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**Juvenile Justice Oversight Commission  
Racial and Ethnic Disparities Committee Meeting  
June 24th, 2020, 2:00pm**

**Meeting Minutes**

**Call to Order:** Chair, Commissioner Graham, called meeting to order at 2:05pm. Leslie Bittleston took roll and confirmed there was quorum.

**Roll Call:**

**(Voting Members)**

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

**Absent:** Alejandro Gonzalez, Lisa Morris-Hibbler

**(Non Voting Members)**

**Present:** Trinette Burton, Toshia Shaw

**Absent:** Esther Rodriguez-Brown, Zaide Diaz-Sanchez

**Public Present:** Chuck Calloway (guest, Law Enforcement)

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

**Rebekah Graham:** I will call the meeting to order. We have done our roll call. We do have time for public comment or public discussion if there are members of the public that wish to make comment at this time. Hearing none we will move on to our possible action, reviewing and approving minutes from June 5<sup>th</sup>. So everyone should have received the link to all of our notes. I need a motion to approve the minutes. Take a minute to go to the website and take a look at the minutes if you haven't already. I wonder if I can share my screen on this little thing. I can. Here's the minutes.

**Brigid Duffy:** I will move to approve. I reviewed them. This is Brigid for the record.

**Rebekah Graham:** Thank you. Alright. Do I need a second? May I second my own?

**Leslie Bittleston:** Sure.

**Rebekah Graham:** Alright, I will second the motion to approve the minutes. The minutes are approved. Ms. Bittleston sent us some additional data. One of the things we found in our last meeting is we narrowed down the places where disparity was occurring was particularly at arrest. Which is why we endeavor to invite law enforcement, and we appreciate you Mr. Calloway –I apologize I don't know your exact title— Chuck Calloway for attending. It does seem we were unable to secure any other law enforcement attendees, and we will address that further on in the agenda. Ms. Bittleston if you want to go over this item, for the data.

**Leslie Bittleston:** Sure. Just a recap of what we provided at the last meeting, I provided just some numbers data in relation to race for several points in time. Data that I capture from the Nevada counties. We went over arrests, referrals, and things like that. So I put together some additional data for you today

and we're going to go into new cases. Im going to go over some general data and then one of my staff, Jennifer Simeo, is going to go over data specifics for Risk and Needs Assessment/YLS. What we're doing is we're providing kind of a more in depth look and point in time data. To look a little bit deeper and see what we can find there. The first thing im going to go over is the one titled General Data Document. And if you have that up—Mr. Calloway, do you have the meeting materials?

**Chuck Calloway:** Yes mam, I do.

**Leslie Bittleston:** Okay, perfect. Alright. So we are going over the document titled General Data Document. The first thing I did was I took kind of a national look to see what the overall national averages are for some of the different times or contact points. Youth of color are certified at a five times higher rate than white youth. So as I said this is a national average so we're really looking at all of the states together and putting that as an average. Another interesting thing that I found when I was looking is that police academies on average provide four hours of training to their new recruits on how to deal with youth. Maybe Mr. Calloway has some more information on that. Lets see what else did I provide. There is no national minimum age of arrest. We do have one in Nevada, which is the age of ten. That is in our state statute. But not all states have a minimum age of arrest. There is no requirement for a parent to be present during Miranda rights for youth. And nationally law enforcement is disproportionately deployed to communities of color and schools and other places. So that could account for some of our higher rates of arrest and certification. So that's a little bit of national data. Going on to number two, this is the referral break down by race. And this is data that I get from the counties. So as you can see, in color, the bottom in blue is white, the middle kind of rust color is African American, and grey color or silver color is Hispanic. Our three largest populations in the state. So you can see the break down over time from 2014 and so on. That's a historical look of the break down of referrals by race. As you can see the very top ones are really not that many. So the next one, number three, is the same data. Referral and arrest, looking at the same years—2014, 15, all the way through 19. With blue being white, the rust color being African American, and the silver or grey being Hispanic. So you can kind of see something interesting here on the arrest, is in 2014 the portion of African American is pretty small compared to white and Hispanic. But then as you move all the way over to 2019 and you can see that its changed over time. So that's the arrest data. The next one is certification by race. I included 2013 because I have data all the way back to 2011 but I just picked the last 6 and 7 years for this. So you can see how that has changed over time as well. You can see the rust color small on the left and getting bigger as we move to the right in the more recent years. So that's certification. Again, referral, arrest and certification is data that I receive directly from the counties. The next one is number five. This is the youth that are committed to DCFS for placement at one of our state facilities. So this data is gathered from our state records and again I went back to 2013 and it's the same concept. The blue being white, the rust color being African American, and the silver or grey being Hispanic. And what's really interesting about this one is the white youth, on the left, 2013 seems to be higher but as we move towards the right, 2019, the white population has decreased and the African American population have increased. So that's commitment data. Number six is the average population by year in our state facilities. So 2015 we had an average of 191 kids per month, and now we average about 175 per month. That's the historical break down of facility population. I believe I have one or two more charts. Number seven, this looks at commitment data and the kids that are under DCFS. We in the state break a lot of our data down by region; Clark County, Washoe County, rurals, etc. We very rarely have data on the break down of rural counties. But we do have really good data on Clark and Washoe and as you can see chart number seven we are getting by far the majority of our youth from Clark. Some from Washoe and then the least from rural counties. And part number eight is just a break down of the same data from part number seven, but its looking at what facility those youth were placed in. So it just taking the same numbers from part number seven and saying okay out of those kids who were committed to us, where did they go? So Clark county and Washoe county and rural at NYTC. Then Clark county Washoe

