Morning everybody. We're running about 10 minutes behind, so we want to get started because we have some of our families, affected families are still on the road now. We will be starting testimony with Panel A so if you're on the panel for officer wellness then please be prepared to get started.

04:30

But as soon as everybody takes their seats we'll do some introductory comments and introductions and then we'll get started with Panel A.

So let me just say Good. Good morning my name is Keith Ellison. I'm the Attorney General for the State of Minnesota. I'm very honored to be co-chairing the Working Group on reducing deadly force encounters with police. I'm very honored to have such an excellent working group and co-chair.

The goal is to reduce deadly force encounters. And I just want to just point out for everyone that we do have an editorial board op-ed that was put out for this morning in the Star Tribune. I want to urge everybody to read this particular document. It's helpful.

Commissioner Harrington and I went to go talk to the Star Tribune editorial board and we're able to talk to them about this critical issue. They agree that it's a critical issue and talked about it in their editorial this morning which we commend to you. This work that we do it is critically important. And one of the statistics that has come out and that I'm very aware of is that about 60 percent of the deadly force encounters happen in greater Minnesota.

People may think of this as a metro issue but it's not. It is something that engages our whole state. You could even argue our whole country. So it makes sense to focus our attention on this critical issue on a statewide basis. That's why we're very pleased to be in Mankato today. I want to thank the President and Regents of Mankato and MSU. It's a wonderful facility and we're glad to be here. And so with that let me move it over to my co-chair Mr. John Harrington.

[Commissioner John Harrington] Good morning guys. Once again, I want to thank all of you that have made the trip to Mankato. It is a blessing to be here. I mentioned earlier that part of the mandate that I've been given by my even by my boss Governor Walz is that that we're supposed to be looking at things that one Minnesota and so it's important for us to be not just in the metro area but we have to be in greater Minnesota. And I recognize as Keith has just pointed out that
deadly force encounters don't know any one jurisdiction. They don't know any one area but they do know some trend lines though.

07:00 [Commissioner John Harrington] And so one of the things you're seeing today is a slightly expanded group for the working group. We have added folks from the disability community because as you point out our first meeting over 50 percent of the deadly force encounters involve somebody that has either a mental health or some kind of disability. So we are very pleased to have expanded our working group. We're also very pleased that all of you have made the trip today with us.

07:30 [Commissioner John Harrington] This is, I really want to emphasize this is some of the most important work that I think the state can possibly be engaged in. The goal here is nothing less than to save lives. Save young people's lives and our communities, save lives of officers, and to save …to restore and to build on the trust that communities and their police departments have to have if we're to function as a civil society. So with that note, we're going to do introductions are we just gonna jump right into the testimony.

[Ellison] I think we're going to do a few introductions. You want to start James?

08:00 [Jim Copple] Hi, I'm Jim Copple. I'm with Strategic Applications International and 21CP. We are helping to facilitate the Task Force Process.

08:04 [Patina Park] I'm Patina Park. I am the executive director of the Minnesota Indian Women's Research Center and my husband is St. Paul Police Department officer.

08:12 [Justin Page] I'm Justin Page. I'm an attorney at the Minnesota Disability Law Center.


08:25 [Brian Peters] Morning Brian Peter is the executive director with the Minnesota police and Peace Officers Association.

08:32 [Artika Tyner] Artika Tyner, University of St. Thomas Law Professor

08:36 [John Harrington] Commissioner of the Department of Public Safety

08:40 [Keith Ellison] Keith Ellison


08:43 [Mark Kappelhoff] Mark Kappelhoff, Hennepin County District Court Judge

08:46 [Sara Rice] Sara Rice, Chief of Police Mille Lacs Police Department

08:48 [Elizer Darris] Elizer Darris, ACLU of Minnesota.
Mark Rubin St. Louis County Attorney and the Minnesota County Attorney's Association.

I would like to note that we do have some members who cannot be here. They told us in advance they wouldn't be able to be. The representative Rena Moran has a fixed schedule for this day and so couldn't join us. But it's still very much a part of the work that we're doing. Also, Chandra Smith Baker is not able to join us today but it's very much a part of our deliberations and actively pursuing her work with our committee and Brittany Lewis as well, Dr. Brittany Lewis, a demographer sociologist... is unable to be here with us today. But all three of them are active engaged in very much a part of our working group. And so with that would like to introduce...

[Ellison] And so with that would like to introduce I do want to add one other thing to this is that the working group testimony I think is is is an essential component of what we're doing so we're delighted that folks today actually physically be here and testify. But one of the things that we mentioned in the op ed piece is that we are open to information testimony in a variety of other ways. And so while coming here today or at our next working group meeting which will be...in October is one option. Another option is simply to send us your suggestions, your white papers, your research, your ideas to us through the Department Public Safety Web site. We are keeping all of that. We are having this videotape so that we are going to make this as transparent a process as we possibly can and so on that note I will introduce you to Sean Smoot 21st Century Policing. He's going to give us the presentation.

And so with that would like to introduce I do want to add one other thing to this is that the working group testimony I think is is is an essential component of what we're doing so we're delighted that folks today actually physically be here and testify. But one of the things that we mentioned in the op ed piece is that we are open to information testimony in a variety of other ways. And so while coming here today or at our next working group meeting which will be...in October is one option. Another option is simply to send us your suggestions, your white papers, your research, your ideas to us through the Department Public Safety Web site. We are keeping all of that. We are having this videotape so that we are going to make this as transparent a process as we possibly can and so on that note I will introduce you to Sean Smoot 21st Century Policing. He's going to give us the presentation.

[Smoot] Thank you Commissioner co-chairs members of the working group. My name is Sean Smoot, Principal Consultant with 21CP Solutions. I believe many of you know me or met me as part of this process. Part of our support facilitation of the work I'm going to speak to you this morning about the law enforcement mental health and wellness Act which was passed by Congress and signed into law on January 17th, 2018.

The act itself was a product of bipartisan bicameral congressional action support of a recommendation set that's included in President Obama's Task Force on 21st Century Policing under the pillar of Officer Safety and Wellness.

I will be as brief as I possibly can. I'm just going to give you a run through of two reports which were required by the statute to be to be done. And the reason that I'm actually the person presenting to you this morning as I led the team that wrote the case studies report

So of the two teams one was one of the reports was written by COPS office staff and I will go through that report as well and through a collaborative agreement with the COPS office 21 CP solutions was retained to write the case studies report and we have consistently since their release a few months ago done reports across the United States.
Let me just talk very briefly about the methodology that was used in the reports.

12:30 [Smoot] And by the way at the end of my presentation there will be a Web site on the screen so that members of the public people who are watching online that couldn't be here can see where they can get the reports as well. I believe they're in your in your materials for today's meeting. So with regard to the recommendations report the statute which required a consultation the COPS office did extensive work with the VA and the Department of Defense,

13:00 [Smoot] because those agencies frankly have done a great deal of work on mental health for our military folks who have a lot of the same subset of mental health issues that police officers do as a result of being exposed to trauma. The case studies report we actually broke into teams.

13:30 [Smoot] We did a survey of what programs are being used across the United States in terms of Officer wellness, health and wellness and particularly focused on mental health programming. We identified 10 police departments that had very good and historical programs. By historical, I mean they've actually been involved in doing officer safety programs for a number of years. We broke into teams and we did actual site visits…

14:00 [Smoot] where a researcher a member of our consulting staff and writers went out and visited each of these 10 jurisdictions. The 11th case study was a national telephone hotline listed…officers can call into mental health services Quickly, highlights from the recommendation report. The recommendation report included 21 recommendations.

14:30 [Smoot] In addition to supporting development of resources for community based clinicians interacting with law enforcement there are frankly many communities where that isn't available right now. We also found that through the work that the DOJ was doing in the V.A. was doing its really really important to have support programs for law enforcement families not just the officers themselves, but their spouses, or significant other, their children, and in some cases their parents.

15:00 [Smoot] We also identified that the importance of having model policies available to implement guidance for agencies. As you probably know I've heard it's gotten a good deal of press lately. Police officers today, well I shouldn't say today because I think it's been happening for a long time but we're actually paying attention to it today and counting. But the number of officer suicides has increased exponentially over the last 10 years.

15:30 [Smoot] A report came out that was done by the law enforcement officers memorial in Washington D.C. last year that indicated your chances of being killed by your own hand as a police officer are 40 percent, I'm sorry 400 percent higher than being shot and killed by somebody, by an offender.
[Smoot] That's a really shocking statistic. I can tell you as of two weeks ago we have documented over 140 officers this year alone who have taken their own lives. And I would just note for the record this is only the second year that we've actually started counting somebody has actually started counting officer suicides. So this is an extremely serious situation in law enforcement.

[Smoot] It's one of the probably top two front burner issues in law enforcement today. Obviously, having research to determine if there's what programs work what kind of things work is also extremely important. I don't want to just read through this PowerPoint presentation, but I do want to kind of focus in on peer support, peer programs. Those do have a good deal of efficacy.

[Smoot] There is a good deal of research that supports their use and this is an area where a lot of I think a lot of resources will be focused on going forward particularly because of the mental health crisis that exists within law enforcement and the real crisis that we have in terms of suicides. Probably the biggest and most important recommendation in here is the second from the bottom on the screen...

[Smoot] the improvement of legislative privacy protections for peer support programs. This is this was also a recommendation that was included in the President's Task Force on 21st Century Policing under the auspices of not only peer support but also certainly event reviews which are non-blaming post incident reviews similar to those that are done by NTSB or in the medical profession after an undesirable outcome occurs.

[Smoot] So I highlight that for you because you did ask for some concrete recommendations and there are few states that have extended privacy protections to peer support peer counseling. My state, I am a resident of the state of Illinois. Our governor just signed a couple of weeks ago a law extending privacy protections for peer support for first responders.

[Smoot] So including police fire and I suppose it's extremely important because of it as as you well know. I would hope that the public knows you know for a police officer to seek out mental health treatment can expose them to through public records disclosure,

[Smoot] to disclosure of matters that would not a normal citizen like myself and many of you would not be subject to. And we know that from the research that we've done, if officers believe that they are seeking mental health treatment can be made public, or it could be used as as an impetus for an adverse employment action, they won't do it. And what we know also is that if there can be intervention at an earlier stage we've seen mental health officers recover very quickly.

[Smoot] We know that some of the highly publicized incidents over the years have occurred. And looking back in retrospect officers involved had PTSD issues for instance. Those things could have been addressed prior to the incident occurring. And so the point is we really want to encourage officers to seek professional help if they need,
[Smoot] to seek pure counseling if they feel the need for it. And we don't want to have hurdles or obstacles placed in their way or have them apprehensive to seek those services. So finally recommendation is development of whole health programs. Mental health and physical health are very closely related. There's a significant amount of research supporting that statement, which is included in the reports.

[Smoot] But what we know is that if a person is physically unwell, that has an impact on their mental health and if they're not mentally well that has an impact on their physical health. Whether that is because overeating emotional eating that kind of stuff can lead to obesity and heart disease, but also just the stress if you're not if you've been exposed to trauma and the stresses there that actually has a very real impact.

[Smoot] There is a good deal of research on that particular one with regard to police officers their life expectancy is significantly lower than the general population. In terms of I'm going to shift gears now to the second report which is a case study sites report

[Question from Harrington] Before you do that, I just want to correct an assumption I have. The reason that the that the peer support information is not private is because it's connected to disciplinary records and or because of the fact that the peer support and not licensed therapists and psychologists or whereas that where does that line get?

[Smoot Response] So it's actually goes to the latter. There they're not some people are aware of awareness. I'm glad you asked that question, Commissioner. They are not what would be considered a HIPAA record. They're not a health record. At least they're not classified as such by federal law. And so one of the things that we recommend and what the report recommends on the federal side is that Congress actually extend that for protection to peer support groups and peer counseling groups. But on a state by state level you're now seeing states do that. I know Hawaii is has adopted it, Washington has done something else, as I said Illinois just just within the last few weeks has implemented such a law.

[Question from Ellison] Just a follow up. So it sounds like you saying that the federal law doesn't necessarily preempt it and states do have jurisdiction to act in this space?

[Smoot Response] Yes absolutely.

[Ellison] So that would be that's an important thing.

[Smoot] I think if you look on a state by state basis General, what you'll see is in terms of medical records, or a doctor patient confidentiality, even attorney client privilege those those things are all included in state statute.

[Ellison] Yeah. Yeah well I leaned over to the chief and asked him isn't that HIPAA but he's in so glad you guys cleared that up because it's actually something that I think we should pay close attention to. you know whether the Minnesota Department does that.
[Justin Page Question] I do have a question. Do you know if the Minnesota Data Practices Act would apply or would it be private under data practices act?

