

# SEX OFFENDER MANAGEMENT BOARD (SOMB) MINUTES

Friday, January 15, 2021

**THIS MEETING WAS HELD VIA AUDIO/VIDEO CONFERENCING  
ONLY**

## SOMB Members

Allison Boyd  
Angel Weant  
Carl Blake  
Christina Ortiz-Marquez  
Glenn Knipscheer  
Gregg Kildow  
Jeff Shay  
Jessica Meza  
Kathy Heffron  
Katie Abeyta  
Kimberly Kline  
Lisa Mayer  
Marcelo Kopcow  
Michelle Simmons  
Norma Aguilar-Dave  
Robin Singer  
Sharon Holbrook  
Steve Moreno  
Taber Powers  
Tom Leversee

## SOMB Guests

Alison Talley  
Amira Minazzi  
Ariane Walder  
Ashley Nelson  
Becki Hinton  
Becky Gerringer  
Casey Ballinger  
Dale Jenkins  
Danielle Fagan  
David Martinez  
Debra Baty  
Delia Garcia  
Dena McClung  
Denise Metz  
Emmalyn Baker  
Ersaleen Hope  
Gabriel Garcia  
Gary Reser  
Genie Connaghan  
Greg Brown  
Jalice Vigil  
Jeanie Mezger  
Jenna Harper  
Jordan Hartley  
Jovita Favila  
Kate Rabago  
Katie Mancinelli  
Kelsie Smith  
Kim Ovalle  
Kyle Jones  
Lauren Rivas  
Laurie Kepros  
Lindsay Klatt  
Manda Oskel  
Marcia Howell  
Margaret Ochoa  
Marsha Brewer  
Martha Lugo  
Mary Blevins  
Matthew Smith  
Melissa Gursky  
Miranda Bradley  
Nancy Volle  
Patricia Harris  
Rachelle Boespflug  
Ralph Parson  
Reyna Gutierrez  
Robin Wise  
Roger Kincade  
Samantha Novotne  
Sandy Alfred  
Sara Horn  
Sarah Holbrook  
Sarah Marlow  
Sera Bennet  
Shaina Crisp  
Sheila Pomeranz  
Shelley Siman  
Stephanie Bartmann  
Stephen Scippio  
Tami Floyd  
Tara Saulibio  
Tina Martinez  
Wellesley Bush

**Absent SOMB Members:** Amanda Gall, Jesse Hansen, and Dr. Rick May

**Staff:** Chris Lobanov-Rostovsky, Marina Borysov, Erin Austin, Raechel Alderete, Elliot Moen, Yuanting Zhang, Baylee Hodack, and Jill Trowbridge

**SOMB Meeting Begins: 9:03 am**

This meeting was recorded.

**ORIENTATION TO THE MEETING:**

Judge Marcelo Kopcow (SOMB Chair) introduced himself.

Chris Lobanov-Rostovsky (SOMB Program Manager) introduced himself and welcomed all in attendance.

Marina Borysov (SOMB Staff) introduced herself, reviewed the various aspects of this virtual meeting, and indicated how it will be conducted. She noted she will be the contact for technical support, and mentioned that she will monitor any questions or remarks in the chat and in the question and answer functions.

Judge Marcelo Kopcow (SOMB Chair) announced to the SOMB members that if they need to step out or come back into the meeting, to please let Marina Borysov (SOMB Staff) know for the record. He also reminded all that those who are not SOMB members should not vote. Judge Kopcow also indicated that those SOMB members making a motion on a decision item should do so verbally, so all in attendance can hear.

**INTRODUCTIONS/ATTENDANCE:**

Chris Lobanov-Rostovsky (SOMB Staff) announced the SOMB members in attendance.

Raechel Alderete (SOMB Staff) announced the staff members in attendance.

Erin Austin (SOMB Staff) announced the guests in attendance.

**FUTURE AGENDA ITEMS:**

**SOMB Members:**

None

**Audience:**

See notes from Laurie Kepros regarding the November minutes below.

**ANNOUNCEMENTS:**

**Staff:**

Marina Borysov (SOMB Staff) announced that the Training Committee and staff are sponsoring a comprehensive self-care training for treatment providers by Brittney Diamond from the Department of Human Services which will be held on Tuesday, January 19. She also noted that the VASOR/SOTIPS Booster training for treatment providers and Probation officers will be held on February 16<sup>th</sup>. Marina Borysov indicated that there will be more of these booster trainings in the future. She mentioned that online training on the Standards is available, and indicated anyone interested should look for this training on the SOMB website.

