

# Academy Advisory Council – Meeting Minutes

## June 30, 2020

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### PRESENT:

Ron Waters, AJ Director, College of the Redwoods  
Brian Ahearn – Chief, Arcata PD  
Noel Brown – Community Member  
Don Chin – Community Member  
Jeff Conner – Chief, Rio Dell PD  
Dr. Kishan Lara-Cooper - Community Member  
Dr. Keith Flamer – CR President/Superintendent  
Richard Griffin – Chief, Crescent City PD  
Michelle Haggerty – Faculty, College of the Redwoods

Monique Harper-Desir – Community Member William  
Honsal – Sheriff, Humboldt County  
John Packer, Sergeant, Humboldt State University PD  
Jose Ramirez – CR Staff , Community Member  
Gary Sokolow – faculty – College of the Redwoods  
Ericka Eva Tracy – Community Member  
Mykia Washington – Community Member  
Steve Watson – Chief, Eureka PD  
Debbie Topping, Recording Secretary

Ron Waters called the meeting to order at 2:00, welcoming the group and asking for introductions:

- **Ron Waters** Director at the College of the Redwoods Law Enforcement Training Center.
- **Chief Brian Ahearn** – Has Academy Training Officer and Coordinator experience. Is on the Equity Arcata Design Team. He appreciates the CR Academy as a cornerstone to training men and women in Law Enforcement.
- **Noel Brown (aka Tucker Noir)** – Club Triangle. Peer support/suicide counseling. Will brings the concerns of her community and children to this committee.
- **Don Chin** Born in Eureka of Chinese descent. His father was one of the first to return to the area in the 50's after the expulsion of the Chinese.
- **Chief Jeff Conner, Rio Dell** (had connection issues so unable to communicate at start of meeting)
- **Dr. Kishan Lara-Cooper** – Yurok/Hoopa/Karuk. Works at HSU in Child Development, training educators.
- **Dr. Keith Flamer** – President/Superintendent of College of the Redwoods
- **Chief Richard Griffin, Crescent City PD** – BA in marketing/Criminal Justice minor. Started at DNSO. Has served on the Drug Task Force.
- **Michelle Haggerty** – Psychology professor at College of the Redwoods and President of the CRFO (Faculty Union at CR). Has a Criminal Justice Background. Bachelors was in Psychology and Criminal Justice.
- **Monique Harper-Desir** – Black Humboldt and Access Humboldt. Presents workshops in inclusion for NON POC groups. Focus on education, social justice, inclusion.
- **Sheriff Billy Honsal** – Attended the CR Academy in 1995 with John Packer. Feels this is an opportunity for the Academy to become stronger and available as a resource.
- **John Packer** - Employed by HSUPD for 26 years. Instructor at CR Academy for Cultural Diversity and Bias-Based Communication.
- **Jose Ramirez** –Has worked for the College for 20 in I.T, is the Lead Network Administrator dealing with network security and the negotiator for the Classified staff. He hopes to help shape the Academy.
- **Professor Gary Sokolow** – CR faculty teaching Administration of Justice/Political Science/History. Is on the Academic Senate at the College.

- **Ericka Tracy** – Hoopa Education Director Race and Ethnicity Studies. Focus on Bias/intersections and how we regulate (or don't) all of the things we navigate.
- **Mykia Washington** – Outreach Specialist at Yurok Tribal Court. From Washington, D.C and is new to the area. Has BA in Social Work; continuing on Masters in Health care and Cyber Security. Works with Black Humboldt.
- **Chief Steve Watson, Eureka PD** - Has been as EPD 15 years. Was raised in Fortuna. Got his teaching credentials at Bethany University. Is excited to gain perspective with this group.

Ron asked the group to ask questions and share concerns; his plan is to share notes from these meetings with POST.

**Dr. Cooper** asked Ron “what do you need from us?” He plans to share notes from this and future meetings with POST. Dr. Cooper noted that Trainers should be trained to be like-minded. As to goals of the Academy

**Noel Brown** feels like some of the cultural competencies have been “added on” but the “base” is not changed. Having read the Learning Domains that were sent out pertaining to the issues of Racial Bias, she noted that the consequences of unethical behavior should be considered “abusive” and “unethical” as opposed to being “an embarrassment to the agency”, etc. The concerns were more for officers and reputations but not the Community. Ron noted that the LD training books are provided by POST. Noel asked how consistent instruction is obtained. **John Packer** responded that he serves as a Subject Matter Expert with POST for Strategic Communications. Lesson Plans are provided. “For these issues there are, unfortunately, always current videos to use in curriculum”. Activities provide cross-competencies. Ron also noted that students do take a bias test in John Packer’s class. In answer to a question regarding whether the public should have access to those bias tests, Waters noted that not all Cadets will get a job in Law Enforcement but agencies will look at their bias as part of the background process prior to hiring.

**Dr. Cooper** reminded the group commented that “bias is more than taking a test” and that it determines how you react/respond to a situation. It influences our assumptions so we must train the mind to “think reflectively” and understand why awareness of bias is important. **Mykia Washington** acknowledged Dr. Cooper’s comments and added that **privilege** and **power dynamics** come into play; that the “caste system” influences behavior, also noting that LD 42 (Cultural Diversity/Discrimination) makes no references to **privilege** as a source of bias. The group also noted the lack of reference in LD 3 (Principled Policing in the Community) to addiction as a mental illness. Also, “humanity”, in general, is missing. Professor Haggerty noted how law enforcement is generally more militarized now, not as community oriented as it was in times past. She felt that education is key. It’s a big problem and more time is needed to prepare the students, noting that “Abnormal Psychology” is a 3-unit course with 54 contact hours for that subject alone. “Recognizing biases is a long process”

**Ericka Tracy** agreed that the **power and privilege** conversation is important and that the priorities of department reputation over the safety of the community need to be looked at. Responses are **trauma-informed** and appropriate responses would be helped with **reflective practices** training either as a prerequisite or after completion of the Academy – “How am I responding?/Why am I triggered?”.

**QUESTION: Are we committed to the paradigm shift? How can we put this into action?**

**Chief Steve Watson** asked how the decisions were made on the selection of scenarios used in testing. He noted that the agencies have control at the local level, for instance in the Field Training (FTO) program, suggesting the addition of additional training on topics not covered by the Academy. “We can be driven by change or we can drive change”. **Dr. Cooper** spoke to Train the Trainer guidelines, noting that peace

officers don't ask for power but are put in powerful positions. They are unaware of how unsafe others feel in their presence and they should give up power for the safety of others. She felt that this committee needs power to see what changes can be made at College of the Redwoods.

**Don Chin** asked about the immersion program that has been implemented: How long has it been used? (two years/four Academies) and what benefits have been seen? **John Packer** explained the cultural discussions that took place during and after presentations and a "Bingo" game that included many cultural elements and icons, many of which Cadets had been unaware.

**Chief Richard Griffin** told the group that "my job is to listen" but he is committed to change. Car stops are situations that are not always scary bad but the public reacts to them. He asked the group to remember that cops don't want bad things to happen.

**Ron Waters** closed the meeting by asking, "How do we apply this?" Obviously instructor training is needed. How do we implement changes? We don't want this to just be a "thumbs up" then leave without developing an action plan.

The meeting was adjourned at 3:30 pm with plans for a meeting in July.

Respectfully submitted,



Debbie Topping  
Recording Secretary