[Smoot] I don't. I would say there's some departments to partner so they will partner and include a psychologist or a licensed clinical social worker somebody of that nature to work in the peer groups as a way to try to trigger a privilege. Others use chaplains, but that has not legally been tested. And part of the issue with using chaplains is frankly there aren't enough to actually embed these peer to peer counselors with peer to peer counselors and there's a there's a it's the law is even less clear in terms of if you have a lay person who's assigned to or working under a chaplain supervision whether or not that privilege extends to them that would normally apply to clergy.

So let me if I may. I know you have a good deal of testimony to give us your questions.

[Question from Ingebrigtsen] Do you have model legislation from those states that have passed that?

[Smoot] We can certainly provide that to that committee. I won't call it necessarily model legislation, but I we can certainly provide you with statutes that other states have passed.

[Smoot] So in terms of the case studies these are the jurisdictions that that are included in the report. The Cop2Cop program is basically a toll free number that officers can call and they are then connected with a trained, either current or retired police officer to provide them with… and these are actually people who are trained. This is operated out of Rutgers University. It's probably one of the most robust telephone counseling systems certainly in the public safety space in the world.

[Smoot] So and they because they're associated with the university they actually have a lot of data that they've collected and a lot of research that's been done to show that that…kind of the success of their program. Cop2Cop was something that kind of emerged after the tragedy of 9/11 and then we had you know literally thousands of first responders and police officers in need of mental health care…

[Smoot] and there was nowhere for them to go. So you know it's based in New Jersey and it's and it's at Rutgers University, its impetus was for New Jersey and New York City police officers Port Authority police officers to have to have these services. Just give you some some oversight kind of putting all of the all eleven of the sites together some common themes that occurred

[Smoot] and made these programs really successful was a combination of leadership from within the department leadership from the superintendent commissioner police chief and their staff and leadership by the association or union that represents the officers. So some of
these jurisdictions are in right to work states. Some of them are and in states like Minnesota that is not right to work…

27:00 [Smoot] where officers have the right to unionize. And and in both cases it was essential it was the central piece of the success of the program and a lot of cases the foundation of the program was leadership from the rank and file representative groups if they are not part of that buy-in, that's another hurdle that comes up for officers to use the services. So you know what we found is the most successful are actually programs

27:30 [Smoot] where the administration of the department and the organization representing the members of the department worked together to build a program. I will just tell you in Nashville one of the programs where I did the where I personally did a site visit and and some of the writing and you know the impetus of the national program in and of itself was not just the chief of police it was seeded by their local FOP.

28:00 [Smoot] and when I say seeded they actually provided some money to start the program. And now it’s a line item in the city’s budget. They have their own office. They have their own building away from the police department’s really a substantial and robust mental health provider within that within the department there. So again common elements include peer support implementing or working with chaplaincy integrating the EAP benefits

28:30 [Smoot] and including spouse and family services including things like we don’t normally equate with mental health but financial counseling which is one of the areas that you know where it was discovered a lot of officers that was a significant cause of problems for them in terms of stress in terms of their mental health. And so, many of the programs include that that kind of counseling as well.

29:00 [Smoot] We saw there’s a number of different ways to do this. Some departments have in-house psychologists others partner with agencies outside of the department. Some use the EAP solely. Some don’t. The EAP is it can be a limiting thing. The EAP programs tend to have a very limited structure and availability of services for officers. So for instance there are a number of the EAP programs that only afford…

29:30 [Smoot] officers two to three sessions with a counselor. If they're dealing with an alcohol or drug issue. Anybody who knows about the disease of addiction and and what it takes to recover it if you're an addict or an alcoholic knows that usually two to three sessions is not going to solve a problem. It's typically a much longer longer term situation. So while EAP is OK

30:00 [Smoot] in most cases, it's really kind of just to get the ball rolling. It's not going to it's not going to provide the kind of coverage that these officers need to fully recover so that that is that is an issue that needs to be looked at. A lot of agencies have programs that start very early in the officer's career. One of the most successful in Indianapolis. When you're a recruit when you get hired your first day you show up at the academy…
[Smoot] and you're assigned a mentor and that's somebody that's an officer and other officer that's a volunteer, volunteers to be a mentor. It's been on a department that has several years of experience and that's a person that you can call even after they retire. So officers have kind of a steady hand that they can always they can always go to for advice and assistance. And no surprise I don't think a trust is really the cornerstone of every successful program.

[Smoot] If the officers don't trust that they can participate in and get mental health services and not have that information somehow disclosed to their peers or to the public, they're not going to they're not going to utilize the services. And similarly if the association that represents officers doesn't have that trust in the department, they're gonna tell their officers not to participate in that program.

[Smoot] And the department at the same time has to have that trust with the association to say hey we've got a guy that needs some help. And this isn't going to be part of a disciplinary action. I mean this is I'm not talking about somebody that's committed misconduct here. OK. No you're about somebody that we know in policing. It's not uncommon for an officer to have a traffic accident. Maybe they've been drinking. And for there to be three or four officers that work with him go in and say,

[Smoot] I was wondering when that was going to happen. We shouldn't have that in in policing. I will tell you as an attorney in Illinois. As a licensed attorney in Illinois I have a hotline I can call if I'm concerned about a colleague. So if I if I have a colleague that's practicing law and I think that they've been drinking in court I can call an 800 number and say hey I'm concerned about Attorney Smith and another attorney who has recovered from an alcohol problem will contact Attorney Smith and work with that person. We don't have a system like that in law enforcement. And that's a problem when we need to have that. We need to have open access to health care for our first responders. I'm gonna just kind of skip through. A few of these with your indulgence because I think I've covered some of it with my comments. But I want to also leave opportunity for my co-presenter...

[Smoot] And for you to ask me questions. I will just say it in terms of success and having these programs in place for officers. I think the real key is to make sure that those things are included in the budget and they have their own line item in the budget for the cities and counties that provide them if they don't then it's just a program that could have a change in leadership and all of a sudden the next chief

[Smoot] or the next deputy chief that's involved in this decides this isn't a priority. And they do something else if it's a lot specific line item in the budget. You got to go to the city council and explain why is law enforcement mental health not an issue not a problem anymore not something we should fund anymore. And I think that that's a real key thing. It should just be part of it. And kind of part of the cost of doing
business from a risk management standpoint, we know it makes a lot of sense.

34:00    [Smoot] because officers who are mentally well don't make mistakes like the ones that do and don't commit. acts like the ones that do have mental scars.

34:18    [Rubin] Just a question please. Are you saying that officers who have been involved in deadly force encounters have mental health issues or have a likely a higher likelihood of mental health issues.

34:30    [Smoot] I can't say in deadly force but there is a good amount of research that has shown officers who have habitual discipline problems, officers who are involved in more uses of force, oftentimes do have there is an outside intervening illness there. And I hate to say illness but mental health issue there that can be as a result of trauma that they've experienced as an officer you know officers come just like everybody else.

35:00    [Smoot] When they come into the profession they don't they're not a blank slate. We have officers and there's actually specific programs now for officers who are leaving military service that have been deployed overseas to go through PTSD counseling prior to starting at the police academy. So I mean there are a number of issues there, but I don't want to say that that like there had as far as I know I haven't seen any research specifically on deadly encounters and linking that to mental health. But there are more and more globally we know that that's the case. That there are officers who have mental health issues of some kind that tend to be more involved than in use of force more involved in the disciplinary process within police the.

35:30    [Kappelhoff] A quick question. You mentioned a moment ago about how as a lawyer you have the opportunity Illinois you about to go to a Web site or get help as a lawyer or actually either refer a colleague to that service as well. Happy to report that in Minnesota that we actually have a similar program for lawyers called lawyers for lawyers can turn to the lawyers and it's not only for lawyers but for judges it's for law students and their immediate family. I guess my question is iare you aware of any state law police department that has a similar resource for police officers around the country.

36:30    [Smoot] I'm not. not one. And by the way it's not just lawyers. These exist in the medical community as well doctor. So I mean there are other professions that do have those. But no I'm not I'm not aware of any that have that type of system in place.

36:57    [Gottschalk] I have no doubt that under this discussion about the resources for officers and how would you benefit their mental health having those support networks. Without it being consistent across the nation. Is there any research that talks about what the impact of these type of programs now on the delivery of services to the community side benefit to the officers and help you are making their decisions. Has there
been research that talks over this maybe something you wanted touch on.

37:21 [Smoot] Yeah I think if you I mean I don't want to step on your testimony too. But I think if you look in the recommendations report and the case studies report included in the lit review and there are studies referenced in both of those that would support what you're saying which is that if officers are healthier they provide better service to the public. They interact in a more healthy way with the public, that they tend to de-escalate more. And those kind of things. So yes. Long answer yes.

38:00 [Smoot] You know I think the big takeaway in terms of this topic at least in these reports and I would encourage you though to look at them and read them entirely, but you know there's no one great way to do this there's no perfect way to do this. Different things are gonna work in different jurisdictions, but I think you know one of the key phrases that you hear talked about today is this idea of resiliency.

38:30 [Smoot] And you know I don't think anyone would argue that policing isn't difficult work. And our first responders and particularly police officers who tend to be the first of the first responders are exposed to a lot. They're exposed to things to seeing things and frankly having to do things. And I'm not just I'm not talking about use of force here but just in terms of responding to accidents where you know traffic accidents

39:00 [Smoot] where perhaps a child has been severely injured or killed or someone else. Those things take a toll. And that's not an issue for debate. We know they take a toll. We know that the trauma exposure to trauma takes a toll. And that is solidly supported by medical and scientific research. And the issue is you know

39:30 [Smoot] are we giving our officers everything we can in terms of teaching them about that because just because you're exposed doesn't mean you'll develop some kind of disorder. If you know how to deal with the exposure and you have ways of dealing with it with professionals. You can totally get past that like you can totally deal with it. And then move on. At least most people can and that's backed up by research too.

40:00 [Smoot] So I think the key thing is do we need to start training officers in resiliency from the day they're hired and we need to make sure that they are continuing that service until the day they retire and after. I promised you we would put this up. This is on the DOJ Web site where you can get both of these reports. I tend to think the one with the red covers a little bit better because you know I helped write it

40:30 [Smoot] but in all seriousness both of them are excellent resources. And I would commend them to your state and local law enforcement agencies as well if they're interested in setting up a Mental health program for their officers or testing to see if theirs's is adequate. These are good places to start

41:00 Short break between speakers.
Good morning co-chairs and distinguished co-chairs and members of the work group. I'm Mike Goldstein I'm the Director of Public Safety and police chief for the city of Plymouth and it's my honor to be here today. I have. I was told I have about 30 minutes to cram a 90 minute presentation into and I'm going to do my very best to do that.

Much of it will dovetail on what my co-presenter offered to you this morning as well. Just as a bit of background I've been in law enforcement on my twenty ninth year almost thirtieth year and 15 years plus as the police chief for our community. I'm also an adjunct faculty member at the University of St. Thomas. And today throughout my testimony I'm going to be wearing some different hats that I'll explain when I get to the different key points because of some work that I've been doing with some research scientists as it relates to Officer wellness and resiliency.

So with that. I think it's important and I know that all of you received the copy of the abstract of what I'd be talking about today. And my purpose is certainly to answer questions that you might have but to provide you know all of us a practical approach for the support establishment and ongoing maintenance of a comprehensive wellness and training programs for public safety professionals that are predicated on you know irrefutable data.

I have a absolute passion for this work and it's my hope to help inspire and motivate others to either replicate what we're doing in our organization or what's being done in other venues across the state in the country to best help those that protect our communities. In my work I've been lucky enough to have been published on a few different things the media has captured some of our work.

NPR just did a very nice story on our organization a couple of weeks ago and I have done work for the IACP the International Association of Chiefs of Police and the National League of Cities as it relates to wellness opportunities for organizations and their personnel. And I also do chair a subcommittee for the Minnesota Chiefs of Police Association on wellness. The idea today is to talk about the need is in fact or fiction to talk a little bit about servant leadership.

The 21st century policing task force report and offering what from my perspective what a comprehensive approach might be to best care for those that serve our communities and then to offer some future recommendations. Moreover my hope is that we learn something new together today and that we're able to put it into practice and then derive some shared success that these efforts might generate.

I want to help set the stage and I think my co presenter offered some excellent testimony related to this but we are in law enforcement and primarily the 24/7 social scientists more so de facto social scientists in that when people call 911 they're not calling us what good news.

You know no one calls 911 to say hey I got promoted today I just thought I would share that right. That's not why they call they call and they have a problem and as a result law enforcement officers
other first responders are there to problem solve. And in that process we might be chemical health specialists, we might be behavior health specialists, we might be social workers, we might be guardians, we might be educators, we might be lifesavers, and we might be enforcers we wear many many hats and I think we do a lot of things really incredibly well.

45:30

[Goldstein] Some would argue that there's some things that we do that we shouldn't do. And I might agree with that. Sometimes we're called into situations that might exceed our capabilities, our training, and our expertise, but who else is going to do that at 2:00 in the morning. We don't have another set of services necessarily at the ready to go out and manage these different calls for service. So while we have what we have and we know it's not perfect it is still pretty good.

