

Justice Pillar

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Suggested to be involved in this workgroup:

Name	Department	Email	Alternate Representative
	Tribal Legislature		
	Collaborative Council		
	Menominee County		
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Frannie Kitson	Enrollment Director		

Justice Workgroup Notes July 20, 2023

The group met from 9-11 am with nine participants. The group reviewed the goals and objectives, made some adjustments to the goals, and discussed having a positive focus for goal one.

Most of the discussion was captured in the Goals-Objectives document. The group expressed their desire for there to be a focus on ways to maintain forward progress for the plan and to plan for sustainability of progress once goals and objectives have been completed. There was a discussion around the need to change attitudes and perceptions around policing and the criminal justice system. This can have a positive impact on community engagement and crime prevention. These comments are also reflected in the goals and objectives.

Justice Workgroup Notes July 13, 2023

There were nine participants in this week's meeting. The participants indicated they would like to see more participation from the work group members or a representative from their departments. Representatives from Conservation,

Probation, Human Resources, Juvenile Justice, Legal, Tribal Courts, and the Public Defender’s Office were present for the meeting.

The group discussed ways to streamline procedures throughout the Justice system, looking at low-hanging fruit and things that can be done quickly or easily to improve processes. The group also talked about plans that will take a longer time to address. They would like to see:

- Involvement from all stakeholders.
- Enhanced communication – and cross training.
- Better communication when juvenile justice cases will not be prosecuted.
- Mandatory meetings (possibly bi-weekly) that provide time to review pending cases.
- Communication about best-practice procedures for each department – develop a common understanding of the flow chart/process. Use processes that work and fit within the bigger picture.
- Enhanced collaboration: sharing calendar invites on cases to ensure it gets on everyone’s calendar.
- Identify as a group: barriers in “areas of management”.

Additional notes from this week’s meeting are included in the goals/objectives document.

Justice Workgroup Notes June 29, 2023

The group requested that the Prosecutor’s Office be involved in the planning process to address places where the system could benefit from looking at opportunities for improvement and enhanced collaboration.

There will be two more meetings on July 13 and July 20, 9:00 am at the Justice Center Training Room.

The work towards goals/discussion include:

Goal Three: Address codes, ordinances, and legislation that hinder the justice system from working efficiently.
Revisit considerations around processing of domestic violence and conditions for charges of domestic violence, impact, and relevancy today.
Review laws and make recommendations to MTL for changes.
Work with IT to update and streamline e-codes to make the interface more user-friendly and provide basic education on how to use them (employees and the community).
Increase justiciable standards to reduce prosecutorial/judicial discretion due to clearer standards.
Provide guidance to the prosecutor’s office in a clear, actionable way.
Goal Four: Recruitment, hiring, and retention of justice-system staff.
Provide support to HR for customized, specialized outreach to local law schools with Native American programs for hiring candidates.
Utilize available connections and resources to recruit staff, i.e., law schools, legal/tribal associations, and organizations. Utilize Law School Native Clinics to try to resolve issues of staffing and resources.
Offer and promote competitive packages that reflect the interests of younger staff (i.e., work-life balance as a hiring benefit.)
Goal Five: Enhance communication and collaboration between justice-related stakeholders to identify gaps and develop a strategy for problem-solving.
Identify gaps and opportunities to improve fair access to the justice system.
Create an action plan to improve/streamline issues related to gaps in prosecutorial responsiveness.
Conduct a Power of Attorney Day to highlight tribal services, and education (for at-risk parents; and look at Tribal attorneys and/or law firms with pro bono programs.
Plan for a Tribal Juvenile Facility

Goal Six: Increase inherent sovereignty.
Identify areas of desired sovereignty (legislative).
Educate the community on sovereignty, juvenile justice needs/requirements (POA), .
Task policy specialist to keep up to date on Federal Indian Law.
Exercise greater use of jurisdiction and sovereignty across all Tribal departments. Conduct review with all departments.
Amend the Juvenile Code.
Review and update codes.
Goal Seven: Enhance Tribal/County relationships to improve collaboration around juvenile justice/behavioral health situations for Tribal youth.
Find a workaround for parents who won't come to court with their children due to bench warrants.
Consider additional options for placement of juveniles in temporary homes when needed; look at other options for holds/placement of juveniles.
Goal Eight: Consider crime prevention and early intervention options to work with communities and families
Teach youth about the consequences of their juvenile justice history when they turn 18 (many minors think under-age charges go away but they don't). This could be done by a resource officer.
Provide opportunities for communities to support law enforcement through adoption of community policing and crime prevention strategies.

Justice Workgroup Notes June 20, 2023

The group worked on goals and objectives for this pillar. The work to date is listed above under “Current Draft of Goals and Objectives”.

