

# JUSTICE Goals and Objectives

<b>Goal One: Educate the community on inherent sovereignty.</b>
<b>Objective One:</b> Identify areas of desired sovereignty (legislative).
<b>Objective Two:</b> Educate the community on sovereignty, and juvenile justice needs/requirements (POA).
<b>Objective Three:</b> Task policy specialist to keep up to date on Federal Indian Law, review/update codes, amend the Juvenile code, etc.
<b>Objective Four:</b> Exercise greater use of jurisdiction and sovereignty across all Tribal departments. Conduct a review with all departments.
<b>Objective Five:</b> Educate juveniles on the Tribal government and the Tribal justice system. (i.e., to know how the Tribe operates and to promote careers with the Tribe, as well as to understand the seriousness of potential charges/convictions and to reduce fear and apprehension over asking questions or understanding the impact.)
<b>Goal Two: Strengthen, stabilize, and integrate the Menominee Public Defender’s Office within the Tribe’s Justice System. [RESOURCE – for the Tribe] “Where they Help”.</b>
<b>Objective One:</b> Legal Changes to reflect having a Public Defender’s Office. <ul style="list-style-type: none"> <li>• Change 278 to enable the appointment/assignment of a public defender.</li> <li>• Modify the Menominee Bill of Rights.</li> </ul>
<b>Objective Two:</b> System Integration – incorporate PD’s Office into other Tribal government business practices. <ul style="list-style-type: none"> <li>• Incorporate PD’s Office in other department workgroups and activities.</li> <li>• Maintain focus on educating individuals about their rights to reduce barriers to a fair experience with the justice system.</li> <li>• Provide a warm transition between departments to provide ongoing support post-sentencing.</li> </ul>
<b>Objective Three:</b> Enhance funding and support for the PD Office. <ul style="list-style-type: none"> <li>• Raise staffing levels; and train lay advocates, attorneys, and legal representatives – provide supervision/monitoring.</li> <li>• Tribal funding to support the representation of juveniles (when there are multiple cases or cases that don’t fit within the grant’s requirements).</li> <li>• Seek grant funding for criminal as well as civil legal services projects (i.e., 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.)</li> </ul>
<b>Objective Four:</b> Communication and education to inform the community about the PD’s Office. <ul style="list-style-type: none"> <li>• Revamp public education materials, (i.e., brochures, tearaway signs, etc.).</li> <li>• Provide training – for the community on their rights.</li> <li>• Provide resources, (i.e., PD’s building signage).</li> <li>• Work with schools – high schools and CMN – to educate students.</li> <li>• Enhance collaboration with other justice departments – to inform individuals of their rights.</li> <li>• Reduce recidivism.</li> <li>• Conduct an open house – to inform the community.</li> </ul>

<p><b>Goal Three: Enhance access to services for offenders and individuals within the justice system; incarcerated or on probation/parole, and for services prior to release.</b></p>
<p><b>Objective One:</b> Create a resource position to educate the community and individuals regarding the Menominee Tribal justice system.</p>
<p><b>Objective Two:</b> Increase access to services for those in Middle Village, South Branch, and Zoar.</p>
<p><b>Objective Three:</b> Define exit release plan – jail or off probation – define a goal and a plan to take them into the future positively.</p> <ul style="list-style-type: none"> <li>• Jail sentences are short-term and do not currently include any exit release planning.</li> <li>• Work with incarcerated individuals to connect them with the spiritual aspects of being Menominee.</li> <li>• Create brochures of department and service contacts – specific for reentry services [include a template for an exit plan]. Make it motivational – inspirational.</li> <li>• Provide access to AODA services and help during and after incarceration.</li> </ul>
<p><b>Goal Four: Address codes, ordinances, and legislation that hinder the justice system from working efficiently.</b></p>
<p><b>Objective One:</b> Collect information from across the justice system to review laws, identify opportunities for improvement, and make recommendations for changes.</p>
<p><b>Objective Two:</b> Create interagency protocols, agreements, and process flow charts (standard operating procedures) between the prosecutor’s office and other relevant departments.</p>
<p><b>Objective Three:</b> Revisit considerations around the processing of domestic violence and conditions for charges of domestic violence, impact, and relevancy today.</p>
<p><b>Objective Four:</b> 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).</p>
<p><b>Goal Five: Recruitment, hiring, and retention of justice-system staff.</b></p>
<p><b>Objective One:</b> Provide support to HR for customized, specialized outreach to local law schools with Native American programs for hiring candidates.</p>
<p><b>Objective Two:</b> Increase access to funding across the justice system; more grant resources as well as other funding efforts.</p>
<p><b>Objective Three:</b> Utilize available connections/resources to recruit staff, i.e., law schools, legal/tribal associations/organizations. Utilize Law School Native Clinics to try to resolve issues of staffing and resources.</p>
<p><b>Objective Four:</b> Offer and promote competitive packages that reflect the interests of younger staff (i.e., work-life balance as a hiring benefit.)</p>
<p><b>Goal Six: Enhance communication and collaboration between justice-related stakeholders (prosecutor’s office, conservation, probation/parole, crime victims' office, law enforcement, and other departments) to define roles/responsibilities, identify gaps, and develop a strategy for problem-solving.</b></p>
<p><b>Objective One:</b> Create a process flow map to look for gaps and opportunities to improve fair access to the justice system.</p>
<p><b>Objective Two:</b> Create an action plan to improve/streamline issues related to gaps in prosecutorial responsiveness.</p>
<p><b>Objective Three:</b> Create a solution flow chart – to remove barriers. Ensure all departments/staff adhere to processes once they are developed. Put more communication in writing. Promote interdepartmental problem-solving approaches.</p>
<p><b>Objective Four:</b> Enhance communication with the community regarding the decision-making processes.</p>
<p><b>Objective Five:</b> Identify opportunities to cross-train and provide inter-department training</p>
<p><b>Objective Six:</b> Put policies/procedures on the intranet so other departments can see what the workflow looks like – when there are questions. Establish a database to access department policies/procedures – to promote accountability and provide access to information across departments.</p>
<p><b>Objective Seven: LONG TERM:</b> Plan for a Tribal Juvenile Facility.</p>