46:00

[Goldstein] But we know that we have to work on a path towards continuous improvement in order to help make things better. And I think that if you look at what has occurred over the course of time, never before has law enforcement been better trained or educated or more aware of the social concerns that are dynamic and as such we try to be more engaged with community policing and committed to doing the right things at the right time.

46:30

[Goldstein] And I think Minnesota leads the way across the nation as relates to the educational requirements that we have for police officers and the training requirements that we have with police officers including mandated training and de-escalation and implicit bias and cultural competency. That doesn't happen everywhere that happens here and that's I think special and it's good for Minnesota but we're missing a huge component that I hope to help illustrate here today.

47:00

[Goldstein] When we talk about finding continuous ways to improve how we deliver service to the community, we also have to find better ways of delivering a product to our own personnel a service to our own personnel that will help them better serve the community and help keep our communities safer. So law enforcement is considered one of the most dangerous stressful and health threatening occupations.

47:30

[Goldstein] It's been proven time and time again as we compare what law enforcement does in relation to other occupations throughout either the social science fields or in other occupations in our society. In 2011 a study found that 98 percent of law enforcement agencies do not require their officers to meet physical fitness standards after being hired. And I would argue that in Minnesota that rings very true here as well. Very few departments have requirements ongoing requirements for physical health.

48:00

[Goldstein] The Cooper Institute conducted a comprehensive assessment of seventeen hundred law enforcement officers across the US and found them to have a lower than average fitness level as compared to the general population. Based on aerobic fitness strength and body fat and I have some other data to reinforce that in a moment. And we know that when people are not fat bad things can happen to
them with their physical health let alone their mental health and just so we all understand that if one of our personnel go out with an injury on duty related to a heart attack, it's a four hundred to seven hundred fifty thousand dollar cost to the organization. The effects of job stress are well studied and include increased levels of psychological disorders such as anxiety, depression, and post-traumatic stress, and physiologic conditions including hypertension, cardiovascular disease, and other metabolic diseases.

In Scotland for example, more than two hundred thousand days of work has been lost due to mental ill health in the last four years alone. And the reason for the absences include anxiety, depression, insomnia, and post-traumatic stress. And if you put dollars to those lost days it's significant. More locally here in Minnesota in Minneapolis sixty seven thousand hours of work time were lost to sick officers or those injured on duty in 2017. Resulting in approximately 2.7 million dollars in overtime and worker's compensation related costs. And that's with Chief Aaron Daniels Police Department. And he is just representative of one department throughout our entire state. This is what I think I hope you find interesting and a bit disconcerting.

In Minnesota disability retirements both physical and psychological injuries for police all officers has risen from one hundred and twenty eight between 09 and 12 to two hundred and forty between 2013 and 2016. And in red you see one hundred and ninety four, and that's as of August of 2019. So the number will certainly be higher than that as the year comes to an end. And most striking is the increase in disability retirements for psychological injuries which rose from twenty seven retirements you know seven years ago herself to 70 retirements four years ago… to already 91 retirements in the last couple of years. And again that's only through August of 2019. Post-traumatic stress claims since 2013 n Minnesota alone you have a total cost of 14.7 million dollars in incurred claim costs. And this is from public employment through the League of Minnesota Cities. This is their information to me.

And it should… You know it's shocking concerning. 14.6 million of that fourteen point seven is directly related to public safety personnel going out with IOD claims related to post-traumatic stress. And if you look at you know further down the line between 12 and 15, 6 percent of all police work comp claim costs related to post-traumatic stress. Well now that's jumped to 28 and all of this last year right in the first six months of 2019, the total net incurred costs for post-traumatic stress claims rose forty nine percent between the first of the year and June 30th of this year. Two point one million dollars new claims and two point nine was due to the development of existing claims. So we're spending a lot of money and we don't have a lot of answers as to how to better protect our personnel and to protect the financial resources that impact our
cities and the insurance trust that protect our cities and on the retirement system that our officers rely on.

52:00 [Goldstein] I'm not going to go through these but you can go and do a search on post-traumatic stress suicide related issues mental health related issues physical health related issues just over the last month you will come up with story after story after story making national headlines or certainly state headlines particularly in New York where they've lost 10 or more police officers to suicide in Chicago last year had devastating suicide results as well.

52:30 [Goldstein] We know that law enforcement officers have a higher incidence of substance abuse as compared to the general population. We know that they are sleep deprived which causes a whole host of psycho and physiological concerns and disease. We know that many of them are obese.

53:00 [Goldstein] We know that some deal with chronic pain whether it's psychological pain or physical pain or both. We know that the incidence of divorce or domestic conflictual relations or conflicted relationships are greater than the general population. We know that there are psychological injuries whether it's depression anxiety post-traumatic stress as I've highlighted is greater than the general population.

53:30 [Goldstein] Suicide as Mr. Smoot talked about is off the charts and it's and it is actually rising for all interested parties in society, but specific to law enforcement too. And we know that our morbidity and mortality rates exceed that of the general population. John Violanti who is probably the grandfather of all law enforcement research as it relates to stress out of Buffalo University in New York in a study that he did show that police officers die on average 21 years ahead of the general population.

54:00 [Goldstein] Now his study to me was limited to a population on the East Coast. I would not want to extrapolate that across the country. I don't think that that's necessarily true in the Midwest, but it is thought provoking. The National Opinion Research Center out of the University of Chicago is doing a study on law enforcement officers safety and wellness.

54:30 [Goldstein] It's a multi-level study directed by Dr. Elizabeth Mumford who I have the opportunity to talk with, PERF the Police Executive Research Forum, John Violanti who I already mentioned along with Bryan Vila. These preeminent sort of researchers have conducted this study that supports what I've just suggested here that law enforcement officers experienced long term health morbidity mortality rates exceeding other occupations and the general population. For example may have found that a third of the departments across the country. And these are preliminary results of their study...

55:00 [Goldstein] I need to qualify that where they've looked at over two thousand police departments a third of those have cut or have reduced or have full support postponed wellness and safety programming due to budget cuts budget concerns or staffing issues. We know that through their preliminary results as they were looking at the general population.
When you survey and screen the general population about 30 percent will say that they are in good to excellent health.

55:30 [Goldstein] What they found through this study nationwide as it relates to police officers is less than 10 percent are in good or excellent. When you look at mental health disorders anxiety or depression the the incidents of concern and the impact it's having on public safety folks is almost twice as high as compared to the general population and PTSD as compared to the rest of the population is three times as high.

56:00 [Goldstein] Another example here that I believe that leads to the next point on leadership is that I believe we all have a moral and ethical obligation to look at this issue and I believe that if we don't we're being deliberately indifferent which leads to negligence which then leads to court findings.

56:30 [Goldstein] A case out of the District of Columbia found that due to the officer's lack of physical fitness the officer was unable to use less harmful defense tactics and reported and resorted excuse me to using his firearm causing the subject to become paraplegic. The verdict was that the D.C. Metro Police Department was found to be deliberately indifferent in how they were dealing with officers and their physical fitness issues. So really the crux of this is that we either pay now until later and we pay on different levels all kinds of levels.

57:00 [Goldstein] I'm not just talking about the financial cost, so it's time for a different leadership philosophy. As Mr. Smoot talked about we bring in people with different backgrounds different degrees of experience life experience, but typically they come in pretty healthy and then we throw them into an arena kind of a front row seat to humanity where they get to see and do things that are honorable, that are needed, that are important, but are very very difficult and they don't just do it once or twice they do it again and again and again over 30 years...

57:30 [Goldstein] The typical lifespan of a police officer, and then we throw a lot into retirement and we wish them the best. And that leads to a whole host of issues that again I hope by highlighted sufficiently for you. So the question is do we want to perpetuate a vicious cycle or do we want to create a virtuous cycle by doing something new and different. I subscribe to the servant leadership philosophy.

58:00 [Goldstein] This is a quote from somebody else not mine but “a servant leader is a person of character who puts people first who is a skilled communicator a compassionate collaborative collaborator who possesses foresight as a systems thinker and leads with moral authority” and as a servant leader I do put people first. That is my main purpose and my role in a leader must exhibit fairness and civility at all costs when dealing with an organization’s most important assets and that’s its personnel. That's my job.

58:30 [Goldstein] Take care of our women and men who then will take care of the community and collectively we met our mission by doing that. There there's an old military adage that says you know you must take care of your troops if you want to carry out your mission. And I don't know that we're doing that all that great. Across the state or beyond the state Mr.
Smoot talked about early warning systems that have been put in place to look at use of incidents

59:00 [Goldstein] Use of force, incidents, sick time use, crashes, tardiness issues, other behavioral issues to kind of see if red flags pop up where there can be an earlier intervention to try to help officers through whatever they might be going through. And it might not be work related. It could be stuff going on at home. Or elsewhere in their lives. This is a cultural shift. It’s not a program. It’s not a tactic, it’s not even a more comprehensive strategy.

59:30 [Goldstein] It's building a new culture into the organizations that we all lead and that we expect to provide the very best to our personnel so they can provide the very best for our communities. And I think the 21st Century Policing report identified how to best do that. This is an incredibly influential document and the authors of this report and the women and men that came together the professionals within academia and within the public safety sector to work on this were very deliberate in what they did.
[Goldstein]...Safety sector that came forward to work on this were very deliberate and what they did. They created six pillars that many organizations across the country were already doing or exceeding but for as many who are doing great things. There were many who are doing not so great things that had their head in the sand. And this document is sort of that barometer right. This common denominator for organizations to compare themselves against and to try to reach and strive for. And the sixth pillar that talks about Officer wellness and safety

[Goldstein] and I a lot of times we we return those two terms around we talk about officer safety and wellness and I think the authors were deliberate and smart about putting wellness first because if your cops aren't well they're not going to be safe and they and they're caught here is the bulletproof cop does not exist. The officers who protect us must also be protected against the incapacitating physical mental and emotional health problems as well as against the hazards of the job.

[Goldstein] I had the opportunity to meet with faith leaders from North Minneapolis a few years ago working with Andy Luger our former U.S. attorney and in talking with them a fairly prominent faith leader spoke up and he said you know we need the police. “We want the police. We hope that they're doing good work. But the police in my neighborhood are broken.” No offense chief. This is just a comment that he was making that the police in my neighborhood are broken.

[Goldstein] And as a result we get broken services. And so I'm giving him credit for the...you know sort of the the paraphrased quotation “broken cops equal voting services.” We have to do a better job. And how do we do that? And this leads me to my next point of creating a comprehensive approach. We know that stress exists internal stress external stress.

[Goldstein] We know that that you know using Gordon Graham who is known to those of us in public safety a national speaker talks about you know what's predictable is preventable. This stuff is predictable. We know that the stress that officers are going to endure is going to have an effect on their performance. And so what can we do to mitigate the negative effects that it can have predictable is preventable.

[Goldstein] We have to do a better job. So this comprehensive approach that I have been advocating for as a chief for my organization or elsewhere when I've been asked to come and present this to once again acknowledge the reality understand the statistics the empirical data. It's not going to go away and you can't
sugarcoat it. We have to acknowledge the stress that exists within our society and within our own organizations that our officers have to deal with. We then have to come up with a marketing plan if you will to help generate support...

1:03:00

[Goldstein] community support, support from our city councils, our city administrators, our unions. Right. And that's what we did implement. We put together this comprehensive approach over the last seven years to generate some success here. We brought in national speakers to set the stage. We created a department policy as it relates to wellness. We actually establish wellness officers just like departments have range officers in defensive tactics officers and field training officers.

1:03:30

[Goldstein] We have wellness officers that have specialized training to go out and help coach and mentor our officers. We actually looked at the issue of suicide and talked about it very blatantly and incorporated that into line of duty death within our own department policy. And again we have been proactive in aligning ourselves through either a retainer or employment relationships with physicians.

1:04:00

[Goldstein] We actually have a physician on staff mental health providers. We have a mental health provider on retainer and spiritual health. We're not afraid to talk about that and we're not there to proselytize we're not there to promote one religion over another it's just about understanding that there's something greater than you in providing the services that we provide. But I'd really like to focus on the mental health because that I think speaks to the greater tenor of what today might bring as others come and talk to you with their ideas and recommendations going forward.

1:04:30

[Goldstein] Like Mr. Smoot talked about in Indianapolis I believe he said they have a mentoring program. We have established that too and it's outside of the field training process that officers have, they're assigned a mentor to help them navigate their way through the first few years of their career to keep them on track and focused and healthy and that has evolved into an emerging peer support program that I won't get into right now but that is a very prominent offering that organizations have.