Marina Borysov (SOMB Staff) announced that the Sex Offender Management Board (SOMB) and the Domestic Violence Offender Management Board (DVOMB) will host the annual Office of Domestic Violence and Sex Offender Management conference on July 14<sup>th</sup> – July 16<sup>th</sup> and that it will be held virtually. She noted that the call for papers has been sent, and asked all to share this with colleagues and stakeholders. Marina Borysov also indicated that more information regarding the conference will be forthcoming, and asked to please contact her if there are any questions, comments, or suggestions.

Elliot Moen (SOMB Staff) announced that he is in the final stages of completing the Legislative Report. He indicated that the Sexually Violent Predator (SVP) and Juvenile Registration recommendations approved in last year's report are again included in this report. Elliot Moen indicated that if anyone is interested in seeing these recommendations to please find them in last year's Legislative Annual Report (in the Executive Summary and Section 2). Chris Lobanov-Rostovsky (SOMB Staff) noted that this report is due to the Legislature by the end of January, and noted it will be made available online within the next two weeks. He mentioned that the SOMB has not heard yet when this will be presented to the Joint Judiciary Committee. Chris Lobanov-Rostovsky indicated that he will notify all stakeholders when this information is available.

**Board:**

Jessica Meza (SOMB Member) announced that January is Human Trafficking Month. She noted that the organization Hope Now has great information on their website. She mentioned on January 1, 2021 that the State of California has changed "at risk youth" to "at promise youth," and Jessica Meza noted she would like to discuss this language change as a future agenda item. She also noted that January is Stalking Awareness Month.

**Audience:**

None

**APPROVAL OF NOVEMBER MINUTES – (Attachment #1)**

Laurie Kepros (Audience Member) clarified that the future agenda item requested in the November 2020 Minutes should be referenced as Client (feedback) Informed treatment. Chris Lobanov-Rostovsky (SOMB Staff) responded that he was aware of her future agenda item request, and noted that this will be discussed at a later date. Laurie Kepros also indicated the need to correct "as attorneys" to "with attorneys" on page 8 in the November 2020 minutes. Jill Trowbridge (SOMB Staff) will make the corrections to the November minutes as requested.

***Gregg Kildow (SOMB Member) moved to approve the November Minutes as amended.  
Jessica Meza (SOMB Member) 2<sup>nd</sup> the motion.***

Elliot Moen reminded the audience not to participate, and asked the SOMB members to remember to click "submit" to record their vote.

**Motion to approve the November Minutes as amended: Gregg Kildow; Jessica Meza 2<sup>nd</sup> (Question #1)**

<b>18</b>	<b>Approve</b>	<b>0</b>	<b>Oppose</b>	<b>1</b>	<b>Abstain</b>	<b>Motion Passes</b>
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**APPROVAL OF AGENDA:**

Jessica Meza (SOMB Member) objected to the current Agenda due to numerous questions she has regarding what populations are being discussed in the Victim Centeredness presentation, and the need to use this time for new information and education for the SOMB.

Carl Blake (SOMB Member) responded to Jessica Meza's concern and indicated that not all providers work with all types of victim groups, victims do not always want to share, and encouraged the SOMB to be mindful of diverse groups and to search for presentations that will be inclusive of those groups.

Chris Lobanov-Rostovsky (SOMB Staff) indicated that this presentation is not regarding specific victims or victim populations, and reassured all that this presentation is on the aspects of being victim-centered in the Standards for team members. He indicated that the focus is how to be victim-centered, and is not specific to any one particular victim group or their experiences.

Allison Boyd (SOMB Member) also noted this discussion will encompass the use of victim representatives on Community Supervision Teams (CSTs) and how to do a better job of using these representatives for victim impact and community safety.

The Agenda was then approved by consensus.

Angel Weant (SOMB Member) responded to Jessica Meza that the presenters who present to the SOMB are those who are willing and able to come, and noted the need to be cautious about dismissing information before it has been presented. Angel Weant also mentioned the need to be courteous and welcoming to the presenters. Jessica Meza (SOMB Member) continued to express her concern that the SOMB is not eliciting more diverse and inclusive presentations or presenters.

**BREAK: 9:47 – 9:55**

**VICTIM CENTEREDNESS IN WORKING WITH INDIVIDUALS WHO HAVE COMMITTED SEXUAL OFFENSES (Presentation) – (Attachment #2) – Marcie Howell, Victim Therapist/Victim Representation; Denise Metz, Probation Supervisor; and Danielle Fagan, Victim Assistance Coordinator**

Allison Boyd (SOMB Member) introduced Marcie Howell (Victim Therapist/Victim Representative), Denise Metz (Probation Supervisor), and Danielle Fagan (Victim Assistance Coordinator) and reviewed the background regarding the purpose of this presentation.