and rural at CYC. Then Clark at Summit View Youth Center. So that's the break down of the data and to be perfectly honest I was really shocked to see the number—(breakup in video) that is the only facility that accepts rurals. So that could account for that big spike at CYC. So that's the General Data, are there any questions on that? Okay. So with no questions on that im going to have Ms. Jennifer Simeo go over the data that we have in relation to the YLS. For those of you that don't know what the YLS is it's the Youth Level of Service instrument. It is a Risk and Needs Assessment. It was state selected and implemented in 2018. It's a standardized tool that all of the counties in the state are using for our youth. So Ms. Simeo is going to go over the data for that.

**Jennifer Simeo:** Can everyone hear me okay?

**Rebekah Graham:** Yes we can hear you.

**Jennifer Simeo:** Okay, perfect. So I just want to clarify this data doesn't really go over YLS domain or scores. It was kind of taken from the YLS data that I put together and this is really a compilation. A small but a recent snapshot from January to May 2020 of the youth by race and ethnicity and by county that's been committed to us. So the sample size was 106 youth. So 106 youth have been committed to DCFS from January to May. So the first graph you're looking at—for Carson there was 1 Hispanic youth, 3 white youth. For Churchill, 1 mixed race youth, 1 white youth. For Clark County there was 2 Asian youth, 35 black youth, 16 Hispanic youth, 8 mixed youth, 1 Pacific Islander youth, and 9 white youth. For Lincoln County there was 1 Hispanic youth. For Washoe County there was 1 American Indian youth, 4 black youth, 12 Hispanic youth, 2 mixed race youth, and 7 white race youth. For White Pine County we had 1 Hispanic youth and 1 white youth committed. So moving on to graph two, these are just the raw numbers. So out of the 106 committed to us, 21 were white, 31 were Hispanic, 39 were Black, 11 were mixed, 1 was pacific islander, 1 was American Indian, and 2 were Asian. And these race/ethnicity categories come directly from Tyler Supervision it's how we categorize race from Tyler Supervision. So moving down to the third graph, this is just the same data but a different representation. So, walking through this, with Carson County they had 25% of their commitments were Hispanic and 75% of their commitments were white. For Churchill County, 50% were mixed race youth, and 50% were white. For Clark County, 3% of youth were Asian, 49% Black, 23% Hispanic, 11% mixed, 1% Pacific Islander, and 13% white. Of course I have someone cutting the grass, sorry, outside. For Lincoln County, 100% were Hispanic. For Washoe County, 4% American Indian, 15% Black, 46% Hispanic, 8% mixed, and 27% were white youth. For White Pine, 50% were Hispanic, and 50% were white. Any questions so far on this? Okay. Moving down to the last graph. This is just a representation of the percentages of white youth. All white youth, there were 21 total—that accounted for 20% of the commitments between February and May. And then all the minorities, so Hispanic, white, mixed, Asian, black, Pacific Islander, and American Indian. Those all accounted for 85 youth and that was about 80% of our commitments. Any questions?