1:05:00

[Goldstein] And I do support the idea of protecting those conversations through legislative action that our Minnesota government data practices act would need to be adjusted to make happen. We talk about you know at our in-service training we talk about mindfulness and we talk about sleep and diet and other physical ailments by bringing in our specialists come and talk to our officers after critical incidents...
[Goldstein] we have stress debriefings in defusing. Like most organizations do today. It's just a common practice and it's a good practice. We have partnered with the concerns of Police Survivors to send our wellness officers to their advanced training so that we are in tune with what's going on nationally along with the studies that Mr. Smoot talked about in our own internal Academy we start them out day one by talking about mental physical and spiritual health.

[Goldstein] And we reinforce that through communications throughout the year and throughout one's career. We talk about financial fitness as well that was brought up earlier and we bring in families with this and we we talk about how to keep people healthy in that regard as well. And the one that I really want to focus on is checkup for the neck up, and this is the one that has attracted a lot of attention that many other departments now across the state are starting to replicate and I'm capable of no original thought.

[Goldstein] This is stuff that I haven't picked up from others across the country but we had I heard of an idea, in North Carolina where a department was paying a mental health therapist to provide a once a year check for officers to go in and just sort of dump whatever toxins they were carrying. And I thought well that's good for them it's got to be good for us. So we found a mental health provider put him on retainer and as a part of that relationship there it's kind of a soft on call

[Goldstein] if we ever have a critical incident for them to come to also provide in-service training and for our officers to go visit with him for at least once at least once per year to talk about whatever it is that they want to talk about. And I really don't care what they talk about. They can talk about the Minnesota Twins clinching the division. I just want them to establish a relationship with this provider so that if the day should come where they really need to talk about someone they have that established relationship. But I know that those conversations go deeper than what I just sort of used as an example.

[Goldstein] And we did this as a voluntary process and we had few people using it and then we had two officer involved shooting six months apart from each other and they were tragic events for everybody involved and as a result of those tragic events we lost two of our officers to post-traumatic stress early retirements and I've said we're not doing enough as progressive as I thought we were we're not doing enough so we worked with the union to compel to mandate the check ins.

[Goldstein] And the union agreed with some caveats to the process. And right now everybody in our organization from the top down
needs with a mental health therapist each year and we've been doing it the last two years running. So the data is anecdotal at this point but the outcomes so far have been good and we have officers addressing needs that have come out through those conversations through longer term therapies that probably never would have been addressed in a healthy way.

1:08:30  
[Goldstein] And they have been open about that they have been the ones sharing their experiences with their peers and even with me as an as an administrator about how this help enlighten them to some help that they really needed. And that's a good thing because they're healthier and they're doing a better job for our community. So other departments are looking at this and the idea here is that there really isn't the stigma when everybody has to do it. Now again those conversations need to be properly protected.

1:09:00  
[Goldstein] They can't be used as retribution for officers if they're struggling in the field. But again it's something that we're proud of and I just wanted this workshop Working Group excuse me to know and understand. Wearing a different hat because of my passion related to this outside of my daytime job. I have affiliated myself with a group of research scientists and we conducted a study in 2019 at the end of 18 into 2019,

1:09:30  
[Goldstein] that is comprehensive and unique and it's looking at how can we best optimize performance when officers are under stress that will reduce the incidents of post-traumatic stress and long term health concerns and this study was led and affirmed by a leading academic research scientists from Washington State University Dr. Lois James and it was funded through the League of Minnesota Cities Insurance Trust.

1:10:00  
[Goldstein] And the study again, the goal is to reduce the risk of post-traumatic stress and other conditions while optimizing performance under stress using biometric feedback. And I was just in Washington D.C. last week talking about our study along with others who are doing similar work with the Police Executive Research Forum, the Rand Corporation, and the National Institute of Justice because this is an emerging technology that is a game changer.

1:10:30  
[Goldstein] It truly is. We know through our study that we can establish personalized stress indexes or indices and by doing so we can help condition folks on an individual or personalized manner to improve their performance when they're dealing with stressful incidents. And as a result we can broaden sort of their boundaries as far as what they can work themselves through without being either hypo or hyper vigilant
[Goldstein] Because when people are in those two states of mind bad things can result, or decisions can be made. When you talk about I do want to get too much into the science but the parasympathetic or the sympathetic response to things. We react to the sympathetic side when we're under stress and things are happening very rapidly through the right conditioning we can get people to think through things a little bit more clearly and to use other tactics and techniques maybe to again manage an incident differently more effectively more promising.

[Goldstein] there is no panacea right. There will be deadly force encounters no matter how well people are trained in how healthy they are. But I do think we can reduce some of these incidences along with the use of force through the proper coaching training and conditioning.

[Goldstein] And from that study it has led to some work that I'm doing with a large health care organization to provide a whole new set of services for folks that can't support these programs, either their organizations don't have the resources or they don't have. You know the capacity to take some of these programs on. We believe that we can do more with more studies. We know that the military has done a great deal of work as it relates to using biometric feedback as to who they put into combat who they don't.

[Goldstein] We think that there is an opportunity to use this technology in the academy setting and certainly in service settings once folks are hired. And again I think we can create safer communities as a result. Our manuscript will be done actually on Monday and it will be. out for publication thereafter and I hope to share more with this group once that happens.

[Goldstein] As I conclude I want to offer a couple of different recommendations. Again I believe this is a call to action. We either pay now or pay later as a society. I think that we need to generate greater statewide awareness and we need to do so using empirical data, not just you know anecdotal stories. We need to devise and share evidence based wellness and training programs. Again both free service and in service considerations here, and we need to fund development and programming through grant options.

[Goldstein] preferably is appropriated through our own legislature as there are federal grants that are available through NIH and IJA DOJ but they're cumbersome and they're typically reserved for large agencies, mid-sized departments smaller departments they don't get to take advantage of these grants because they're just too difficult to manage their way through. And I think through the Department of
Public Safety here in Minnesota or somewhere else there could be money set aside that departments could apply for grants.

1:14:00
[Goldstein] either you know a cost share sort of a matching grant or just a all-out grant to help provide some of these services utilizing you know vetted qualified professional resources. And then conduct analysis going forward to assess the benefits and the outcomes of this programming. On behalf of you know the Minnesota chiefs who I'm representing in the city of Plymouth...

1:14:30
[Goldstein] today as well along with the work that I'm doing with this research, this is a little slide that we used to use in different talks about overall wellness where we talked about physical mental spiritual emotional. I wanted to help make you folks aware of what's going on. I think we can train better people to be better at what they do. And again as I said for the 10th time through this action I think we can create safer communities for all.

1:15:00
[Goldstein] And a final quote here is John Adams once answer to the following question “If we do all this, will we be successful. No I can’t assure success but I can assure you that you will deserve success for making this effort.” My references are attached along with my contact information and I stand for any questions that you might have and I thank you for your attention. Thank you.

1:15:23
[Arradondo] Yeah I just wanted to personal thank you Chief Goldstein and thank you for your leadership I know that you have represented our state well in terms of peace officers and this has been clearly a stigma within our profession sadly. This has been our dark kept secret and I appreciate you taking the lead over many years talking about the importance of employee officer wellness and self. Just a couple of things that I stood out between yourself and Mr. Smoot’s presentation today. The quote from the reverend in north Minneapolis said if we have broken peace officers they're gonna give us broken service.

1:16:00
[Arradondo] and I think that is that is we need to as police leaders we need to really talk about that a lot more. The importance of Mr. Smoot talked about, this has to be in our budget. This cannot be something that is a hit or miss or a one and done. It has to be a clear part of our our budgets. I believe as police leaders our budgets tell our story. And so I think it's very important that. That moves forward as well.

1:16:30
[Arradondo] We talk about the data that you've shown on PTSD. Our department is being impacted by that too regularly. I'm signing off on separation notices all the time. On this I've not seen it in my career as much as I've seen it in the last five years. And we have to get our
hands around that somehow. You mentioned also overtime and I thank you for showing that slide as relate to Minneapolis…

1:17:00 [Arradondo] because the reason why is because it goes back connection to sleep deprivation. Those employees of ours that are acquiring that two point seven million of overtime. Well they didn't just fall from the sky. They're still working and they've been adding on more hours and I know you've certainly indicated this, the research shows that overworked and tired officers it's going to lead to bad outcomes. And so that is something that I'm having obviously conversations with my elected officials as well but I think this is so important.

1:17:30 [Arradondo] This is new for our culture in terms of just naming the stress and trauma that goes with this work. And we must do better. And I just appreciate you also as a leader making sure this work this long sustains past your leadership. And so I think that's very important everything that you've been embedded within the Plymouth police department or certainly things that I plan to do also within the MPD. But once they appreciate both your your comments regarding this matter.

1:18:00 [Darris] Sir, I have a question. You know and I too I certainly echo what the chief said in terms of bringing this forward. We know that you know Officer wellness especially for our community is really critical. You know we want healthy officers patrolling and policing in our communities because we want you know healthy thriving communities and so let's have a couple of questions just in terms of process.

1:18:30 [Darris] So you said. So I got two questions I'll ask them kind of serial. So one of the questions that I had was in terms of the conditioning and increasing in that wellness index. Who. Who is who's overseeing that process? How did they how did they get sourced style so to go from wherever that baseline is to putting processes in place to increase that?

1:19:00 [Darris] So who's overseeing that conditioning case that you said?

1:19:08 [Goldstein] So that was a part of the study. Right. And with that, that it was a scientific study where there's a review board that oversees anytime you deal with human beings in any sort of study like that.

1:19:30 [Goldstein] There's a lot of very particular pieces that have to fall into place. It's highly regulated. And so we had 40 officers from 10 different departments with varying degrees of experience come in over a three month period whereby they were wearing a certain device where we're measuring various biometrics looking for their general sort of regular pattern of whether they where they typically operate within and then by inducing stress watching what happens
to their decision making process when those parameters are being exceeded

1:20:00 [Goldstein] Right. Their normal parameters are being exceeded. So that does happen in field.

1:20:05 [Darris] So that does happen in field?

1:20:07 [Goldstein] No, It was all in a simulated setting over the course of a three month time and then we would work on different interventions to coach them and train them so that they could use those interventions during a stressful encounter to keep them sort of in balance.

1:20:30 [Goldstein] And so this is something that we believe can be taken into a training environment. There will be a time where there will be real time feedback where information will be coming back to an officer on their watch or somewhere else, it already exists but in a more sophisticated way to help people stay within their margins. But there's a lot of data practices issues related to that et cetera. So to answer your question that was a part of the study that we think can be extrapolated into the greater environment in both the academy

1:21:00 [Goldstein] and then in service utilizing probably a third party you would pay someone to send our officers to go to to train them because if that information was known within the organization you might have some potential data practices issues as it relates to health data. So there's a long answer to you on that answer.

1:21:22 [Darris] Thank you, and then I guess it takes me to the second question because I'm thinking in terms of like practicality and how something like this could be implemented like on a larger scale for like the city of Minneapolis or the city of St. Paul. And then the second question that kind of takes me into that and that was you said the union said yes but. And so what was some of what was some of the caveats?

1:21:48 [Goldstein] Thanks for asking. So as it relates to checkup for the neck up the union understood the purpose. They didn't you know they weren't too concerned about what outcome we were trying to achieve but the thought was we're compelling everybody to go to the same person. And they came to us and said we have some members that already have somebody so can they go to see them instead of the person that the department is put on retainer. And the answer was yes, as long as it's a qualified mental health professional that is properly licensed go.

1:22:30 [Goldstein] And so the checkup for the neck up program for our officers there they do it on duty. So they're being paid. It's done in a comfortable setting. Everyone has to go. And if you choose not to go
at our person they can go to their own. And if it's during the day and we can accommodate it we'll send them on duty if not well then they have to go on their own. And it's in no information comes back to me. All I get is account at the end of the year that all 80 police officers went.

1:23:00 [Goldstein] That's all I get. And the only time that I believe the professionals would notify our H.R. department is if they believe that the officer was a threat to themself or to somebody else then that would trigger a whole nother set of circumstances. But that has not occurred and it's done confidentially. The union has you know agreed to it as long as we stay within the lane that we have identified. And so far so good.

1:23:30 [Smoot} And if I could just say that that's the same standard that would be used or if somebody went to their own doctor the doctor thought that they posed a harm to themselves or a threat to themselves or someone else the doctor would be able to breach that confidentiality that's already included in the law. So it's not like an added protection

1:23:48 [Ellison] Chief Goldstein and Mr. Smoot we want to thank both of you. If there are other questions I would...the problem is is that we have family members here and I'd like to get to them now opportunity. So of course the questions that we have of you are critically important too. I want to alert members that we do have another witness to talk about Officer wellness as well. But at this time just because of families traveling and now we're going to we're going to move to that segment. So we do want to thank you both for your excellent testimony and I'm sure that other members want to follow up with you as well.

1:24:30 [Ellison] But this time I'm going to ask family members to to come forward. I know that there's a few families who are here. And so as soon as the officers and Chief I'm going to say Oh I know you take your time man. I'm not rushing you. Thanks again.