Denise Metz (Presenter) presented the quote "For too long, the victims of crime have been the forgotten persons of our criminal justice system." She indicated that during her career she has had more and more contact with the victim populations which have made her more aware of the importance of the victim perspective. Denise Metz then introduced herself, and reviewed the past experiences which lead her to work in the area of victim centeredness. Danielle Fagan introduced herself and noted her past experience, along with Marcie Howell who indicated that she has been a past SOMB member as a victim representative. Marcie Howell indicated this presentation will discuss victim centered practices, and the need to continue discussion regarding the use of victim representatives in the post-conviction strategies. Some of the highlights of this presentation are as follows:

First Strategy:

- Meetings with Victims and Family typically happen before the client is released into Probation to find out who, what, when and to build relationships and trust. It was noted that various client information is given to the victim as far as the post-conviction processes for client supervision, where the client will be living, different scenarios that may arise regarding the client, and the responses of the victim advocates to these situations.
  - Information can be disclosed that was not previously indicated
  - Opportunity to review the terms and conditions of the clients with the victim

- Discuss the no-contact order
- Dispel any Probation myths
- Allows for victim feedback and building relationships with Probation
- Understanding about the client treatment
- Benefits for Probation regarding the use of victim representation
  - Meeting victims help Probation Officers to be more victim-centered

#### Second Strategy:

- Clarification letters written by the client to the victim (required by the SOMB Standards)
  - The clarification process involves the victim advocate and the treatment victim representative with Probation
  - The letter includes responsibility for the offense from the client
  - The victim can choose to accept this letter or not, or can request a copy at a later date
  - The victim may have questions to pose to the client
  - The victim may be able to address the personal impact through the clarification letter
  - The letters take some of the pressure off the probation officers
  - Because of this enhanced process, the clients are now able to write better letters

#### Third Strategy:

- In-Person Clarification Meeting between the victim and the client
  - HRVOD (High Risk Victim-Offender Dialogue)
  - In-person clarification meetings are much more impactful
  - The victim can have vital questions answered
  - The client can see and understand the victim perspective and offense impact
  - The meeting can help with victim healing
  - This process can also help the client benefit and be impacted

#### Recap:

- These strategies empower the victim due to the collaboration between Probation, treatment providers, victims and victim representation.
  - Engage
  - Involve
  - Empower

#### Victim Comments:

- Having this victim centered process encourages and helps victims through the healing process.

#### **Board Discussion:**

Tom Leverage (SOMB Member) thanked Denise Metz, Marcie Howell, and Danielle Fagan for this presentation, and noted how helpful this model and process can be for victims as well as offenders. He asked for clarification of the HRVOD model process, and if there are any changes that they would make to this process going forward. Danielle Fagan (Presenter) responded that there are a number of credentialed professionals in the use of this model. Denise Metz (Probation Supervisor) indicated that there are many hours of training in the HRVOD model, and noted she reviewed the HRVOD model to ensure it is consistent with the Standards regarding clarification. Danielle Fagan (Presenter) mentioned that the HRVOD victim-driven model meets the victims needs where there are high-impact cases. She indicated that there are many changes that could be made to the system, but mentioned this process should only incorporate those aspects that help both the victim and the client. Marcie

Howell (Presenter) noted that this process is more about growing or enhancing current practices than changing them.

Gregg Kildow (SOMB Member) asked the presenters to address how they ensure the individual who committed the sex offense is serious in the clarification letter following numerous letter iterations. He also asked if the process itself is helping the client internalize the behavior, or if more work is necessary to help them empathize with the victim. Denise Metz (Presenter) responded that the letter is not done at the beginning of their treatment, and noted that this should be done when the client is at a point that would be most beneficial and genuine for the client and the victim. She indicated that each letter will be different based on the client. Danielle Fagan (Presenter) also indicated that the letter denotes where the client is regarding disclosure and treatment. Marcie Howell (Presenter) added that feedback from the treatment provider to the client is helpful.

Christina Ortiz-Marquez (SOMB Member) noted that the Department of Corrections (DOC) Sex Offender Treatment and Monitoring Program (SOTMP) has a victim liaison within the DOC. She noted this presentation and information will be very helpful for this liaison, and indicated that she will reach out to the presenters for more information regarding this process.