**Rebekah Graham:** No, thank you Jennifer. Is there any one that has any questions? I know that (video cuts out)—I appreciate you reaching out to Sheriff McMahill and getting Mr. Calloway to participate. We appreciate your participation. I know that, Ms. Duffy, you were trying to reach out to the school officers to see if we could get a representative from the Clark County Schools.

**Brigid Duffy:** So Captain Young and acting Chief Black Eye told me that they would be attending. I sent them the—well they didn't tell me they'd be attending. They said they wanted to attend. I sent them the doodle poll and they said they participated in it. I don't know whether this was a date they could not attend. But I did do all of that so Kayla should know if they participated in the doodle poll, they said they did, but based upon the days that were selected I don't know.

**Rebekah Graham:** Yeah. And I had personally reached out to Washoe Sheriff and they said they would participate. I sent them the information. They are not present. I made repeated efforts to reach Reno PD. Jo Lee Wicks also made efforts to reach Reno PD, spoke to about three different people over the course of the week and just could not get a commitment to participate in this committee. So to best use your time, Chuck Calloway, what we're looking for from law enforcement is policy feedback because as we've looked over the data state-wide its very clear that the disparities in the state in relation to the percentages of the population occur initially at most contact arrest and referral. That's what the data shows us. Then the rest of the youths journey through the juvenile justice system seems to be proportionate with the population until you get to DCFS commitment. So its essentially at the front end at initial contact that we're seeing the largest disparities and at the highest level of care at the sentencing essentially. So what we're looking for as we draft state policy or state policy recommendations around racial and ethnic disparities, is it appears that the largest place for initial disparities is through initial contact with law enforcement. The decision to arrest and refer to probation departments and from there. So what we're looking for is to recruit law enforcement in this conversation.

**Chuck Calloway:** Absolutely. First of all, thanks for the invitation to participate and so I do apologize like I said that Undersheriff McMahill couldn't be here to participate himself because of a conflict. Also the fact that I found out about the meeting an hour and a half ago now so I have some data that I gathered to provide you or some information to provide you. The more I can get and get to this committee in the future and I can also commit to you that I can reach out to some contacts I have to try to get those folks that you want information from. Whether it be Reno PD or the School District. I have worked very closely with Mr. Eric Sprattly from the Nevada Sheriffs and Chiefs Association and those organizations or the members of those organizations. So I may be able to get some help there for getting that data for you. I apologize I'm not wearing a tie. I would have put one on if I knew I was going to be on a video call today.

**Rebekah Graham:** We can't actually see you.

**Chuck Calloway:** Oh you can't? Oh okay then I shouldn't have said anything. (laughs) Well just by ways of title or so you know my roll, I'm the Director of Intergovernmental Services for Metro. I work directly with Sheriff Lombardo and I do all of our Government Affairs work so I'm the lucky guy that gets to go to the legislature and deal with the City Council, the City Commission, our local Consulate, and State Department, Government Entities. So that's my normal day-to-day roll. I think you're absolutely correct in some of the points that were made in the data and I think there's a number of areas that—I've been a police officer for 31 years here in Las Vegas and I think that on the front end as an agency Metro has made progress in trying to better relationships with the minority communities and in particular juveniles in the communities through programs such as the Police Athletic League, The Every 15 Minutes Program, our Explorers Program, our Metro Recruiting Council. To try to let juveniles in our communities know that law enforcement is not the enemy and that we're here to help them, to build trust, and those types of things. And to try to reduce our interactions with certain minority communities early on and take a preventive role I guess is a better way to say it. We also have established an office of community engagement that is actively engaged in that with the Sheriff and with our multi-cultural advisory committee. The next level I guess would be what I would call the calls for service level, where an officer gets dispatched to a call of any kind, it could be a domestic disturbance or it could be a fight or anything. And then our interaction with juveniles during calls for service, and I think that's where data may be hard to collect because often those calls may be cleared with a citation or without an arrest or without a referral and if that's the case the demographics of the people that we've dealt with on those calls are not necessarily captured. So you wouldn't have the data of whether a person was maybe talked to by the police and then let go and there was no enforcement action taken or no referral taken if that occurred. So I think that's an area where down the road we might be able to better collect data regarding stops for