1:25:00 [Changing Panelists]

1:25:30 [Ellison] So I'm aware that we have at least three maybe even four different families here. So I would just ask you to come forward if possible. I am aware that Mr. Don Damon is present with us today. I don't know if he wants to make any comment but I just want to acknowledge his presence. I know the family of Isak Aden and the family of Justin Teagan is here and then the Galloways.

1:26:00 [Ellison] So with that whoever I'd like to begin you have the full attention of the working group. If you could just introduce say your first name and then begin.
[Ms. Galloway] My name is Toshira and thank you guys for taking the time out here. We have both families that are living out in the community after our loved ones were murdered by the police here in Minnesota. I would like to say to you guys that it would be good if as leaders you guys got out into the community and heard from the community because a lot of times the community the family members have different narratives than what the police have in the newspaper haven't the media have reported. We have totally different narratives.

[Ms. Galloway] We are treated different than what's put out into the newspapers and things of that nature. So we are the experts on what needs to change because we are living through what has been done to our loved ones. I will say this there are hundreds of families that are out in the community suffering from what the police have done.

[Ms. Galloway] All of these murders are not because they were afraid. How are you afraid if someone is running away from you. All of these murders are not because someone had a mental health situation happening at the time. There has been hundreds of murders that have been covered up and different stories have been put out into the community.

[Ms. Galloway] So if you guys get out into primarily the poor and the African-American communities, you will hear different stories than what you will get from your scientific studies. Just get out in the community and talk to the people for yourself and you will hear a different narrative.

[Badrudin Aden] And I also wanted to say that [inaudible]... So just this year alone there has been over 20 deaths just in the state of Minnesota and the year not even over. So watching all these presentations about seeing all the resources that's been provided to the officers I didn't see anything mentioned about the family.

[Badrudin Aden] The family is I would say the most important part throughout this whole situation because if officers are like many people and saying overweight. They're not passing their physical training and a family member has to suffer because of that and they're not getting any help. That is a huge problem that we have to address because these officers are still on paid administrative leave...

[Badrudin Aden] while my whole family is on unpaid administrative leave to fight and get public information under state law that is we're required to receive that we're not getting. So there's nothing in place to help the families to help the victims. And all I'm hearing is how can we help these officers. There's no accountability in place.
There's no resources for the families. The only resources the family has is other family members and nonprofit organization.

1:30:00 [Badrudin Aden] Although they can't they financially can't help support the family because we're not getting paid to our employers. We're paying for expenses through our funerals. We're paying for independent autopsies. So we're putting out a lot of money to just get basic information and all that can be solved with releasing the body camera footage releasing public data. We're wasting our time screaming and yelling in public.

1:30:30 [Badrudin Aden] Waking up early in the morning on a Saturday to go protest because we're not getting our basic rights. We literally had to protest multiple times to get personnel files of the officers involved in my brother's death, but those are the guys I know I don't know a personnel files are public information. And every single person in the state of Minnesota can request and access personnel files of the officers. But it took us over two months and multiple photos just to get that information.

1:31:00 [Sumaya Aden] Are the two guys that spoke here in the room. So everything you completely said I'm not going to say to excuse my language because I'm not going to allow you guys to police that, but everything you said was complete bullshit complete bullshit. Surgeons that don't qualify to be surgeons are not allowed to do surgery on patients.

1:31:30 [Sumaya Aden] So why are officers who aren't qualified who don't meet these standards on the job. If you say there are broken officers they provide broken services what services are there for these families that are traumatized by that police. What resources are there. Instead of asking how can we help these officers. They're the cause of the trauma. They are the cause of our trauma. Now I'm a 21 year old

1:32:00 [Sumaya Aden] I was a 21 year old out-of-state college student. Why did three point ninety nine GPA. And now. I'm a 21 year old who is a college dropout who has but who has depression PTSD and anxiety because officers police officers murdered my brother. What resources are there for me. So all I see I'm going to speak up because none of you are. You're all police apologists.

1:32:30 [Sumaya Aden] Nobody asked. Nobody asked what do we what services are there for families. What about the trauma that these broken officers. What services are there for these families. These people who have these broken interactions with these broken police officers. All I'm hearing is oh the officer was broken. So of course you're justifying his actions you're normalizing this.
1:33:00 [Sumaya Aden] I didn't want me or my brother to come and speak on this after we got an invitation to because of the e-mail because of what it said. Deadly force encountered by...your normalizing police brutality by your language. We didn't lose our brother to gun violence. We lost it to police misconduct and police violence. You're normalizing it. Instead of this working group on police brutality. It's not working. When you're using language to normalize this behavior to normalize this action.

1:33:30 [Sumaya Aden] To confidently say it will keep happening. Isn't this supposed to be a working group to stop it. You're normalizing it you're not doing anything to stop it. What credibility do any of you have. The language you're using. How can we help these officers? These officers are suffering. We are suffering! We're children.

1:34:00 [Sumaya Aden] I had to drop out of school. I am now a statistic. My brother was a statistic. He was a college student a business owner and a banker. Who took care of his three younger siblings and his grandmother. He was from...everything he worked. You were the model citizen. And he was a statistic because he couldn't make it to twenty five. There is a cycle. You didn't just kill him and it ended there. No it's taking a toll on us. It's stopping us from being successful.

1:34:30 [Sumaya Aden] Instead of asking what resources are there to help these officers. Fuck them! They knew that when they stepped onto the job. And then on top of that you that you talked about military men who later on join the police force. First of all, the police force is already over militarized. Second of all, one of the officers that killed my brother was a former military man. He came back and joined the police force.

1:35:00 [Sumaya Aden] He joined Bloomington Police Department. His name is Anthony Kiehl. He joined Bloomington Police Department killed a man in 2015 and then has killed my brother again. These are not first time offenders these are serial killers. Whatever you're doing, the resources you're providing to them are obviously not working. They're not working that mental examination that he had before he joined the police force waas not working. Whatever you guys did after that...you're by normalizing their behavior and their actions you are allowing this to continue to happen.

1:35:30 [Sumaya Aden] You're allowing those officers to continue to be broken. You're allowing their actions, their emotions, and their mental state affect the rest of the community that they're supposed to be serving and protecting. This working group is policed as full of police apologists, and you come on here you expect us to sit here and listen to everybody...
[Sumaya Aden] literally everybody talk about what do we do to help these officers you invite families to panels like this. And tell them to listen to conversations about how we can help the police officers how we can help the police officers. What about our trauma? Do we not matter?

[Ms. Galloway] Our families are not in your budget means screaming to the top of our lungs for no reason. It's because it's really out here happening and they're really traumatized as a community and they are still on the force and they're out there to murder more people. When they murder my son's father put him in a dumpster behind the midway. They would not release the videos so we could see it. They would not release any reports to us they would release some of his personal items anything.

[Ms. Galloway] They would not cooperate with us at all. The BCA needs to be taken out of doing investigations because they help these officers cover up the murders. That's what these murders are. They're not Officer whatever you guys want to call them to normalize it. These are murders. These are homicides. If these officers are committed to continue to keep doing this to our community. Get out there and talk to the people in the poor communities.

[Ms. Galloway] They protect and serve. All right. A certain group of people not us not minorities and not poor people. We are not protected.

[Sumaya Aden] They protect their own unless they're black, Muslim, Somali, and an immigrant. I

[Ms. Galloway] inaudible Sitting next to [insert name] who’s son was shot by St. Paul police 52 times. She now lives in the building with the man one of the man that murdered her son. She has to see this man who murdered the father of her child. He lives in the building that she lives. Put yourselves in our shoes. Put yourself in this woman’s shoes where she counted the bullets. Does it take fifty-two tries to shoot and kill somebody that's running away from you. Put yourself in this woman’s. Put yourself in the shoes of a woman. I was 23 years old when they beat Justin and put his body in a dumpster

[Ms. Galloway] And then sat outside my home because I was fighting for justice. They sat outside my home. They followed me to the store with my child in the car. These are deadly force encounters, these are murder and they are very strategic at how they are hiding these murder, how they are covering up these murders and the BCA is helping them do it.
[Ms. Galloway] We are human beings and we deserve justice. Like you would deserve justice for your loved one. Investigate! And you want to put out body cam of Ronald Davis, put out all the body cams of all the rest of our family. Where they are shooting and killing us in cold blood and get away with it. And they're still out here committing more murders and hurt more people. Because that's what they're doing.

[Matilda Smith] My name is Matilda Smith, and I am the mother of Jaffort Smith. Jaffort Smith was shot at 49 to 52 times and also shot with a shotgun point blank. I don't feel like being here today I'm having surgery on my mouth. This is a good cause and I have to be here. Jaffort's life mattered. Jaffort was a father, husband, brother, and a nephew.

[Matilda Smith] He was something to a lot of us. I mean Jaffort loved children. There were children destroyed from this. I mean that families with children were destroyed by this. My family devastated by this.

[Matilda Smith] Jaffort had a wide, a grandbaby came right after he died. Jaffort was tryna and when the police shot him they pushed him under the rug. When they shot him they left him out to die with his pants down to his foot for a whole day and night.

[Matilda Smith] Where people took pictures of his body and put it on Facebook and I had to see that. It destroyed my family. We are no longer normal. We will never be normal again. We didn't have to keep moving on the way we are.

[Matilda Smith] The BCA came and beat my door down and bragged to me about it. No one wanna get that beat on their door. It is the worst beat on your door that you could ever ever get.

[Matilda Smith] This is not policing. And another thing I have to say is that I come from a police family. My brother was the police [inaudible] I have three nephews that are police. I have police in Chicago police in Mississippi. Police everywhere.

[Matilda Smith] I know how policing goes. Don't go like this. Homicide is a crime. Family that I comes from has never committed a crime like that in their lives. Family of policing that I come from are professionals and great professionalism. This is not policing.

[Matilda Smith] My family member never killed anyone because it's a crime. They got training, not your kind of training. Your kind of training is training to kill. They didn't they weren't trained liked that. They were disciplined if they thought about something like that. The chiefs weren't going. So I know you chief can do something about it.
[Matilda Smith] Because I know the state can do something about it. It's only what you allow. There's no accountability. And you know what. One of the police shot my son had killed before because there is no accountability. They're going to keep killing. They're destroying families. Post-traumatic stress is coming out of you.

[Matilda Smith] Bipolar disorder is coming out of this. There are a lot of mental illnesses coming out of it in our neighborhood. You know. We are law abiding citizens. We don't deserve this. [Inaudible]

[Ms. Galloway] It's only a matter of time before people start to retaliate back. When you keep pushing people and pushing people pushing people and brutalizing the community, people are going to start and strike back then that's going to happen. Well we can't. Apologize for the officers. When you think about how you can help them officers. What about holding accountable the officers that are doing these murders really investigating these murders that the BCA say do not investigate these murders.

[Ms. Galloway] No they do not investigate these murders...

[Matilda Smith] They go out and kill themselves. How the hell are they to investigate the police and their police, and their police are doing the same thing, killing.

[Ms. Galloway] There have been 400 reported murders that we have reported. I know two other families that have not reported their murders that they have in the state of Minnesota since the year 2000. So all 400 of those murders the person in most of these killings are minority and poor persons. In all these murders, “the person was wrong, the person attacked the police.” I mean come on.

[Matilda Smith] Why are our families being demonized for being killed. Can anybody answer that? Why should his family be demonized and harassed when you kill our children. We didn't kill yours.

[Badrudin Aden] And there is a reason why they never release autopsy photos. We always see the body camera footage we always hear what happened. But nobody really sees what happens to the body except for the family. That's why we're mad. That's why we're angry. I had to watch my brother's body at the autopsy.

[Badrudin Aden] I had to see the organs through a poorly stitched autopsy. I was literally at the table seeing my brother's organs through his chest. If you guys don't know the Islamic religion does not allow the body to be mutilated after its death. So we tried everything possible to make sure autopsy didn't happen. We didn't care if we were gonna get money out of it. We didn't even care if it
was going to lock up the officers. Our goal was to make sure our body has a proper burial. We were denied that.

1:47:00 [Badrudin Aden] And there is no information communicated to us. We're told that my brother's body will not be cut until we received word from our supervisors. And we'll escalate if we can [inaudible] the situation to see if we give you guys an exception. As soon as I picked up my sister from the airport, we went to the BCA the first time and heard that the autopsy report had been completed without our consent without our knowledge.

1:47:30 [Badrudin Aden] Our brother's body has been cut open, his organs weighed for whatever reason. They took every single organ out the body and weighed it because apparently that helps. For them to do all of that and say that two or three times during the impartial investigation we have to see what happens. To them mutilate my brother's body. Go go against our religion. [Sumaya Aden] Where is the separation of church and state. [Badrudin Aden] Just to put that case in the hands of a prosecutor who's never prosecuted an officer. Who let an officer, who was caught with child pornography, walk free.