Jessica Meza (SOMB Member) noted that her objection was no reflection that this topic is not important, but again stressed the need to include other marginalized populations. She thanked them for this presentation and noted her appreciation of the work being done in this area. Jessica Meza asked why the term "victim" is used and if they are open to input from stakeholders regarding the use of a different term. Danielle Fagan (Presenter) responded that she noted that the terms used are those that the people she is working with prefer to be called, and indicated that she has eleven different terms depending on who she is working with at the time (i.e., survivors, harm parties, defendants, clients, etc.) Marcie Howell (Presenter) noted that she would like a different term rather than victim. Denise Metz (Presenter) mentioned that the term "victim" is the most used term in Probation for survivors, and "clients" for offenders.

Raechel Alderete (SOMB Staff) thanked the presenters and asked if this process applies and occurs with juveniles who have committed a sexual offense. Denise Metz (Presenter) responded that she only supervises the adult team, and the meetings and to date, the HVROD has been with adults. Danielle Fagan (Presenter) responded that this has not come up for juveniles yet. She noted that the clarification letter can only be offered if the juvenile victim is in therapy. Marcie Howell (Presenter) also indicated that she includes the victim voice in the team that she works with. Danielle Fagan (Presenter) noted that the face-to-face explanation of the supervision terms and conditions is offered in the juvenile cases.

Allison Boyd (SOMB Member) thanked the presenters for the incredible work they are doing. She commented that those in this field are trying to stop offenses, and noted that this process focuses on healing for victims, families, and the clients. Allison Boyd also indicated that reparation and healing for victims and their families is very important. She indicated that there is more HRVOD information on the Colorado Organization for Victim Assistance (COVA) website.

Chris Lobanov-Rostovsky (SOMB Staff) indicated that the Best Practices Committee has approached the Victim Advocacy Committee regarding training and education on clarification letters and the process described for those who represent victims.

Angel Weant (SOMB Member) noted the need for this process to be initiated statewide, especially in the more remote areas of the state. She asked Danielle Fagan (Presenter) what legal boundaries she has encountered working within Judicial, and how she has navigated through these. Marcie Howell (Presenter) noted that she is

good at collaborating, and indicated she has been able to work through different perspectives with the teams she is involved in. She also noted that it is key to build communication and break down barriers in understanding each other's roles. Danielle Fagan (Presenter) noted that all want to help and support the victim, and due to that, are more willing to collaborate.

**Audience Discussion:**

Chris Lobanov-Rostovsky (SOMB Staff) asked Denise Metz (Presenter) to put her email in the chat box for those who did not have a chance to voice their questions.

**BREAK: 11:00 – 11:15**

**FEMALE SEX TRAFFICKING WHITE PAPER (Decision Item) – (Attachment #3) – Yuanting Zhang, DCJ, and Kyle Jones, DOC**

Chris Lobanov-Rostovsky (SOMB Staff) gave background information regarding this white paper and introduced Yuanting Zhang (SOMB Member) and Kyle Jones (DOC).

Kyle Jones (DOC) reviewed the purpose of this white paper and noted the following updates:

- On page 3 – Clarified the Trauma-to-Prison Pipeline
- On page 3 – Clarified the School-to-Prison Pipeline
- On page 7 – Added "a client is able to benefit from sex offense-specific evaluation"

Chris Lobanov-Rostovsky (SOMB Staff) noted that no other feedback has been received, and indicated that this paper has been vetted through the Best Practices Committee. He also mentioned that this paper is now ready for SOMB approval.

***Gregg Kildow (SOMB Member) moved to approve the Female Sex Trafficking White Paper as presented.***

***Tom Leverage (SOMB Member) 2<sup>nd</sup> the motion.***

**Board Discussion:**

Jessica Meza (SOMB Member) thanked all who worked on this white paper, and gave her approval of this paper as written.

Yuanting Zhang (SOMB Staff) noted a video she recently encountered regarding the trauma-to-prison pipeline and the school-to-prison pipeline section, and indicated she will make this video available to any interested parties.

Erin Austin (SOMB Staff) gave kudos to Kyle Jones and Yuanting Zhang for their hard work on this paper, and for the smooth transition in picking this work up when Michelle Geng left the SOMB staff.