example. The second level I guess would be what I call the citation level. So if an officer is sent to a call for service or does a proactive law enforcement where we stop someone for a probable cause or reasonable suspicion that they've committed a crime and it results in a citation, then that data would be collected through the citation process. I don't have citation data here with me today because I didn't have time to pull it. But I do know that we have a very detailed policy in Metro involving juvenile procedures. Its about 10-15 pages long and it covers everything from the Miranda component, that an officer must attempt to a parent or guardian anytime that Miranda or questioning is being done with the juvenile. It also has the requirement to make sure the juvenile understands what their rights are and that they have the right to have an attorney or parent present. I think also when we talk about juveniles, it's a huge scope because on one hand you may have a 13 or 14 year old that got picked up for stealing a candy bar at target, or the other extreme is you might have a 17 year old that turns 18 in a month that's accused of assault with a deadly weapon or a sexual assault. So I think that even the term juvenile—when its applied it's a very broad area that—depending on the circumstances should also be considered. Also our policy is very clear that any issues that we can refer juveniles to the harbor or to the Family Justice Center. That's our goal, is to divert kids out of the criminal justice system as much as possible and try to stop them from getting arrested. Certain crimes obviously we don't have a choice, either because of state law or because the crime rises to the level that referral may not be an option. But in most cases, that we can, we refer to the Harbor. I guess the last area would be arrest where we're actually taking a juvenile into custody and in those cases obviously they're going to go to juvenile hall for booking or if the crime is a crime that they are certifiable as an adult they would go to the Clark County Detention Center. I was able to make a call over to the Detention Center just prior to this meeting and I found out that currently we have 25 juveniles in our custody at CCDC for adult offenses. Of those 25 there is also one female who is certified as an adult but she's in custody at the juvenile facility. Also of those 25 I was told that 10 are black, 15 are white, and 1 is Hispanic. If those numbers add up. Those are the numbers they gave me. So its actually 26. 25 at CCDC and 1 at Juvenile Hall that's a female. So unfortunately that's about the hardest data I have that I could scrape together in a short time. I can tell you that based on our annual report we put out, we average a total of about 3,000 juvenile arrests per year. Those numbers vary slightly from year to year. 2017 was around the lowest we've seen in a while but it started to peak back up. We had 3,075 in 2017 total juvenile arrests and we had 3,214 last year in 2019. And I don't have our year to date as of right now but I could certainly get that. Then we divide those into whats called "Part 1 Arrests" and that's bases on the FBI UCR Reporting statistics. And your Part 1 arrests are obviously your murders, your manslaughters, rape, robbery, burglary; those crimes that the FBI consider Part 1. And of those arrests that we had in 2019, 1,862 of those juvenile arrests fell into the Part 1 category. But again I don't have a break down on those of race and im not even sure that Metro is collecting race data on juvenile arrests. It might be collected at the juvenile detention facility. But that's an area where I can follow up and verify.

**Rebekah Graham:** That's helpful. Does anyone have questions for Chuck Calloway? Okay. I personally would be interested in seeing your policy around juveniles that you mentioned and any description you have about trauma informed training that you do for your officers, as well as to what extent your officers trained in reducing racial and ethnic disparities.

**Chuck Calloway:** Absolutely. Is it best to email the policy to the administrative email site that was on the email for the meeting?

**Rebekah Graham:** You can send it directly to me or to Kayla Dunn.

**Chuck Calloway:** Kayla Dunn? Okay. I think her name was on the meeting.

**Rebekah Graham:** Yes, should be. She sends out the agendas. So the general Youth Policy, the trauma informed training, and the racial and ethnic disparities training. Those are your documents and whatever you feel comfortable sharing with us. But I think a summary of what those include would be helpful to us.

