San Bernardino County Superintendent of Schools

Transforming lives through education

A Watershed Moment:
Policing, Protesting, and Perspective

Cherina Betters, Ed.D.
Chief of Equity and Access

Daniel F. Marmolejo, MA
Intergovernmental Relations Safety



Transforming lives through education

A Watershed Moment: Policing, Protesting and Perspective

Live: Thursday, June 25th 1:30 PM Zoom Webinar



Cherina Betters, Ed.D.



Daniel F. Marmolejo, MA

Welcome



Ted Alejandre

County Superintendent

San Bernardino County Superintendent of Schools

A Watershed Moment: Policing, Protesting and Perspective

Panelist

Jason Anderson

District Attorney

San Bernardino County District Attorney's Office

Jason Anderson was elected by the people of San Bernardino County on June 5, 2018, as the 36th District Attorney of San Bernardino County. He has been a member of the California State Bar since 1997. Mr. Anderson served as a deputy district attorney for the County of San Bernardino from 1998 until 2014. Also, since 2004, he has been an adjunct professor of law teaching a Criminal Procedure and Trial Advocacy Class at the University of La Verne College of Law.



Thursday

June 25, 2020

1:30 to 3 p.m.

Join us for this exciting webinar and panel discussion about policing, current protest, and our communities. It is hosted by the San Bernardino County Superintendent of Schools offices of Equity and Access and Intergovernmental Relations.

A Watershed Moment: Policing, Protesting and Perspective

Panelist

Cuauhtémoc Avila, Ed.D.

Superintendent

Rialto Unified School District

Dr. Cuauhtémoc Avila was unanimously appointed superintendent of the Rialto USD in 2015. He has been a leader in public education for more than 26 years. Avila began his career as an educator in 1994 as a middle school teacher in the Compton Unified School District. During his 13 years in the district, he served as an elementary, middle, and high school principal. In 2007, Avila joined the Glendale Unified School District as principal of alternative education, and subsequently, as director of educational services. From 2012, until joining Rialto USD, Avila served as the Assistant Superintendent of Educational Programs for the Los Angeles County Office of Education, where he worked in collaboration with probation and other agencies primarily related to incarcerated youth.



Thursday

June 25, 2020

1:30 to 3 p.m.

Join us for this exciting webinar and panel discussion about policing, current protest, and our communities. It is hosted by the San Bernardino County Superintendent of Schools offices of Equity and Access and Intergovernmental Relations.

A Watershed Moment: Policing, Protesting, and Perspective

Panelist

Hardy Brown II

Board Member

San Bernardino County Board of Education

Hardy Brown II, has over 23 years' experience in Social Impact, Research, Fundraising, College Career Development and the solicitation of major gifts for multiple national and regional organizations. As the Chairman of the Black Voice Foundation, Brown leads conversations on empathy and history with hundreds of teachers and thousands of students where learners gain knowledge and power of Freedom Movements. Recently re-elected to a second term, he represents 33 school districts and over 400,000 students as the President of the San Bernardino County Board of Education.

Working with thousands university students, "My research shows many valuable skills our students need to become productive leaders in their society, which includes critical thinking, communication, flexibility, initiative, the ability to work on a team and a strong work ethic. These skills partnered with a strong educational curriculum, exposure to opportunities and high expectations will allow students to see a path that leads them to success." Hardy has been married to his wife Sonietta for 23 years and together they have two daughters, Peyton, 12-year-old dancer and scholar, and Jordan, 22, Alumna from Spelman College and a Ph.D. student at The University of California, Riverside.



Thursday

June 25, 2020

1:30 to 3 p.m.

Join us for this exciting webinar and panel discussion about policing, current protest, and our communities. It is hosted by the San Bernardino County Superintendent of Schools offices of Equity and Access and Intergovernmental Relations.

A Watershed Moment: Policing, Protesting and Perspective

Panelist

Shannon Dicus

Undersheriff

San Bernardino County Sheriffs Department

Throughout his career, Shannon has held notable positions, Commander of the Intelligence Division, Captain of the Technical Services Division, Captain of Bureau of Administration, Deputy Chief of the Detentions and Corrections Bureau, Assistant Sheriff of Support Operations, and now Undersheriff. His education consists of a degree from CSU, San Bernardino and a Master of Arts degree in Communications from California Baptist University. He is also a graduate of the Senior Management Institute for Police in Boston, Massachusetts, and is a member of the Police Executive Research Forum and the California State Sheriffs Association.



Thursday

June 25, 2020

1:30 to 3 p.m.

Join us for this exciting webinar and panel discussion about policing, current protest, and our communities. It is hosted by the San Bernardino County Superintendent of Schools offices of Equity and Access and Intergovernmental Relations.

A Watershed Moment: Policing, Protesting and Perspective

Panelist

Wil Greer, Ph.D.

Director of Equity & Targeted Student Achievement,

San Bernardino City USD

Wil Greer is the Director of the Department of Equity & Targeted Student Achievement in the San Bernardino City Unified School District. His department is working on several initiatives around African American student success in math, English, A-G completion, and parent engagement. Prior to joining the school district Dr. Greer was a tenure-track professor of educational leadership for five years at Cal State University, San Bernardino. He taught courses on leadership and research methods, and published 11 studies, papers, and book chapters, mostly on educational equity for students of color. Most importantly, Dr. Greer is a father, husband, and San Bernardino resident.