**Audience Discussion:**

None

**Motion to approve the Female Sex Trafficking White Paper: Gregg Kildow; Tom Leverage 2<sup>nd</sup> (Question #2)**

<b>17</b>	<b>Approve</b>	<b>0</b>	<b>Oppose</b>	<b>0</b>	<b>Abstain</b>	<b>Motion Passes</b>
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Gregg Kildow (SOMB Member) gave verbal approval

Norma Aguilar-Dave & Jeff Shay (SOMB Members) were not available for this vote

**CONFLICT OF INTEREST DISCLOSURE POLICY REVIEW (Presentation) – (Attachment #4) – Judge Marcelo Kopcow, SOMB Chair**

Chris Lobanov-Rostovsky (SOMB Staff) framed the Conflict of Interest Disclosure Policy that is now required for the SOMB members. He noted that all SOMB members have completed the yearly financial conflict of interest disclosure for 2021, which will be retained per retention policy. Chris Lobanov-Rostovsky also indicated that all SOMB members should check-in with the Judge when there may be a potential conflict of interest for any SOMB agenda decision items. Judge Marcelo Kopcow (SOMB Chair) reviewed that this policy is a self-executing duty of the Board to disclose if something changes regarding a conflict of interest. Chris Lobanov-Rostovsky noted there are also conflict of interest disclosures for all “appointed” committee members, and asked all SOMB members who have a financial interest and have disclosed it on the disclosure form to identify that they have done this.

Those SOMB members who disclosed their financial interest publicly were:

Tom Leversee  
Gregg Kildow

Chris Lobanov-Rostovsky (SOMB Staff) noted that for those SOMB members not present today, they should notify the Board of any financial interests.

**Board Discussion:**

None

**Audience Discussion:**

None

**LIFETIME SUPERVISION CRITERIA (Decision Item) - (Attachment #5) – Erin Austin, DCJ; and Angel Weant, SOMB Member**

Erin Austin (SOMB Staff) thanked Angel Weant (SOMB Member) and Jeff Geist (Parole Representative) for their work in including the Probation criteria and Parole’s administrative regulations in this appendix. She noted that she and Laurie Kepros separated this document into sections as follows:

Establishment of the Lifetime Supervision Act

Statutory Requirement and Creation of Criteria

- The DOC should follow the Administrative Regulations for the management of offenders
- Probation Officers should utilize the Criteria set forth Judicial
- Approved treatment providers and evaluators shall assess an offender’s progress in treatment based on the Standards and Guidelines

Application of Criteria for the following stages:

- Whether a person serving a probationary sentence should have their sentence discharged (end their sentence successfully.)
- Whether a person serving a prison sentence should be granted parole.
- Whether a person on parole should be granted a reduced level of supervision.
- Whether a person on parole should have the sentence discharged (end their sentence successfully.)

Revisions to Criteria

- Revisions or additions to the policies and administrative regulations which impact those that fall under the Lifetime Supervision Act shall be established in collaboration with the SOMB.

- The SOMB will review all revisions or changes to policies and regulations consistent with the legislative intent to establish “evidence-based standards for the evaluation, identification, treatment, management, and monitoring of adult sex offenders.”
- All policies and administrative regulations will be made available through each agency and also be made public in electronic form on the SOMB website.

Erin Austin (SOMB Staff) noted that this information will not be included in the Standards and Guidelines, but will be in Appendix V to the Standards and Guidelines. She also indicated that Probation and Parole will also include these criteria on their websites.

**Board Discussion:**

Jessica Meza (SOMB Member) noted that Parole is not mandated to follow the SOMB Standards, and asked if they are obligated to follow these recommendations. Erin Austin (SOMB Staff) responded that Parole and Probation are mandated to collaborate per statute, and therefore Parole and Probation are required to follow their agency regulations.

Allison Boyd (SOMB Member) asked if the Victim’s Services program had a voice in creating the criteria for both Probation and Parole. She indicated that her hope is that they can be involved in the process. Christina Ortiz-Marquez (SOMB Member) responded that there is collaboration with victim’s services in the DOC SOTMP program. Angel Weant (SOMB Member) noted that there historically has been Victim Services Officers (VSO’s) as part of the criteria discussion. She noted that she can promote the VSO’s voice further if needed, and mentioned that the VSO’s currently have a voice on a case-by-case basis. Angel Weant (SOMB Member) indicated that these criteria were vetted through all the various probation departments, with VSO input, and noted that feedback was gathered.

Carl Blake (SOMB Member) questioned the use of the “should” versus “shall.” He indicated that this allows both Probation and Parole to not follow the criteria. He noted that it should be changed to “shall.” Erin Austin (SOMB Staff) responded that the SOMB does not have direct purview over these two agencies, and that further discussion might be helpful.

Judge Kopcow (SOMB Chair) indicated that he feels that the SOMB does not have the authority to dictate this. Carl Blake (SOMB Member) responded that the distinction is that the Appendix is only requiring those agencies to “follow” their own policy or regulation.