**Chuck Calloway:** Sure. And the overall public record is yours to have. And what I would say about the training is—on two parts—on the biased based policing training, cultural awareness training, and on juvenile training, several years ago we had an organization and I hope I get this right because im going by memory which its getting bad. The Consortium for Equality in Policing, I think it was through the COPs office, they came and did a study on our agency. I want to say it was around 2013. And they looked at biased based policing and cultural disparity training and one of the things that they recommended to us at the time was—what they felt was a beneficial thing was to rather than have you know an 8 hour block of biased based policing training it is beneficial to incorporate that training into other training in smaller doses. So for example, you do training on car stops and during the car stop training you have a segment of that training that talks about once you’ve made contact with the driver of the vehicle, you know, you have your biased based policing training or your cultural awareness training mixed in with that car stop training versus just having a stand-alone biased based police training of its own. Because it was easier to digest and it said that what they’d found from interviewing employees was that there was some resistance so to speak of going to a big block of that type of training on its own where officers felt like “oh they’re making me go to a training because they think im a racist” or something like that. So when it was in smaller doses mixed in with other training it was better received by the work force and not to say that we don’t have specific segments of training for those specific areas but we’ve tried to sprinkle that training into other areas where we train as well. Whether its use of force training or whether its car stop trainings or interaction with the public and mix that in. And then the same, to a degree, applies with juveniles because for example our trauma typed training that you mentioned, our CIT or dealing with folks that have behavioral health concerns, some of that training would obviously overlap. It might be training that applies to juveniles, there may be a special component that’s specific to juveniles but the majority of the training would be relevant both to adults and juveniles. If that makes sense.

**Rebekah Graham:** So it sounds like there may or may not be a specific trauma informed, you know, training at present that directly addresses youth trauma?

**Chuck Calloway:** I will verify what we have on that. I think that we may have some training that’s specific to youth trauma but a majority of what the officers would be receiving would be generic towards both adults and juveniles.

**Rebekah Graham:** Okay. Alright. That makes sense. Is there anything that anyone else would like to ask?

**Brigid Duffy:** I don’t want to ask a question, this is Brigid, I’d just make a comment that I think it’s a great path to go down, Rebekah. To start looking at the training procedures of the law enforcement agencies to ensure what they incorporate. Having been a part of some law enforcement agencies training, they get a lot. And all they care about it passing the tests at the end to POST certify. So it may not be necessarily the academy training that we should make recommendations to, but the ongoing required training. And really I joke with officers when I go to the training, like I know you don’t care about any of my commentary or anything im going to say. You just want to know the top ten questions to help you pass the POST exam. But I think we could find some opportunities to infiltrate these law enforcement agencies with some very specific juvenile work.

**Rebekah Graham:** Yeah because as former law enforcement myself, you know, we would have the 40 hours of annual recertification training and a lot of the times they're just trying to fill it. You know? I think there's an opportunity—(video and audio cut out)

**Brigid Duffy:** I think Rebekah froze. Chuck, can you hear me?

**Chuck Calloway:** Yeah I can hear you and my screen froze up too. I think that one thing to consider—I agree 100% with everything you said—every legislative session I've seen we get more mandates for training put on law enforcement and last year we had speaker Frierson had a bill that mandated training—I just actually completed my training several weeks ago that's mandatory for our department—and I do agree that its better to incorporate that training in as annual POST type training versus academy training because when we put it in an academy we then either have a choice of making the academy longer, which takes longer to get officers through and trained and on the street. Or we have to eliminate some other training to make room for the new training and so that can be a tough decision. You know, what do you eliminate from the training protocol or the training book to add new training? So I think it is better as more of a POST type annual training.

**Brigid Duffy:** Right. Did we get Rebekah back?

**Leslie Bittleston:** I don't think so. I just got booted and had to get back on so I think Rebekah is dealing with the same thing. Maybe the internet is bad up here in the North, who knows.

**Brigid Duffy:** I know the school district police have been going through a training—Clark County School District, I should say—this is Brigid for the record, for engagement practices, de-escalation practices, specific toward youth. Chuck, do you know if you guys do any of that? Or general jurisdiction law enforcement.