1:48:00 [Badrudin Aden] Yeah. And you think that we're going to take a fair and impartial investigation. You know, it is literally heartbreaking what the family has to go through. It is strategic. There is a reason why the autopsy photos are not released. Because if I were to put the photos up there. The is nobody in this room who has a heart would see that as justified.

1:48:30 [Badrudin Aden] And for all the victims, I believe if we saw their photos on the autopsy table. Right now. Nobody would have any conversations about “how can we help the police.” It would be how do we provide resources for the families coping with this traumatic experience.

1:48:45 [Matilda Smith] If I brought my son’s autopsy in here right now. You would know this is not policing. These are hate crimes. If you shoot someone that many times, there is seriously something wrong with you.

1:49:00 [Sumaya Aden] I know you guys invite families to speak at this and hope that we like you pretty much inviting families this panel is to make it seem like to have a voice when really they say listen to all the police apologists and everyone and then come on the mic and expose their trauma. Talk about their trauma in the hopes of getting you guys to have an ounce of compassion and sympathy to understand what we go through.

1:49:30 [Sumaya Aden] I haven't seen that at all. I didn't see that last working group. I didn't see it now. And we continue to not see that.
Where's the compassion where's the sympathy. We're not going to come on here and talk about our brother's story because you want us to expose our trauma. We've already we've already seen body cameras exposed all the time. We've seen Eric Garner, we've seen Philando Castile, we've seen Jamal Clarks we've seen so many.

1:50:00 [Sumaya Aden] And it may be the 21st century, but nothing has changed. We went from Emmett Till's mother having an open casket so people can see what people everyone has done what was done to her son to now 2019 releasing body cam footage is that even autopsy reports so people can actually see what's going on. How the police are treating blacks in America today. Nothing has really changed. And if you really think about it even our presence us being here today is us being like in trauma.

1:50:30 [Sumaya Aden] Like think about it this the police officers that uniform that uniform those uniforms killed our loved ones. We don't want to go and protest that police department, shut down highways, and then have those like multiple police cars multiple police officers there. We we don't do it because we want to we do it because we have to. We relive that trauma every single day of our life after our loved ones are killed.

1:51:00 [Sumaya Aden] We relive that trauma every single day. So for us to come on here and explain this to you you've heard the story so many times unarmed black men killed by police. You've heard that so many times. Not a single ounce of sympathy not a single ounce of compassion. It's always how can we help these officers. How can we accommodate the blue. What can we do for them. They're so traumatized they're broken. Oh my God. You picked the profession. You pick the profession.

1:51:30 [Badrudin Aden] Now we are getting to a point where we know the officers can get away with it. There is not fair prosecution. I was reading about a case in Chicago where an officer after [inaudible] is now suing the victim's family for 10 million because they caused him post-traumatic stress. He not only killed their son, I don't know if their son died or anything, but he not killed their family member but now he is suing the family.

1:52:00 [Badrudin Aden] This is getting out of hand like Toshira said this will get to a point where people are done are done with this whole situation and they are going to retaliate. So we're going to have. Our streets are going to become a warzone between officers and civilians. We have to something about it.

1:52:30 [Badrudin Aden] We can keep talking to our traumatic stories again like my body shots so many times that they didn't have enough blood to do the toxicology. They had to take fluids from his forehead
and his body. At the funeral, I have to cover this forehead with a
towel so people could only see his eyes and his mouth. His face was
still closed in the expression where he got shot. I had to take a cloth
to close his mouth and his eyes were closed, I couldn't do anything
about it. So you guys all of. You know. These stories that you just
got a thousand more. But the real question is, what are you guys

going to day about it?

1:53:00  [Badrudin Aden] You’re seeing all these resources for this police

officers. [Everyone]  But no word accountability. [Sumaya Aden]

There will never be accountability if you keep normalizing police

killings based on your language.

1:53:20  [Matilda Smith] Why why why do the BCA put a hold on the body in

the medical examiner office so we can’t see our children. What is so

much that you got a hide that you have these secret grand juries

where the family could not attend. That's another thing all these lies

and demonization and having a trial without the family and without

the lawyer making sure we don’t get the video footage we need

making sure we don't get the records. We had to find two lawyers to

get the records in the video and the lies they put out on my son..

1:54:00  We are to hire two lawyers to get that. I suggest to anyone that is

having a hard time getting the records. Hire a lawyer, that is how you
can get it.

1:54:30  [Badrudin Aden] When we protest we are seen as unprofessional,
loud, and annoying. The city manager told us that the only reason
that they’re not releasing the autopsy or body camera footage is
because your unrest wasn’t like Ferguson. Do a peaceful protest.

We’re seen as loud, arrogant, disruptive. But now. We’re being told
that we are not getting body cameras because our unrest is not like

Ferguson’s

1:55:00  [Badrudin Aden] So if the city manager of Bloomington tells us to get

the body cameras for my brother. We have to go on the streets riot

and break down buildings and when we do that we're seen as

criminals. We're seen as the worst stereotype that were already

made up to be. So it's either become a stereotype to get the body

camera footage. Or do a peace protest and still be seen as criminal

or disruptive

So for the families there is not answer. There’s no end to this. We

have there's literally nothing we can do..

1:55:30  [Matilda Smith] They are afraid for their lives. We’re the ones getting

killed. This is what this is about. They are afraid of their life. We’re

the ones getting killed. And I am gonna tell you something, yeah it
takes brave men it takes brave men be police. You afraid for your
life this aint for you. This is not for you. I went on jobs that I was
afraid for my life. I know it wasn’t for me, I would walk away. I would quit.

1:56:00 [Matilda Smith] It takes brave men to be police. I’m a witness. My whole family are police.

[Ms. Galloway] They’re not always afraid. You have to have an alibi or excuse for why you murdered somebody in cold blood. Of course you are going to say I was afraid for my life because what other alibi do you have for shooting someone 52 times running away from you.

1:56:30 [Ms. Galloway] Here is the pictures of Justin’s body while he was smashed. They smashed his skull in half after they had beaten him severely. He had dog bites all over his body. Here is the dog bites all over Justin’s body after they let the dogs eat him or whatever as they told his mother that were going to let the dogs eat him alive. And then there is him in the trash, where they threw him in a dumpster behind the midway. [inaudible]

1:57:00 Well this is what these serial killers do that are allowed to continue to be on the force. There is no accountability. We can no longer say or vote for the fact that they are afraid or they are scared. How are you even saying that when you’re beating someone senseless. shooting somebody with their hands up and you shoot them and. OK you get that down. Now when you shoot a motherfucker all right down.

1:57:30 [Matilda Smith] You are shooting somebody with their hands up and you shoot them in their hands and feet. You get their feet, they’re down. When you shoot them on the bottom of their feet, they’re already down. Why are you still shooting. Jaffort had bullets in both hands both feet behind his ears everywhere. Now how the hell do you justify that. How the hell do you justify that.

1:58:00 [Matilda Smith] I am talking to lawyers. I am talking to DAs. I am talking to judges. [inaudible]. Because they’re doing what they’re trained to do. And I kind of have some compassion form them. I forgive the officer that killed my son. And that was the hardest thing for me to do on this earth. But I tell you what, I have a God that vengeance is his not mine.

1:58:30 [Matilda Smith] I don’t want to be I don’t want to be like I don’t want to be like the police. I want to be like Jesus Christ I want love. I want to love everyone I want to do what Jesus did. I wanna walk like Jesus. I want to talk like Jesus. And there is no room in my heart to hate anyone that they put in my building to intimidate me.

1:59:00 [Matilda Smith] I’ve shown him compassion and forgiveness because that is the way I was raised. I was raised by two parents,
two of the most wonderful parents in the world. My family my life
prayed for me before I got here. I come from the most prayer people.

1:59:30 [Matilda Smith] my whole generation to top to bottom. So my family
pray for me before I came to this world and that's what I did for
Jaffort. That's what I do for all my seeds I have never seen. This the
type of family I've come from. Jaffort what was already he already
had a spot in heaven. He was already prayed upon years before he
came to this earth.
[Matilda Smith] I was too. That's what my people do. We were taught to love not hate. I won't spare hate with your hate. I won't do it. [inaudible]

[Matilda Smith] What I want to say is that you can stop it if you want to. And I say this to the state, the city if you don't stop then this what you want. You want the black and brown dead. This can be stopped. This don't have to take place..

[Matilda Smith] I come from a family of police. My police family never killed anyone so only professionally protect protecting and serving. You guys come out here. We can't call you. You gonna come kill us. You're not gonna protect us. You're not gonna serve us. This is totally not policing.

[Badrudin Aden] [inaudible] We know what the problem is because and things that can be done to solve it. The very first thing is having and independent outside prosecutor to do the prosecuting for all officer involved shootings. I honestly believe there's a conflict of interest if we have a situation that happened in Dakota County and have a county prosecutor because it's the county's best interest to protect the county

[Badrudin Aden] Because with a wrongful death lawsuit to be in place, that's the county getting sued. So it is in their best interest to keep as much money as possible. So we need an independent outside prosecutor and we need someone who will hold the BCA accountable. Because. Like I mentioned last time at the last meeting the BCA has the exact formula. And they know what you do to have a fair and partial investigation.

[Badrudin Aden] But nobody holds them accountability when they don't do it. Like Drew mentioned last night time that report like when the case is closed that's what they have information for the prosecutor. We find out that they continue to prosecute information throughout this whole investigation. I can call them out on that. But who is there to really discipline them and make sure that they don't do it to another family or during another investigation. Because that's their policy and there is no reporting them accountable.

[Badrudin Aden] [inaudible]. They said when the case Is closed that is when they will turn over information. They said the case won't be called until we take our personal statement. Well we found out that they already sent the case over to the county's prosecutor's office and then took my statement. So now I don't even know if my statement is being reviewed. So who is there to hold the BCA accountable. Because at this point it is just the BCA.

[Badrudin Aden] And what we're hearing what the BCA does we're only getting one, you only have Drew talking about the BCA. There's plenty of other people who first hand see what the BCA does to them. We need more people to testify against the BCA because nobody in the community trust the BCA to do a fair and impartial investigation. So that's two things that we have to fix in this whole deadly encounter process that you guys wanna call it.
2:04:00 [Badrudin Aden] But we really need to have serious changes because none of these officers are getting prosecuted like how many of you involve shooting that officers that officers get prosecuted. If you really think about that we're basically saying over 400 officer involved incidents. There's only a few times an officer got prosecuted. And it just so happens to be when it is a Somali man when it is a black man.

2:04:30 [Badrudin Aden] These officers are not being prosecuted and they're getting away with it. And sooner or later this is going to cause retaliation. And people aren't going to stand for this anymore. So to protect everybody in the community we have to step up and actually do something because it's only a matter of time before this place turns into a warzone. That's all I want to say.

2:04:47 [Sumaya Aden] I really appreciate it seeing people take down notes as my brother was giving out suggestions. But one suggestion I would make to this working group is before you can take on an issue as big as police violence as big as police misconduct. I think if you want to tackle that issue head on. It first starts with your language. Dehumanizing always starts with language when you call it deadly police encounters, you're normalizing it. When you put the officers first, you're normalizing it because they're already being heard and justified and protected by the system.

2:05:30 [Sumaya Aden] The families are not. That's why we say black lives matter. It's not ours matter more. It's we matter too. And we keep having to say that because we are not being heard. We are not being considered in situations when mental or mental health comes into play. We're not. Our mental health doesn't matter. Our trauma doesn't matter. It's all about the police. It's all centered around them.

2:06:00 [Sumaya Aden] So when you change your language to be more inclusive that's when you can actually begin to have a discussion begin to have a more inclusive group begin to have a more inclusive conversation because then you have I guess your healing in a way because you're putting these two people who are hurting in a room together. Because although I know the officers in the room probably have not been involved in officer involved shootings, you have ones in here like where people that we loved have been killed by police.

2:06:30 [Sumaya Aden] and to sit in a room and listen to police chiefs or whoever they are talk about police trauma without our side being treated without our side being showed in presentations slides without any respect for us or just our story. It's not going to change anything. It's only going to cause more hurt. It's only going to cause more pain.

2:07:00 [Sumaya Aden] I know Minnesota families weren't invited to the first working group because out of fear of reliving that trauma. But it's more traumatic to have your voice invalidated and not heard and swept under the rug. And so I really think that once you change your language to be more inclusive once you change your language to stop normalizing behaviors that we all know are wrong,
2:07:30 [Sumaya Aden] that's when we can take that leap and try to dive into an issue as big as tackling Police misconduct and police violence.

[Badrudin Aden] And when it comes to the family, it is always best to never assume. And it's better to go to them and go see them and ask if you are interested and say that we are working on this, will you get behind this. [inaudible] So never assume what the family wants.

2:08:00 You guys have ways to contact the families so reach out to them.

[Matilda Smith] Hire police from our community. That's what you do hire from the community. I come from a community that police went to school with us, they went to church with us and we were in the grocery store together. Never killed anyone. You know why.