Angel Weant (SOMB Member) noted that further discussion on this should happen, to include legal advice or re-word the document to remove any reference to should or shall.

Erin Austin and Chris Lobanov-Rostovsky (SOMB Staff) suggested removing “should” for Probation and Parole to “follow” their own agency policies or administrative regulations.

Carl Blake (SOMB Member) agreed with the proposed change.

**Audience Discussion:**

None

***Tom Leverage (SOMB Member) moved to approve the Lifetime Supervision Criteria with the removal of “should.”***

***Carl Blake (SOMB Member) 2<sup>nd</sup> the motion.***

**Motion to approve the Lifetime Supervision Criteria as amended: Tom Leverage; Carl Blake 2<sup>nd</sup> (Question #3)**

**19 Approve      0 Oppose      0 Abstain      Motion Passes**

Robin Singer (SOMB Member) gave verbal approval.

**BREAK: 12:07 – 12:37**

**ADULT STANDARDS REVISIONS COMMITTEE (Presentation) – (No attachment) – Erin Austin, DCJ; Kim Kline, Co-Chair, Adult Standards Revisions Committee; and Taber Powers, Co-Chair, Adult Standards Revisions Committee**

Erin Austin (SOMB Staff) noted that the Adult Standards Revisions Committee is meeting again, and to contact her if anyone wants to be invited to this meeting.

Kim Kline (SOMB Member) indicated that this committee is not reviewing every section previously worked on unless there is new research available. She mentioned that there are implementation issues regarding changes to the Standards. Taber Powers (SOMB Member) noted that only the areas where new research is applicable will be revised, and he asked all to send this committee any new research citations that are available.

Erin Austin (SOMB Staff) mentioned that the Committee started meeting in November, and indicated she has the parking lot items, suggestions, and unclear areas from when this committee met last. She noted that the Committee is reviewing those now, and indicated that only new research is being added at this time. Erin Austin also mentioned that the Committee is working on person first language, and are continuing with the literature review that has been in process. She mentioned the literature review will determine if any changes to person first language should be made, and if changes are to be made section by section or for the whole document. Erin Austin also noted that any Committee discussion or suggestions regarding person first language will come before the SOMB for a decision.

Taber Powers (SOMB Member) noted that there are various ways to address the person first changes, and expressed his hope to have person first information available to the SOMB by next month.

**Board Discussion:**

None

**Audience Discussion:**

None

**AUDIT COMPLIANCE PLANNING (Action Item) – (No Attachment) – Marina Borysov, DCJ; Susan Redmond, CDPS; and Chris Lobanov-Rostovsky, DCJ**

Marina Borysov (SOMB Staff) gave a brief update on the Audit Compliance planning and completion, and presented the dashboard with completion timelines. She noted that all recommendations have been completed except Recommendation 1B (citing applicable research for all Standards). Marina Borysov noted that the entire SOMB staff will be working on this due to the size of this recommendation, and indicated that all updates will be brought to the SOMB for feedback.

Chris Lobanov-Rostovsky (SOMB Staff) indicated that the staff will not look at those sections where the literature reviews have been previously done. He mentioned that the staff will be transparent about what Standards have been revised, update that applicable research, indicate those sections that have research and those that do not, and will summarize all research available. Chris Lobanov-Rostovsky also noted that the research progress will

be included in the Document Repository. He mentioned that after that work has been done, the staff will then review any sections that have not been previously updated, and will include research and supporting documents for those sections of the Standards. Chris Lobanov-Rostovsky also indicated that this information will also be included in the Document Repository.

Marina Borysov (SOMB Staff) indicated that she put the link to the Audit Compliance tracking spreadsheet in the chat box for all attendees to use.

**Board Discussion:**

None

**Audience Discussion:**

None

**IMPLICIT BIAS WORKSHOP REPORT BACK (Presentation) (No Attachment) – Ersaleen Hope, DCJ; and Shelley Siman, DCJ**

Chris Lobanov-Rostovsky (SOMB Staff) introduced Ersaleen Hope and Shelley Siman, (Presenters) from the EPIC Unit.

Ersaleen Hope (Presenter) reviewed that the SOMB participated previously in Implicit Bias discussions and small breakout groups. She noted that the presentation will provide helpful information, and will identify ways the SOMB can move forward to address and be aware of biases when making policy.