Tuesdays are not working out to be a good day for the workgroup. Future meetings will be on Thursday afternoons, from 1-3 pm at the Justice Center.

Justice Workgroup Notes June 13, 2023

Participants introduced themselves and discussed any engagement they have had with the strategic planning process to date. The participants reviewed the 2007 goals and objectives.

For this workgroup, keeping the separation of powers as a consideration will be important for the planning process. There are situations where there needs to be collaboration and coordination of efforts between the Tribal Court and other departments/services provided by the Tribe. An example of this is the need to enhance coordination and communication between the Court and HR Department related to the appointment/reappointment process for the Court's Judges and Supreme Court Justices. The Public Defender's Office indicated they are struggling with hiring/staffing for their office.

The workgroup discussed the importance of education and collaboration around community policing and public safety considerations. This is a priority for the Police Department, as the ability of the community to be supportive of law enforcement efforts would greatly enhance public safety.

There was a good discussion on Goal 3: Maintain and Expand the Tribe's Inherent Jurisdiction and Sovereignty. As it relates to jurisdiction and sovereignty, there are different definitions for different departments. There is a need for broad education on sovereignty and jurisdiction so that when there are cases, there is a legal foundation to the definitions, which would give consistency to the voice of who MITW is. The common definitions would help with cases, grants, and having a strong government voice. While the objectives for Goal 3 are highly labor-intensive, there would be a great

benefit for the tribe in doing this work. It may be important to consider grant funding and partnerships to pursue this goal and objectives.

The court indicated their IT equipment is outdated and they would like to use a BIA Assessment to help fund updates.

The group reviewed the list of who should attend and made some updates as noted on the roster above.

The Justice group will meet again on June 20 and June 27 from 1-3 pm at the Justice Center. There will be no meetings the week of July 3-7, 2023. Meetings will resume on July 11 and continue through July 25. The purpose of these meetings will be to outline updated goals and objectives related to Justice, which includes Law Enforcement and the Tribal Courts, as well as other Justice-related topics.

Tribal Court Training Notes May 22, 2023

Proposed Workgroup Schedule Moving Forward:

- Week of June 5: NO MEETING – MTL Retreat this week.
- Tuesday, June 13, June 20, and June 27 from 1-3 pm at the Justice Center: Meeting with original departments to include: Chair's Office, Conservation, Courts, Environmental Services, Historic Preservation, Human Resources, Information Technology, Law Enforcement, Legal Services, Probation, Youth Services.
- July 4: NO MEETING (Holiday).
- July 11 and 18 from 1-3: Meeting with extended workgroup at the Justice Center, to include additional departments as identified at the initial meeting.
- July 25 and August 1 from 1-3: Meeting with extended workgroup and the community.

Comments Provided During the Training:

The participants expressed the importance of recognizing the separation of powers, with the Judiciary being a separate branch of MITW Government from the Executive and Legislative branches.

When the children's code was adopted by the Legislature, there was no provision made for costs associated with the implementation of the code. The Constitution says the "Court shall have funding" yet this does not always happen.

There is a great need for foundational education on MITW and how the government and departments are organized and how they operate.

A successful outcome of the Director's Retreat was to gain momentum for the implementation of the Juvenile Court Room. Some steps need to happen, but the process is moving forward.

It is important to understand the big picture: Roles/Responsibilities: MTE – MTL – Courts – Clinic – County – CMN and how they are aligned within the Tribal Structure.

The Court staff would like to see obstacles removed for court-ordered treatment so there is a seamless connection with Behavioral Health scheduling for appointments and access to Sex Offender Treatment within the Tribe, Domestic Violence Treatment (Anger Management Training), and transportation/access to other complementary resources needed or ordered by the Court.

When the Legislature passes ordinances, there is often no process in place or training available to support the implementation of the ordinance/s. An example of this is the lack of training for the community on Probate and other legal matters. It would be good to consider providing this information within the schools so youth know the impact of their behavior and that it follows them throughout their life and can influence their employment opportunities.

Many community members want the court clerks to complete forms for them. They cannot do this. Education for community members would be helpful.

Many community members do not understand what departments fall under the court: Clerks, Judges, Office Managers, Court administrators, etc. The prosecutor and public defender are tribal programs/departments. It would be nice to have a flowchart of departments and to provide information to the community on the process from arrest, through the courts, and to conviction, if that is the outcome.

There is a gap in victim/witness resources and services.

As identified in the evaluations for this training, there was not sufficient time for participants to ask questions and share information. They have a unique perspective on what is happening within the Tribal community. Their insights will be valuable to the planning process; however, their schedules will limit their ability to be involved. The court staff was encouraged to share ideas and concepts by email with the facilitators for this Pillar/workgroup. The meeting minutes will be shared with the court staff so they can review the notes and provide feedback.