2:08:30 [Matilda Smith] Because they knew everyone knew each other and everyone loved each other. Don't send no body over here they don't know nothing about my community. Don't send nobody over here who don't know the people of the community. Cause they have no love for them. Where I come from we went to school with all the polices we went to Church with all the police. They were our community and we loved each other.

2:09:00 [Matilda Smith] Didn't matter what color we what we were all different colors. But we went to school together. We graduated together. We prayed together. We did it. Those are the people we want to police our communities. The people there now, let them go police their own communities. We don't need them.

2:09:30 [Matilda Smith] We need to want to know about us. In my community if they see my son out late at night. They put him in the car and say come on you go on home we take you. And we found him out on this corner. You know that's the kind of love I got for our police where I come from. All I'm saying is let them police their own community and let our community police us..

2:10:00 [Sumaya Aden] And in being inclusive include the families that you invite into the channels in the private meetings that lead up to it. So we can have our own presentation ready to propose our suggestions. Last time I thought we were at the group we brought in recommendation. But had we known about the meetings prior to this we could have had the full conversation and not had a protest and had that result.

2:10:30 [Sumaya Aden] So just be more inclusive in language and representation and just all around.

[Badrudin Aden] And then one last thing I want to say is that we need to make sure so I am aware that police departments have jurisdiction to pull officers, put them on admin leave, to fire officers. We need to make sure the officers are at the bare minimum, if you guys want to put them on paid leave that is perfectly fine, but do it until the end of the investigation, until they are found not guilty.
[Badrudin Aden] And basically all the officers who shot and killed my brother, most of the officers were already back in a few days. So we're having this conversation about PTSD and mental health. But an officer can just kill someone three days ago. We think that they are healthy enough to get back to the job. Yes they can go to a therapist. I'm pretty sure everyone can just tell therapist the right answer is definitely to get back on the job.

[Ellison] So I want to say thank you all for coming to share your thoughts the stories of your family. I want you to know that we do care and did want to listen in on the schedule actually affected families were first and our actually last two. So I want you to know that we're listening carefully taking notes and I just want to say this is not your last chance to have input into this process. It's going to be ongoing. You can come tell us what you want.

[Ellison] You can also submit your ideas online. And what we're trying to do is reduce the trauma that you all have suffered. That's our goal. And by coming here and I know some of you travel quite a long way you're helping us to do that. I will say that I am not sure that other families are here to testify or not. So if there are other families here perhaps this is a time to let them share their thoughts.

Is there anybody else who wants to come up and talk about what happened and their loved one? go on up. Just introduce yourself.

[Damond] Hi. My name is John Damond. Thank you for allowing this time.

[Damond] Appreciate it. I didn't come with the intention to testify. I came with the intention to listen to learn and to really find out what is happening to begin to hold accountable communities in sound policing.

[Damond] I'm a believer in police wellness. I do believe that some of the things that I've spoken with chief Arradondo and Mayor about are that I think there should be a full accounting of police shootings I feel like when there's a plane crash. The NTSB comes in and does a full report and analysis with recommendations for prevention of that. I don't feel like that's the case.

[Damond] I don't even know that there is a process by which that happens on police shootings. I think that there is a judicial process whether there's a charge or not a charge and then but I don't feel like the departments in the cities go back and do adequate analysis as to what could have prevented it in a transparent way. And one of those cities that I have seen that happened was in Toronto.

[Damond] And there was a report called the [inaudible] report that came out with 84 recommendations and I'm I expect that this Hennepin County and the city of Minneapolis to come out with some sort of
analysis after a review of what was learned in Mohammed Noor trial in the shooting of Justine. I expect that that's going to happen.

2:15:30 [Damond] Nobody is communicating with me whether that is going to happen. But I would like to see that. I think that that report is a template for how our communities and how cities should respond to a tragic murder of individuals by police. Yes there was a judicial accounting in court for Mohamed Noor and we learned a lot.

2:16:00 [Damond] but I learned more in court than I did in the 20 months prior to it. I learned more on the first day of court then the 20 months prior because there was no communication about what had happened. I do believe that for you know in Mohamed Noor’s case that there were things that were learned where by them and police wellness and mental health that his there were some red flags.

2:16:30 [Damond] that were seen early on and that that process did not seem to be thorough. It didn't seem to be. I think that there were some things that could have been prevented had that. Information through MMPI and some of that data that was uncovered in this investigation that followed through. So I believe their mental health starts at the beginning started who were we hired.

2:17:00 [Damond] What is that process what who what is that analysis and then who is it that asking those questions. I think the city of Minneapolis has learned a lot in that process and has changed some things as a result of this. I also believe that the training that Mohamed Noor didn't follow his training. And I don't really know what that training is.

2:17:30 [Damond] But I would expect that there would be officers that would say you know we want to see your hands. Back up from the car. But this should not be a shoot and ask questions later. It was an egregious failure and I think anybody in this room can acknowledge that it was a grievous failure of policing when Justine was shot.

2:18:00 [Damond] But the legacy of Justine is that what can we learn. How can we prevent this so that other families don't have to sit at this table and talk about their trauma. And that's really all we can do at this point. So what are those things that can be learned. What can we do. I do believe that the earlier individuals that were here in talking about Officer wellness in the 21st century policing. I believe that there is some things that I'd like to see action.

2:18:30 [Damond] You know a PowerPoint with we support these things is great. But I would expect that from this task force that there would be action. Similarly with that report. I'd like to see a full accounting of what can be learned so that this can be prevented. And I believe that that's why this panel was put together. I just feel that we want to see once the action. So I thank you for your time.

2:19:15 [Ellison] Thank you sir. And again we want to acknowledge your loss and thank you. Of all the people who testified the panel right before you and you nobody would blame if you stay home and just grieved but you're doing more than that. You're coming here and helping us come to try to get to a better place. So we thank you for that. ma'am.
[Blanche] My name is Chara Blanche. Five years ago last night I was at the wedding reception of Ashley and Brian Quinones. Brian was murdered by Richfield Edina police less than a mile from my home. I also have a black son who lives in Richfield. Clearly this family is still processing. It's very early on for them. They are grieving. the pain that I have witnessed in this family is indescribable. I think Ashley and Brian son Cameron is my son's age. They play hockey together. They have become better friends as a result of this. I've gotten closer closer to Ashley because of this as well.

[Blanche] The lack of transparency in this investigation process is appalling. I'm not just speaking as a friend and as a mother. I'm also the daughter and granddaughter police officers. My grandfather was one of the very first POST instructors here in the state of Minnesota. He helped write those standards. So I also understand the perspective of being from a police family.

[Blanche] I cannot ignore the pain and the suffering of families like the Quinones family. And I also know most of the families that were on the panel before me, something has to change. Something has to be done by the state, by individual departments, to hold officers accountable.

[Blanche] I have a number of ideas on what that could look like. The biggest idea that I have that I haven't heard suggested is that there's community input and oversight into those investigations. We have people in the community who know what investigations are supposed to look like. They should be observing those who are elected and then those who are appointed to serve us in this state.

[Blanche] They should be overseen BCA investigations. My father retired from the BCA chief Arradondo I'm looking at you. My grandfather retired from Minneapolis as well in 1985. It was prior to 1985. That was the second retirement in 85.

[Blanche] I don't believe that most police officers based on my experience having grown up in a police home have any interest in their wellness or any interest in addressing PTSD because that was part of my reality as well. It's part of my reality as the child and grandchild of police officers.

[Blanche] We need to completely revamp the way that policing occurs because without officers being invested in that they're going to continue to harm people over and over and over again. And the bottom line is that officers are afraid of brown skin, brown and black skin I shared that I'm the mother of a biracial child as well.

[Blanche] He was 9 years old when he had his first that interaction with Richfield police. Nine. His crime was sitting in my car while I ran into a gas station. He didn't do anything wrong. I didn't do anything wrong. But he came out or I came out at the gas station to two officers lives stood apart and arms crossed. My son still, he turns 14 in two weeks,

[Blanche] He still will not sit in a car while I run into a store. That's trauma that is trauma that every one of you wearing uniform or a badge has inflicted on him. That is trauma that my father and grandfather did.
So when I found out that Brian Quinones was murdered less than a mile from my house

[Blanche] …all I can say is that the impact in our community, into that family that trauma will never go away. And that's on your hands. You have a responsibility to the family. You have a responsibility to the community. Again I suggest that we have community oversight of investigations

[Blanche] Not this oh well we'll release the reports when we get around to where we'll release body cameras when it's convenient. Why has the Quinones family not seen the videos the dash cam videos of Brian's murder. Yeah we know he was live on Facebook when it happened. Why have we not seen the dash cam videos when Ronald Davis's family has and that's been released this idea that preventing unrest. is that really what you want

[Blanche] Do you really want people out there in the community being destructive. Is that helpful to anyone. Does that solve anything. No. What it does is it feeds into the narrative of the white supremacists in our communities that black and brown people are wrong and they're bad and that they deserve this. That is on you.

[Blanche] Another suggestion. It needs to be a state law that officers wear body cameras. There is one officer in the city of Richfield and no officers in Edina that wear body cameras. The only officer in Richfield that wears a body and body camera is Nate Kinsey. And that's because he was put back to work by the Supreme Court of the states.

[Blanche] I applaud my city leaders for firing Kinsey. And for following through to the Supreme Court. That makes me feel safe. That bit makes me trust my city leaders. But now he's back on the street. What happens if next time it's my kid. What happens if it's one of his friends. That doesn't give us the answers to what to what happened to Brian.

[Blanche] it needs to be a state law that all officers wear body cameras. We need to defunds police positions and put that money into mental health. We need more social workers and mental health specialists who respond to mental health calls

[Blanche] or in an in an instance where people believe that there could be mental health involved. I do not believe that Brian Quinones was having a mental health crisis. Based on what I know of the days leading up to his murder. There is a perception by some people that he was and there should have been someone there to respond in case that was actually the case.

[Blanche] This isn't the last that you guys will see of me. I also have ideas about legislative changes that need to be made. We need to make more changes to the police officer discipline act. But with officer discipline procedures act there’s no reason that officers have a time frame from after an incident occurs to when they get interviewed for it. There is no reason that they get to review all video. Families don’t get.
2:28:30 [Blanche] We are giving the officers the ability to review the video and come up with a story that fits that video. That's a problem. That's all I have to say today. We will be fighting for justice for Brian Quinones.

2:29:00 [Blanche] I expect that you guys that this entire panel and those sitting behind me who are here because you are interested in finding a solution to this whether you are a law enforcement or not. I expect that you also will want justice for Brian and for all other families. Thank you.

2:29:30 [Ellison] Thank you ma'am. It's now 1:05.

2:29:30 [Ellison] We're supposed to start our prevention and training B panel at twelve thirty. The time we took it to right was right to do that. I'm glad we did it but it does put us in a situation where we got to think we still have. Lieutenant I mean Dr. Alex Eastman who was going to testify on the on the officer wellness panel. Then we need to start the prevention and training panel so.

2:30:00 [Ellison] All right. Oh he's not available.

2:30:30 [Ellison] So it's an important response to community concerns about. Well then let me propose that we bring forth the Jillian Nelson and Steve Wickelgren. We will go into at least until 130 and then now we have lunch scheduled at 130 to 2.

2:31:00 Oh we can go over a little bit if we if they're in the middle of it. And then after that we'll we'll break for lunch so we're available we can even pick up yeah we could be. Yes. So we'll we'll be. We'll stay flexible but let's use the next 30 minutes to at least get in a chunk of the testimony. Jillian Nelson and Steve Wickelgren please come forward.

2:31:30 [Changing panelists]

2:32:00 [Ellison] You know what folks it looks like we're having an informal break. So let's just take a formal break. We'll be back in five minutes. Go to the bathroom if you need to rather than hold it. You know.

2:32:30 [Break]

2:33:00 [Break]

2:33:30 [Break]

2:34:00 [Break]

2:34:30 [Break]

2:35:00 [Break]

2:35:30 [Break]

2:36:00 [Break]

2:36:30 [Break]

2:37:00 [Break]

2:37:30 [Break]

2:38:00 [Break]
[Nelson] Good morning. My name is Jillian Nelson and I'm the Community Resources Policy Advocate for the autism society in Minnesota. For nearly 50 years the Autism Society of Minnesota has served the autism community by providing advocacy, education, and services that aim to improve the quality of life for those with autism as well as those who support them. I am an autistic adult.

2:41:00

[Nelson] Many people think of autism they think of a young child in the corner flapping his hands playing with a train not speaking. To many, that is the expected picture of autism, but autism is also the professional independent woman sitting in front of you today. Some individuals with autism have noticeable and widely recognizable characteristics. Others mask or internalize their differences until stress discomfort or just regulation become apparent.