Shelley Siman (Presenter) asked the SOMB what they have been doing or thinking about regarding the topic of bias. Chris Lobanov-Rostovsky (SOMB Staff) responded that these conversations and exercises have been helpful in light in what is going on in the world at this time. He gave an example that indicated while writing a paper with the Female Sex Trafficking workgroup that the information and discussions previously presented on implicit bias helped with the conclusions drawn when reviewing the research. Chris Lobanov-Rostovsky noted the need to use more critical thinking, and to incorporate this information into the work that the SOMB does.

- Carl Blake (SOMB Member) noted that these discussions help to point out some of the biased language that is currently in the approved treatment provider applications.
- Erin Austin (SOMB Staff) indicated that bias and culture competency is also about what you don't see. She mentioned the need to adopt language in the Standards that is culturally competent.

Shelley Siman (Presenter) noted that being culturally responsive is very important for the work of the SOMB.

Ersaleen Hope (Presenter) mentioned that being culturally aware inspires one to take a look at the whole person, to be open minded, and to be authentic in a way that best services their needs.

- Kathy Heffron (SOMB Member) noted the need to think about voice and who the populace is within the agencies represented on the SOMB, the various SOMB committees, and the SOMB itself. She also asked everyone to think about how they have gotten to where they are, how best to diversify, and to have diversity on the SOMB and the committees.

Ersaleen Hope (Presenter) asked the SOMB how to be intentional to have diverse perspectives, and what are the next steps.

Shelley Siman (Presenter) asked what areas of the SOMB's work could bias be addressed or mitigated.

- Tom Leversee (SOMB Member) responded that he has learned much in his work with the youth of color and the ecologies from which they come. He noted the Standards could use work regarding being more inclusive, and to be more sensitive to all population needs. Tom Leversee also noted the need to always have potential bias in the forefront of our thinking.

Shelley Siman (Presenter) asked what is going on with those who are Service Providers.

- Carl Blake (SOMB Member) responded that the SOMB is looking at this collectively, and individually, but not specifically at the provider level. He noted that those providers should take this information back to their agencies, and take a deeper look at equity, diversity, and inclusion (EDI) in their own work. Carl Blake indicated that the provider pool is not very diverse due to the fact that this profession requires higher levels of education, which is not always available to those in marginalized populations. He also noted the need to look deeper into the criteria, and find ways to open up the field.
- Kathy Heffron (SOMB Member) reiterated that the same holds true in the legal profession. She noted that the problem is huge, and mentioned that it can be overwhelming to know where, how, and when to begin to make changes. Kathy indicated the need for concrete steps to know how to make these changes, and to not let EDI fade away.
- Marina Borysov (SOMB Staff) mentioned that she is using a blind review process to obtain presenters for the upcoming SOMB conference. She noted that those who respond may or may not represent diversity, and due to this, two questions were included in the call for papers to help diversify the responders as follows:
  - Identify any relevant education, special skills, qualifications, lived experience, and professional expertise that you feel are relevant to this abstract in support of equity, inclusion, and diversity.
  - How will your presentation address and support the discussion around equity, diversity, and inclusion?
- Shelley Siman (Presenter) noted the need to physically go into the community to build relationships in order to recruit diversity.
- Angel Weant (Presenter) mentioned that her role in Judicial in developing curriculum requires her to be aware of bias, and she noted that she continues to read literature to gain perspective on how to meet diverse and cultural needs. She also indicated that Judicial and the Probation departments have started discussions to be more mindful around EDI.

Ersaleen Hope (Presenter) noted that there can be burnout regarding the implementation of EDI, and indicated the need to find a way to normalize its integration. She also reiterated to go out to the community to cultivate those relationships to encourage diversity and inclusion.

- Tom Leversee (SOMB Member) responded to Kathy Heffron's remarks, and noted the need to look at discussing race, ethnicity, the ecology of development as it relates to relates to the Standards and approved providers, and what resources are needed to move forward with that.

Shelley Siman (Presenter) presented a simple tool to help with EDI in the work of the SOMB. She explained how to use this tool using a specific scenario regarding the mandate of returning to remote schooling for children.

She went on to note the following questions from this tool that will help with the creation of Standards:

- Are all groups who are affected by the change at the table?
- What results is it trying to achieve? How will the change impact each group?
- How will the change be perceived by each group?
- Does the change worsen or ignore existing disparities?
- Based on the above responses, what revisions are needed in the change under discussion?

Ersaleen Hope (Presenter) suggested the use of this tool will help to see how effective changes in policy are and continue to be.

Carl Blake (SOMB Member) asked if this tool can be used within other agencies. Shelley Siman (Presenter) responded yes, and she quickly highlighted the various articles and assessments that are available.