**Chuck Calloway:** I'm not sure. I would have to check. Like I said I just complete a bunch of POST training myself and I remember a lot of it was geared towards de-escalation, verbal skills, that type of stuff. Constitutional policing. I can verify and see what we might have out there.

**Brigid Duffy:** While we're waiting for Rebekah, what are they doing to address the—training around law enforcements need to—for their own trauma?

**Leslie Bittleston:** There she is! Hi!

**Rebekah Graham:** My internet dropped, I had to download the app on my phone. So dramatic.

**Brigid Duffy:** I'm sorry I just asked Chuck a question about law enforcement self-care.

**Chuck Calloway:** Yeah that's a great question. So after October 1, we actually brought in an organization to provide that training to our employees and staff because as you know we had a lot of folks that were at the scene of that horrible event and then folks that dealt with the aftermath of it, either through the crime scene processing—and we also made that a permanent part of our what we call PEAP. I cant remember what the acronym stands for. Police Employee Assistance Program, I think. It's a group of counselors that assist officers that might be having suicidal thoughts or had a death in the family or is experiencing any kind of trauma and I think its been well received. In addition, the training I spoke about that Speaker Frierson incorporated to his bill last session I believe requires wellness training. Because I think that the bottom line is, is if the cop that's going out on the street to deal with the issues going on in our

communities, If that cop is not of the right state of mind and is experiencing their own issues then obviously that's a recipe for disaster. So we want to make sure that our employees that are going out there and interacting with the public, are doing so with the proper frame of mind.

**Brigid Duffy:** Right, and I agree. If they don't know how to de-escalate their own emotions I'm sure it's very difficult to de-escalate somebody else's. So I believe all of that training needs to be looked into as we move forward in how to handle juveniles on the streets. Because juveniles—I mean everyone can be frustrating but dealing with juveniles is frustrating. I know there are a few people on the call who work with them every day like I do, and they are frustrating. And when you have your own frustrations, I mean sometimes you have to know how to take that breath. And not take things personal. And I'm not sure our law enforcement officers get that it's not personal sometimes. Not all of them, but—I think it's definitely one area to look at. In learning how to de-escalate and not take it personally to the point where it escalates.

**Rebekah Graham:** And what the data shows over and over again, and perhaps that's something we can look at you know as we talk trauma informed care, 93% of juvenile offenders report at least one traumatic experience and the average number being 6. Youth in juvenile justice have rates of PTSD similar to soldiers returning from Iraq. Very very high rates of trauma explains the out of control behaviors that we see and if that's not addressed at every level—you know you can misunderstand someone's PTSD and intense trauma as acting out behavior then that escalates very quickly.

**Brigid Duffy:** Right and then add in a PTSD cop and what do you have?

**Rebekah Graham:** Does anyone else have comments?

**Katherine Maher:** This is Katherine Maher. Can you hear me? Sorry. I didn't announce myself when I came earlier, I came late. I apologize. I just wanted to add that I know what we see at the public defender's office a lot is we arrest primarily for domestic batteries and we know that Nevada is last in the nation for juvenile justice in regards to mental health so I think that plays into what has already been said. That it is trauma and that it's not necessarily empowering the officers to drive away from arrest especially those circumstances where it could be mental health related. I just wanted to echo that and bring that up because I do know that primarily they are domestic battery which is taking—its complicated because it takes some of that discretion from the officers and the training that they have which I think is an interesting layer to the conversation as well. So I just wanted to add that.

**Chuck Calloway:** This is Chuck Calloway again. Two thoughts popped in my head when you said that. I agree 100% and I remember when I worked the street, going on calls that you had to make that tough decision of this is more of a parental issue than it is a domestic violence issue. And I think officers having that discretion and that leeway in the law would be important in certain cases where it's—you know in some cases like a 17 year old turns 18 in a month and knocks his grandma out of the chair with his fist, you know yeah that's domestic violence. But the 13 year old that gets in a fight with mom because she wants him to go to school and you know he throws a plate at her, maybe that's more of a parental issue and doesn't warrant arrest. So I think that's important. And then the second thought was that maybe the change to the domestic violence law last legislative session that took out siblings, maybe that will help with reducing some of the juvenile arrests for domestic violence hopefully.