2:41:30

[Nelson] You know someone with autism. We are a part of every community in every culture. Nearly one in fifty nine individuals with are living with autism with numbers even higher in Minnesota where we report a prevalence of 1 in 42. Prevalence has been generally climbing in the past 20 years. Many believe that we are still systemically under diagnosed amongst certain demographic groups as autism has been diagnosed as the fastest growing developmental disorder in the United States.

2:42:00

[Nelson] We certainly represent a strong component of the broader disability community who in turn represent 30 to 50 percent of those killed by police using deadly force. Autism is a developmental disability by definition. It affects individuals throughout their entire lifespan characteristics and experiences of autistic adolescents and adults are incredibly diverse and subject to many intersecting variables.

2:42:30

[Nelson] Individuals with autism are unique from each other and many individuals described changes and challenges and abilities depending on circumstances day to day. That being said autism can affect an individual's verbal and nonverbal communication, social comprehension and behavior, adaptability to change, novel or unexpected circumstance, motor speed and coordination, sensory stimuli regulation and processing, as well as emotional and behavioral regulation.

2:43:00

[Nelson] About one third of autistic individuals have co-occurring intellectual disability and many others have comorbid conditions including but not limited to seizure disorders co-occurring mental health diagnoses or other better medical diagnosis. Despite the complexity of each individual autism diagnosis practical and effective support strategies for individuals and families and professionals are available and often relevant to others with similar disabilities and differences.
[Nelson] There are a number of harmful misconceptions about autism. Many neurotypical, that is that someone who doesn't have autism, have a unique dimensional or stereotypical understanding of autism and cannot recognize autism across a broad spectrum. Despite community and professional confusion autism is not a mental illness. Most importantly prevalent studies have provided no persuasive evidence that those with autism are more violent than those without autism.

[Nelson] Widespread misconceptions of autism certainly contribute to overt and some versus stigma and as such, many autistic individuals and families fear repercussions that accompany disclosure. As a direct result of the particular characteristics of their disability. Those with autism have an increased and multifaceted interface of law enforcement.

[Nelson] This community is seven times more likely to become a victim of a crime because of vulnerability and 12 times more likely to become involved with the criminal justice system with no criminal intent. This level of vulnerability increases the potential for interface with law enforcement which can lead to escalation in emergency interaction. Many unexpected emergency interactions occur when a person with autism is having a meltdown. To help you understand what that means

[Nelson] I want to share with you some insight about life as an autistic person. A meltdown is not a tantrum. It's not anger. It's not intentional. I promise you no one with autism ever woke up and said, Today seems like a good day to have a meltdown. A meltdown is a visceral response of our bodies to overwhelming stress.

[Nelson] It can be induced by sensory problems or an unexpected change or just an overload of demands and information that meltdown can take many forms. Some shut down as everything implodes or others experience a behavior explosion where everything erupts outward. But whether it manifests externally or internally whether it involves shouting and self-interest behavior or freezing and losing language skills like I do.

[Nelson] It's not a moment where we're in control. The actions happen but not consciously it feels as though you're watching yourself. You feel you're trapped behind a screen a very noisy and intrusive thoughts. It's uncomfortable and it comes with a great deal of shame and heartbreak that you weren't able to maintain control. No one wants to have a meltdown.

[Nelson] And we always want it to be over as quickly and uneventfully as possible. When we look at many of these common behaviors for someone with autism in distress eerily similar to another list that police are familiar with the pre assault indicator list. note, Almost all of the characteristics and behaviors associated with autism...

[Nelson] are exactly those that officers learn are the precursors to a violent encounter. Though these behaviors are not distinctly related to violence for someone with autism. I want to pose a quandary for you how does an officer make the choice to protect or serve if they do not understand the situation in front of them.
From an outside perspective it may appear that the community needs to be protected from the person having a meltdown when in fact the person having the meltdown needs the support and assistance the most. Without understanding and training, we see a pattern of individuals with autism being treated as perpetrator for behavior that is directly connected to their disability.

I think many would agree that we would not penalize someone with epilepsy for having a seizure or a diabetic person for an insulin reaction or even an opioid overdose is treated medically rather than criminally. These reactions of the body are not a willful choice are treated as appropriate intervention to restore the person's control of their body and mind. Often the most helpful response to a meltdown is minimally invasive and focused on adjusting to the environment.

Identify a trigger and address it. Help us self regulate with a walk or sensory input. Help us be safe when we move from a state of escalation to a state of calm and clear processing. The meltdown process is a lot like climbing a mountain. You don't get to the top in one step and it also takes careful steps to get safely back down. However this is not as what happened what is happening.

Many behavioral emergency calls and in police or EMS transport to a hospital or a 72 hour hold or minimally a long and often traumatic process through the E.R. where for the person experiences more sensory challenges more change to routine more stress. These are often the same circumstances that led to that initial meltdown and often the experience ends with simply being sent home with the instructions.

Follow up with your care team, yet we are returning that autistic person to their care team overstimulated emotional mistrusting possibly traumatized in an attempt to help, we are often doing more harm in placing the burden of support of families and caregivers. We are also conditioning a traumatized response to further interaction with law enforcement.

And despite all of these scenarios and challenges, this is the best case. Since the last meeting of this work group the autism community has been devastated by the worst case scenario on August 31 at 437 p.m. Kobe Heisler was shot and killed during an interaction with police. Friends and family describe Kobe as funny and caring intelligent. In fact he scored a thirty six on his ACT.

It was disclosed that he was autistic the loss of this cherished Life is not the only consequence to that police call this has struck fear in every person in our community. families are saying we can't dial 911. we can't do it because we don't know if our autistic person will be safe.

For many this increases fear of being in the community specifically because we don't know how a police officer might react to autistic behavior and this fear perpetuates isolation and anxiety. No one deserves to live like this. We're not here to assert that the cycle of harm is intentional.
[Nelson] We acknowledge the great burden of responsibility of our law enforcement officers, as well as the critical complex factors that they must assess without the luxury of time. This is a systemic problem founded on stigma, stereotypes, and lack of appropriate education. When we know better we do better. Both the officers and the community deserve the most effective tools and support we can offer.

[2:52:00] The Autism Society of Minnesota would like to recommend three steps that could help change this cycle and create a safe community for people with disabilities as well as the officers responding. Number one training. We believe that education and training should be of the utmost priority for law enforcement departments as well as for legislators and administrators who share accountability for safe and high quality outcomes. We believe the training can be used first to help officers identify and recognize behaviors associated with autism and similar disabilities...

[2:52:30] as well as offer realistic and evidence based strategies for adaptive response. These adaptive responses should not be represented as algorithmic but rather as a reflection of improved competency of emergency responders. Currently the standard for training autism training is at most one hour glance during a larger training module a brief reference to mental health or disability overview are all too often a short learning opportunity during roll call.

[2:53:00] As we've testified our community is complex and we fear that current standards are not adequate to give officers sufficient information let alone helpful guidance in how to make improved choices when interacting with individuals and families in the line of duty. We recommend the training needs to be informed and balanced by multiple stakeholders. The best model includes autistic people and families of multiple cultures.

[2:53:30] Autism Professionals as well as officers. The curriculum must be comprehensive. It is not enough to teach someone that autism exists. The layers and the complexities of this community required informed instructor who is able to address the wide range of autism presentation effectively. Otherwise we risk enforcing stereotypes and leaving potentially dangerous and dangerous knowledge gaps.

[2:54:00] The training needs to focus on the defining and observable characteristics of autism but must also increase more accurate understanding of these behaviors both how they appear and the cause of function which we know to conflict to some police instinct like we saw before the pre attack indicators. training should provide tools that are effective and accessible for law enforcement in the field to successfully work with people with autism and should include strategies that can support the multiple stages of any interaction.

[2:54:30] It should also be pointed out that support strategies that would be professionally recommended are not only effective for people with autism but for those with many other disabilities and challenges regardless of formal disclosure. AUSM has been providing this model of training since 2011. We have trained many agencies throughout the
state in cooperation with the St. Paul Police Department care program. Our training is fully post board certified.

2:55:00 [Nelson] We have received exceptional feedback from officers that have completed the training and have found that has contributed to more positive community outcomes. Number two changes to emergency response and follow up protocol. Departments can also improve response by dispatching non police professionals to calls that identify individuals with disclose or suspected disability. In a corresponder model, behavioral emergency calls can be dispatched to include response from professional social worker or mental health worker in addition to police officers.

2:55:30 [Nelson] In addition to improved team competency and safer acute outcomes. This model can ultimately reduce the rate of crisis calls and the unintentional penalization of individuals with disability or mental health related episodes. Over time the goal is to effect systemic progress by improving the interface with vulnerable community members who often require long term support and by building trust in a corresponding model.

2:56:00 [Nelson] That demonstrates a desire to help individuals mitigate crises rather than propagate cycle that leave disabled individuals and families marginalized and isolated. The Autism Society has also worked closely with the St. Paul Police Department in the creation of their care program which stands for cop Autism Response education. This program is constructed of five steps.

2:56:30 [Nelson] Step one provide comprehensive officer education with instruction by an autism professional. Step two within that training session provide police strategy education directed by a uniformed officer with personal ties to autism. Step 3 facilitate officer interaction with an adult with autism. The program places importance on engaging with members of the community and an educational process to learn about our lives and experiences from the source.

2:57:00 [Nelson] Step four follow up builds relationships CARE officers follow up after a call to connect with the autistic community members in a non crisis situation. This is a result builds trust and rapport and creates clear social expectations for police interactions which can better be applied in the case of a future crisis.

2:57:30 [Nelson] Step Five provide the same educational information for parents and individuals in the community to promote investment and buy into officer training. This also increases the likelihood of a family or individual disclosing and allows families to better understand what support and assistance they can expect. This reduces anxiety and creates a healthy dynamic interaction that allows for less tension during an emergency response. The utilization of a CO-responder or care program is limited at this time

2:58:00 [Nelson] often because it's seen as cost prohibitive and requiring additional manpower. However communities the successful implementation of these programs will see cost savings in the reduction of crisis interventions from repeat incidents. Both the CO-responder
model and the follow up protocol of the care program address the cause 
the crisis and connect the person and family to services and support to 
 improve the outcome of the individual long term

2:58:30
[Nelson] rather than simply de-escalation mean a situation for a 
moment. When we address causation, we are giving people the 
potential to break out of the crisis cycle and improve quality of life. Lastly 
number three, access to tools and technology. We promote utilizing 
technology to provide individualized information to first responders.

2:59:00
[Nelson] This can be done by using existing nine one one platforms by 
allowing residents to attach information to their address, thereby 
requiring dispatch to relate this information to responding officers. 
Additional options include the community adoption of tools designed for 
fast relevant information sharing tools which we are familiar with as the 
vital site which uses a beacon based disclosure system that allows 
individuals to use technology to proactively disclose information 
regarding their unique needs to participate in law enforcement.

2:59:30
[Nelson] This tool allows voluntary users to be in control of what 
information is provided and can include diagnoses de-escalation 
information emergency contacts and more. It also has an option for real 
time updating which can be a game changer in a [inaudible]situation.

3:00:00
[Nelson] The system works through a Bluetooth signal that provides an 
alert to participating law enforcement within 80 feet of a user. It's also 
designed with privacy and protection in mind. A user profile cannot be 
access outside of that proximity window and there is no search option 
for officers out of range. Those tools like these should never be 
mandated among individuals with disabilities. Many community 
members are in favor of opting in in an effort to prevent further 
escalation of an officer engagement.

3:00:30
[Nelson] Please note that while we do believe there is great potential in 
the use of such tools our community tells us that they are not to be used 
in place of improved training and protocols, but rather as a piece of 
multifaceted and diligent improvement effort. We wish to be clear. 
Technology like vitals is not unanimously well received in our community 
however most who have concerns have doubts that vitals can be 
facilitated equitably by our police force

3:01:00
[Nelson] that is most certainly a concern worthy of consideration of this 
work group. And I've also participated in the development of any 
potential meaningful solution and change in the heavy matters at hand. 
But to the point making any suggestion without acknowledging the real 
impactful tension of inequity particularly racial inequity would be less 
meaningful and likely less successful

3:01:30
[Nelson] for our whole community to feel safe in Minnesota to access 
the great community that is Minnesota. We need our efforts to be 
successful. This is why we reiterate our support for a multifaceted and 
integrated innovations for our community that must diligently consider 
equity from inception to implementation every step of the way. I want to 
say thank you for your time and attention today.
3:02:00  [Nelson] The Autism Society will continue to be a resource for any necessary information or perspectives that requires deliberation. [Ellison] thank you very much. Let me just ask Mr. Wickelgren. We know you're ready to go right now. We could break for about 30 minutes come back and get you started right away. Panel members may have questions.

3:02:30  Can you guys hang out till till then? So I'd say bye 2:10 Okay. Okay. So with that our hour we'll break for a noon break and resume at 2:10. Thank you all very much.

3:03:00  [Break]