Shelley Siman (Presenter) noted the name of this tool is called the "Racial Equity Impact Assessment" (REIA), and supplied the following link:

**[https://www.raceforward.org/sites/default/files/RacialJusticeImpactAssessment\\_v5.pdf](https://www.raceforward.org/sites/default/files/RacialJusticeImpactAssessment_v5.pdf)**

Shelley Siman (Presenter) asked what the possible next steps would be for the SOMB. She also asked while using the EDI lens, what the next SOMB meeting would look like. The responses are as follows:

- Carl Blake (SOMB Member) responded that per Tom Lerversee's request, the Juvenile Standards Revisions Committee should take a look at EDI to find areas that need to be reviewed and revised through the EDI lens.
- Chris Lobanov-Rostovsky (SOMB Staff) indicated the potential need of forming a steering committee to keep EDI at the forefront. He also noted the need to make this a standing meeting item on the SOMB agendas. Chris Lobanov-Rostovsky also mentioned that the SOMB as a whole will need to discuss and determine what the next steps will be.
- Tom Lerversee (SOMB Member) mentioned the need to look at the Equity Impact Analysis and other tools to help the SOMB move forward with EDI. He also indicated the need to add EDI to the internal SOMB policies as it relates to standards revisions.
- Carl Blake (SOMB Member) also indicated the need to do a better job reaching out for more diverse individuals to present on various issues to the SOMB.
- Lisa Mayer (SOMB Member) mentioned that those who are passionate about EDI should assist in finding presenters who come from diverse backgrounds.

Chris Lobanov-Rostovsky (SOMB Staff) thanked Shelley Siman and Ersaleen Hope (Presenters) for their passion on this topic, and noted that the SOMB will reach out to them for continued help and support.

**Adjourn: 2:00 pm**

Respectfully,

**Jill N. Trowbridge**

Digitally signed by Jill N.  
Trowbridge  
Date: 2021.02.23 10:59:46 -07'00'

Jill Trowbridge  
Program Assistant

Date

  
Judge Marcelo Kopcow  
Chair of the SOMB

2/23/21  
Date

FirstName	LastName	Email	Motion to approve the November minutes as amended(9:29 am / 9:30 am)	Motion to approve the female sex trafficking white paper(11:23 am / 11:25 am)	Motion to approve the lifetime supervision criteria with the amended language proposed by Chris and Carl(12:04 pm / 12:05 pm)
Allison	Boyd	aboyn@jeffco.us	Yes	Yes	Yes
Angel	Weant	angel.weant@judicial.state.co.us	Yes	Yes	Yes
Carl	Blake	carl.blake@state.co.us	Yes	Yes	Yes
Christina	Marquez	christina.ortiz-marquez@state.co.us	Yes	Yes	Yes
Glenn	Knipscheer	knipscheerpolygraph@msn.com	Yes	Yes - Verbal	Yes
Gregg	Kildow	pgkildow@yahoo.com	Yes	Yes	Yes
Jeff	Shay	jshay@pueblo.us	Yes	N/A	Yes
Jessica	Meza	jmeza@cdjlw.com	Yes	Yes	Yes
Katie	Abeyta	kabeyta@savacenter.org	Yes	Yes	Yes
Kimberly	Kline	kkline@about-the.org	Yes	Yes	Yes
Lisa	Mayer	lisa.mayer@state.co.us	Yes	Yes	Yes
Marcelo	Kopcow	marcelo.kopcow@judicial.state.co.us	Yes	Yes	Yes
Michelle	Simmons	michellersimmons@hotmail.com	Yes	Yes	Yes
Norma	Aguilar-Dave	naguilar-dave@saviohouse.org	Yes	N/A	Yes
Robin	Singer	singer_r@cde.state.co.us	Abstain	Yes	Yes - Verbal
Sharon	Holbrook	sharon.holbrook@judicial.state.co.us	Yes	Yes	Yes
Steve	Moreno	smoreno@weldgov.com	Yes	N/A	N/A
Taber	Powers	taber.powers@hotmail.com	Yes	Yes	Yes
Tom	Leversee	tleversee@q.com	Yes	Yes	Yes
<b><i>Kathy Heffron arrived at 10:15 am</i></b>					
<b><i>Steve Moreno left the meeting during the Victim Centeredness Presentation</i></b>					
<b><i>Norma Aguilar-Dave left the meeting between 9:30 am and 11:20 am</i></b>					
<b><i>Norma Aguilar-Dave returned at 11:30 am</i></b>					
<b><i>Norma Aguilar-Dave left the meeting at 1:36 pm</i></b>					