**Toshia Shaw:** Hi everybody. This is Toshia I have a question. I know we're talking about the types of trauma that perhaps the children or the adolescent youth are presenting with, but have they addressed the racial trauma? Because I mean we have the other types of trauma but it could literally switch by just

seeing a cop and turn into racial trauma. And I know that that's what's going on now. So I want to know what's being addressed there. Or how it's been addressed, if at all.

**Rebekah Graham:** That would be a good follow up for Mr. Calloway to include in your training, and not you alone. We appreciate that you're willing to reach out to Nevada Sheriff's and Chief's Association to get more feedback around this, and right now—correct me if I'm over speaking but it sounds like there isn't a specific training around historic trauma and racial relations with police.

**Chuck Calloway:** Well I think we have training regarding cultural awareness and understanding the issues of distrust of police and how that's evolved in our society so officers are aware of that and understand it. But to the question that was asked, I think the one area that we can make a difference and its helped with Metro but we obviously have a long long way to go, is those programs that I talked about on the front end. Like the Police Athletic League. Getting cops to go out and be a baseball coach or a basketball coach and we meet the kids in the program where the kids don't know that they're meeting a police officer. They think they're just meeting a regular citizen that's going to be a coach and the officer goes in plain clothes and you know the kids meet the officer and they get to know him and later afterwards once they've started to develop a relationship the officer shows up in uniform and the kid realizes hey this is a police officer. Maybe cops aren't so bad after all. And trying to build those relationships on the front end to where we build public trust and it doesn't get to the point where we're only dealing with folks during a situation where we've been called or where an alleged crime has been committed. Because at that point we're already behind the curve because I think it's important to develop programs and training on the front end to try to get ahead of it. If that makes sense. From my perspective.

**Rebekah Graham:** Alright well we'll watch for some of our data requests and hopefully potentially more law enforcement participation at future meetings. Are there any other questions under this agenda item for Chuck Calloway?

**Katherine Maher:** I have a question actually. So again what we see a lot are—I represent parents and I see a lot of parents calling police because they have no other options available. So I would be curious of Officer Calloway if there is anything available that he feels would help if they were in place parents wouldn't rely on police officers as the call of help.

**Chuck Calloway:** That's a fantastic question and I think Sheriff Lombarro brought that up recently at a County Commission meeting about how over the years.. There's obviously a lot of discussion about defunding the police and I think that discussion should be how over the years law enforcement has evolved way beyond the roll of just law enforcement. We've become mental health service providers and Sheriff made a comment that the jail unfortunately is the largest mental health facility in the state and that we're expected to work with the homeless, to find people housing, to get them food, to address mental health needs, and the types of situations that youre talking about, behavioral issues. I can't tell you how many times that I went on calls that were exactly what you're saying. Where it was a single mom who says "hey my kid is 14 and he won't listen he won't get out of bed and go to school. I tell him to clean his room and he wont. I don't know what else to do so I called the police." And then law enforcement shows up and has to figure out how to help and often those situations will escalate to become the domestic violence situations. If there was a way in those cases—I think The Harbor has been extremely beneficial and its been a great tool for officers to use for diversion. But I don't know, down the road, especially with money being a problem. You know, state budgets and local budgets. But if there was some way down the road, maybe when things improve financially, to create some type of a team. Like we've done with some of the mental health or also domestic violence where we have social services people may be on call that can respond with an officer or in some cases they may actually be in the car with the

officer. When they get dispatched to those types of calls they offer a resource to the victim or the person that's requesting service other than strictly law enforcement. So maybe that's a model that can be built to provide parents an avenue other than calling the police. Maybe a service provider from The Harbor could go out on those types of cases and communicate with the child that has the behavioral issue. I don't know, im just thinking out loud.

