

NOW: STRENGTHS:

STAFFING

- Creation of the Menominee Public Defender’s office (2).
- Sworn officers – Local.
- Certified officers.
- Conservation helps with short staffing.
- Law Enforcement role definition.
- Staff continuity.
- Certified Detention staff.

INFRASTRUCTURE

- Multi-jurisdictional agreement
- Tribal code/laws.
- Juvenile Justice (Children’s Code).

COLLABORATION, COMMUNICATION, AND SERVICES

- Children’s Code tribe manages the juvenile system – remodeling is happening.
- Electronic monitoring
- People who are incarcerated have better overall health, better positivity, and more knowledge because they are getting support from the clinic and going to appointments.
- We are a model for other tribes with our justice system. Self-determination is attainable for us; 638 contracts.
- Community presence.
- Incarcerated people get help when they are in jail.
- Community policing.

COLLABORATION, COMMUNICATION, AND SERVICES

- Support network (wrap-around services).
 - Crime victims.
 - Family services.
 - Community Resource Center.
 - Menominee Tribal Clinic.
- Active Shooter Training.
- Community relationship/Confidential contacts.
 - Security.
 - Education.
 - CPED?
 - Community – Less Cr. Actv. & Det?
- Police Communication.
- Education network – CMN/NTC.
- Constitution – separation of powers.
- Court rules (Civil, Criminal, and Supreme Court).
- CRC Assistance – deferred agreements/prosecution pardons.
- BIA Court Assessment – Non-PL 280 Capability – Diversion Program (Probation).
- Facility.
- Judges.
- Probation & Court location.
- 18 courts.
- Electronic Monitoring.
- Recovery Case Management.
- New Model of Care – Opioid abuse.
- Education options.
- Juvenile referrals to outside agencies.
- Grant writers.

NOW: WEAKNESSES:

COLLABORATION, COMMUNICATION, AND SERVICES

- Funding.
- Facility size
- Medical Behavioral Health – Need wellness program for first responders – PTSD
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- Communication plan – Police Commission; add to Content Management Plan.
- We moved away from communities raising children.

CODES AND ORDINANCES

- Codes need to be updated so Conservation be included in referrals for prosecution. Not deputized. Not mentioned in codes.
- Laws often mirror State statutes.
- Laws that lack cultural outcomes/options

NOW: WEAKNESSES (continued):

EMPLOYMENT

- Workflow.
- State Retirement Eligibility – we lose officers due to state requirement opportunities. We are not comparable to the state
- Officer retention: we lose officers due to outside police forces, wages not comparable; we run parallel to the state so there are staffing problems
- Lack of PTSD training for judges & court.
- PTSD training for non-veterans; those experiencing traumatic events.
- Short staffed; School Res Officer, Dog Catcher, Law Enforcement Officers.

OTHER COMMENTS

- Lack of automation/Case Management.
- Westernized system that no one wins and that divides us.

OTHER COMMENTS (CONTINUED)

- No data to show that our systems are effective.
- Prosecution data collection and evaluation.
- Court docketing.
- Animal control; more dogs than animal controllers.
- Probation.
- Fine management/bench warrant management.
- Data collection.
- No data to show that our systems are effective.
- De-sensitized.
- Law Enforcement Perception – community feels unsafe.
- Community running community courts.
- Funding for the ability to do video conferencing.
- We haven't empowered people to take responsibility and people fear having no control over the system.
- Community stigma around repeat offenders. Not forgiving. The stigma of counseling.

FUTURE: OPPORTUNITIES:

SOVEREIGNTY

- Justice System that is based on our Menominee Values and priorities that supports and values our community members regardless of if they offend.
- Expanding the public defender's office precedents & case law. Enforces our Sovereignty.
- Non-PL-280; ability to change the justice system to fit Menominee Community – align w/Menominee culture – compassion/hope.

CULTURE AND TRADITION

- Culturally responsive ways to address crime and repercussions other than state statutes.
- Holistic approaches to the justice system and rehabilitation of offenders.
- Research what we did traditionally for justice and corrective action.

EXPANSION AND/OR ACCESS TO SERVICES

- AODA & DV Services while incarcerated – works with the family as well.

EXPANSION AND/OR ACCESS TO SERVICES (CONTINUED)

- Expand/start MAT program while incarcerated (clinic).
- Drug court; re-evaluating in progress; is this serving the community? Do we need a high-risk offender program?
- Teen court; dedicated courtroom and court commissioner in place of a judge
- Juvenile Justice – lens change; training for family services.
- Community courts: resolve problems within the community then bring them to justice court if that doesn't work.
- Caregiver background requirements – rehabilitation process.
- PTSD Intervention – Veterans.
- Crime Prevention Surveys.
- Data tracking: review to measure the effectiveness.

FUTURE: OPPORTUNITIES (continued):

EXPANSION AND/OR ACCESS TO SERVICES (CONTINUED)

- Work with staff to look at accountability rather than punishment/shaming; look at services rather than consequences.
- A program for the rehabilitation of incarcerated people so they can work in school settings. Schools are not allowed to hire them. Schools can assist them to get their degree.
- Re-evaluate the requirements for hiring – using the state guidelines, but change is possible.
- Grants.
- Cadet program/Safety Officers School
- People can expunge their records (one time). Courts – deferred prosecution agreement.

EXPANSION AND/OR ACCESS TO SERVICES (CONTINUED)

- Re-imaging Community and perception of community
- Work with the family that has been a victim of the offender. Family counseling versus individual counseling.
- Mentoring with the youth juvenile services is working.
- Technology.
- Officer Pride.
- Video conferencing.
- Culturally responsive ways to address crime and repercussions other than state statutes.

FUTURE: THREATS:

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- Crime increases.
 - Timing for appointments.
 - Staffing.
 - Funding.
 - Increase in incarceration.
 - Time and resources.
 - Space.
 - Available treatment.
 - Family visits/support.
 - Community support.
 - Casework management.

PASSIONS:

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- Revamp the criminal justice system to be more Menominee Centric
 - Juvenile Justice Court
 - Holistic justice service provision
 - First Responder Wellness – a process of debriefing, wellness sessions, and counseling to work on traumatic stress to include: Law Enforcement, EMS, Fire Fighters, Social Workers, and Dispatch

PRIORITIES:

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- Data collection/workflow process/analysis – to map case from beginning to end to determine SWOT.
 - Data and reports (clerk’s office).
 - Case management/record retention.
 - Financial – fines and fees.
 - Historical documents.
 - Public Defender’s Department.
 - Sufficient resources – Monitoring, equipment, staffing & system collaboration to get the job done.
 - Integration with existing systems.
 - Develop a survey to collect community current data.