeah it is undated like it is not dated when they went and posted the AB 478 on the website to include the bias and racial profiling. It's the first thing on the POST website, their curriculum. I think that we should include in our Governor's Report that we're aware POST is placing an emphasis on this and we request that they continue to follow up on it to ensure officers are completing that training. Further we suggest that they amend their curriculum to include juveniles and trauma informed policing in that curriculum. Does anybody have any additional comments? Or agree or disagree on that direction for our Governor's Report? Ms. Duffy?

**Brigid Duffy:** I think it's a great recommendation for the report. I also know that the Nevada Youth Legislature group, our youth, are going to be putting forth a bill that's going to address training requirements for law enforcement specifically around implicit bias and racial profiling. Myself and a member from juvenile justice services and from the public defender's office testified in their mock hearing to decide these bills and we informed them that some of these things are already POST requirements but it was such a hot topic for them so there may be that opportunity to kind of guide them on what additional things we need since they are going to put that forth as part of their bill. There's two parts to their bill but training was a big part of it. But I do think we need to make those recommendations to the Governor.

**Rebekah Graham:** Perfect. Ms. Fraser?

**Jennifer Fraser:** I fully support the recommendations and I like the idea of the standardization of it throughout the state and I think this is really good.

**Rebekah Graham:** Okay. Ms. Maher?

**Katherine Maher:** I'm also in support. Thank you for facilitating this and working really hard. I think it's a good recommendation.

**Rebekah Graham:** Thank you. Ms. Bittleston I know your report is due fairly soon, yes?

**Leslie Bittleston:** That's correct. It is due next month so I'm in the process of writing it right now.

**Rebekah Graham:** Right and I know you do a very thorough and complete job. So just to clarify for my own understanding, if you take our feedback and you include it in the report you don't need another Commission meeting to approve the final report or anything like that right?

**Leslie Bittleston:** No. What I will do is I will bring the final report back to this committee when it is done to let you all see it so you can see what's written in there in case there's any questions on, you know, were you aware of this? You know, is this really this committee's recommendation? That type of thing.

**Rebekah Graham:** Right. So it's due when?

**Leslie Bittleston:** It's actually due January 31<sup>st</sup> but I got a thirty day extension due to I'm still waiting on data from the counties. I'm still pending five counties data. And that's the racial and ethnic disparity break down data. So I'm still pending that. So I got a thirty day extension so it's due the end of February.

**Rebekah Graham:** So then we do have time to meet again to see the final verbiage before its submitted?

**Leslie Bittleston:** Right and I would recommend not having a meeting until about the third week of February.

**Rebekah Graham:** Okay. So if we were to look at our little Thursday afternoon at one o'clock, what is this team's availability on the 18<sup>th</sup> of February to look at that final verbiage? Thursday, February 18<sup>th</sup> at one o'clock.

**Katherine Maher:** That works for me.

**Brigid Duffy:** I'm good.

**Jennifer Fraser:** I'm good as well.

**Rebekah Graham:** Perfect.

**Leslie Bittleston:** I will be presenting the full Governor's Report to you because that will have the racial and ethnic breakdown data in there and all of that. So you'll see the whole thing.

**Rebekah Graham:** And any final survey results. So I know that Chuck Calloway is getting his teams in. I talked to Eric Spratley to ask him, Ms. Duffy, for a list of counties that are still outstanding in which agencies. So he's going to work on that and then get us a list of whose left, if there's anybody left.

**Brigid Duffy:** Brigid Duffy for the record. So at the last Full Commission meeting Jack had mentioned Under Sheriff McMahill, who retired ten days after our last Commission meeting. So I wasn't sure if you reached out to him after Jack had mentioned him because he is a member of the JJOC but he retired. We're not sure whose taking his seat yet. I reached out to Chuck while I was preparing for today's meeting and I told him, like I said in my email I may have threatened him to get a survey. I'm like you can't come in and offer all of this great information and offer to partner back in—when was it? June? And then completely ghost us. Like it makes me look bad. So anyway he's going to get on it. He couldn't of course make today's meeting on short notice but we'll get him back in the loop.

**Rebekah Graham:** Yeah. Kayla, can we make sure that Chuck Calloway gets our meeting notices?

**Kayla Dunn:** Yes, absolutely.

**Brigid Duffy:** I'll shoot you his email Kayla, if you don't have it.

**Kayla Dunn:** Please. Thank you. Making a note right now.

**Rebekah Graham:** Alright. I guess that will also improve his attendance if he gets the notices. If we have confirmed our next meeting time and date, is there any public comment or discussion at the end of this meeting? Hearing none, is there a motion to adjourn this meeting? Well I will go ahead and adjourn the meeting myself because I think I'm allowed to do that.

**Brigid Duffy:** I'll motion to adjourn.

**Rebekah Graham:** Thank you Ms. Duffy, is there a second?

**Katherine Maher:** Second.

**Rebekah Graham:** Alright. All in favor?

\*eyes around\*

**Rebekah Graham:** Thank you guys. Thanks for putting up with my meeting etiquette.

Meeting adjourned at 1:23 pm