**Rebekah Graham:** Right. So multi-disciplinary response teams or triage. So, again, as the only law enforcement representative Mr. Calloway we do appreciate that you're getting put on the spot. And you have two public defenders and a DA on the call, so it may feel a little like being on the stand. So multi-disciplinary response, trauma informed training, racial and ethnic disparity training, youth handling and policy. These are some core issues that I think the team is recognizing our core follow ups and particularly what im hearing is trauma, abuse, domestic discord. When I was a probation officer we used to have a saying that we would get a call and the kid would get arrested when the kid was old enough to hit back. And the reason we said it that way is because there was abuse going on for years and years and it wasn't until the adolescent was big enough hit back and go "stop hitting me" that they got the police got called on them. So recognizing that theres a lot more going on, which you have, is what I think everyone needs to consider. Is they make recommendations in this area. As we move onto item number six, next steps. I think we've identified some really good areas to follow up on. We look at additional committee members. We hope that, Chuck Calloway, you'll stay. And Undersheriff McMahill will stay. Because we really appreciate your participation and your dialog. And further if you're able to get any friends. (laughs) Right? And thank you for answering all these tough questions. It sounds like we've identified what additional data we'll need. In a perfect world, if we're going to make recommendations around reducing the disparity at arrest, at referral, at citation, we absolutely need our law enforcement partners. And to know what you're already doing so we're not double recommending. Or we can identify the best practices and bring those up as models. You know, Metro is doing this. This is the best practice that we think other law enforcement should be doing. I think that remains our priority number one. But I am open to hearing from other members of the committee further priority identification.

**Brigid Duffy:** This is Brigid, if I may. Do we have any idea if there are some—all the training that we mentioned around trauma and trauma even around police contact itself? Do we know if there are any trainings available that perhaps this committee could look at and determine whether or not it could be recommended to the full JJOC? I know we could ask, we could send letters to law enforcement agencies, specifically outlying what we would like to know about their training. And then if its not in there do we have the ability, or does anybody on this committee know of some good practice or best practice or promising practice training that we could recommend to the full commission that can ultimately be some sort of recommendation to our state?

**Toshia Shaw:** Hi this is Toshia. I believe that we can definitely come up with some evidence based practices. Some good trainings.

**Rebekah Graham:** Yes. Lets add that as an agenda item. Best practices, and police training or police response. We can identify the evidence based trainings, if there are any, that have reduced these disparities in other areas and identify promising and emerging practices and bring those back to the table as well. So for a future agenda ideally we have several policies or procedures from Metro that we can review. We'll have additional law enforcement contact that they can also present theirs and we'll potentially have some reports out on promising and emerging practices or best practices. Evidence based practices and police training. So I think I hear Toshia volunteering. (laughs)

**Toshia Shaw:** Well yeah I'll take responsibility if I bring it up. (laughs)

**Rebekah Graham:** Not alone, but you know lets work together offline before our next meeting to identify those and bring it back. So I would ask all of the people on the call to do a little homework between now and our next meeting around training because I think that is one of our core targets. It really does sound like we've narrowed it down to that being one of our key measures is what ensuring some of our core trainings that could address the issue are offered. Any other comments or feedback? Alright. Any new business? And we have assigned tasks to committee members so I think everyone has their task or homework. To research some training. And then we do have our next full commission meeting is July 17<sup>th</sup>. So that is probably pretty tight to get a meeting in before the 17<sup>th</sup>. Lets do a doodle poll to meet the 20<sup>th</sup> so we can get some feedback from the JJOC around our direction, the commission at large. And then lets send a doodle poll for the week of July 20<sup>th</sup>. Which will allow time for Chuck to reach out to the Nevada Sheriffs and Chiefs Association, it will allow everyone some time to identify who would participate and allow them time to participate in that doodle poll and ideally identify the time that works best for everyone.

**Brigid Duffy:** Oh—I lost her. Am I the only one who lost her?

**Rebekah Graham:** Am I not here again?

**Leslie Bittleston:** I hear you.

**Chuck Calloway:** I hear you.

**Rebekah Graham:** (laughs) technology huh? Anyway. So yea. So watch for that doodle poll for the 20<sup>th</sup> and for those of you that are full members of the JJOC we will confirm our targets at that meeting as well. Then I would move to adjourn the meeting.

**Brigid Duffy:** I cant second because I cant talk.

**Everyone in unison:** We can hear you!

**Brigid Duffy:** OH! Okay I second!

**Rebekah Graham:** We will take that as a second, Ms. Duffy.

Commissioner Graham adjourned the meeting at 3:00 pm.