Thursday

June 25, 2020

1:30 to 3 p.m.

Join us for this exciting webinar and panel discussion about policing, current protest, and our communities. It is hosted by the San Bernardino County Superintendent of Schools offices of Equity and Access and Intergovernmental Relations.

A Watershed Moment: Policing, Protesting and Perspective

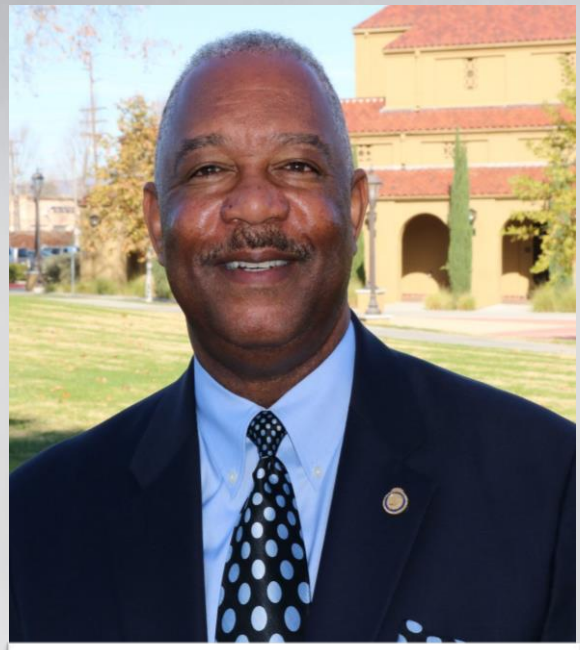
Panelist

Al Jackson

Chief of Police

San Bernardino Community College District Police

Chief Al Jackson was selected as the Chief of Police for the San Bernardino Community College District (SBCCD) Police Department (PD) on December 15, 2018. Chief Jackson is a 35-year veteran of the Los Angeles and Santa Monica Police Departments. Prior to his appointment at the SBCCD PD, Chief Jackson spent 31½ with the Los Angeles Police Department (LAPD) and 3 ½ years with Santa Monica Police Department where he worked a variety of assignments. Chief Jackson was born in Monroe, Louisiana, later moved to California at age six and grew-up in South-Central Los Angeles. He holds a bachelor's degree in Criminal Justice from National University, a Master of Arts degree in Negotiation Conflict Management from California State University, Dominguez Hills and a Master of Leadership from the University of Southern California (USC). He is a graduate of the FBI National Academy, Session 203, the LAPD/WestPoint Leadership Program and the California POST Command College. Additionally, he is a volunteer Park and Recreation Commissioner in his local community and the current Treasurer and Second Vice President for California College & University Police Chiefs Association (CCUPCA).



Thursday

June 25, 2020

1:30 to 3 p.m.

Join us for this exciting webinar and panel discussion about policing, current protest, and our communities. It is hosted by the San Bernardino County Superintendent of Schools offices of Equity and Access and Intergovernmental Relations.

A Watershed Moment: Policing, Protesting and Perspective

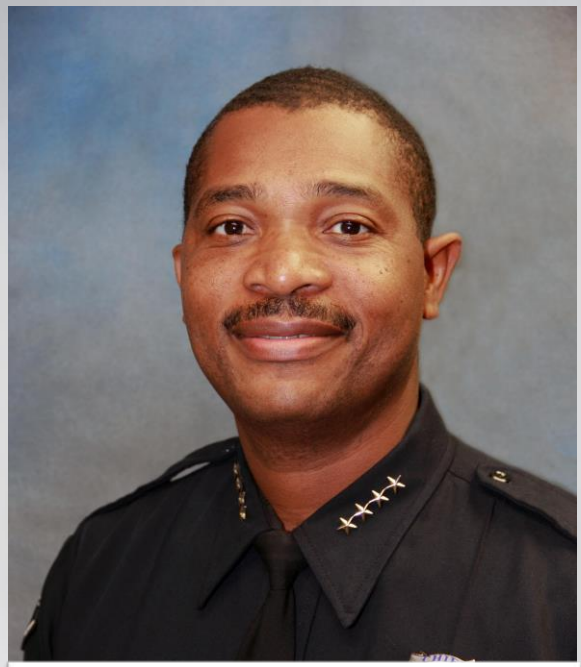
Panelist

Joseph G. Paulino

Chief of Police

San Bernardino City Schools Police Department

Chief Joseph Paulino is a 27-year Veteran of law enforcement. On July 1, 2010, he was sworn in as interim Chief of the San Bernardino City Unified School District's Police Department. The Board of Education appointed him to the permanent position on October 21, 2014. Since taking the helm, he has called upon his wealth of knowledge and experience to implement a number of programs which have benefited the community and the Police Department. Chief Paulino implemented programs to engage our youth; he provided highly visible, strong, and steady leadership to the District's Police Department. Chief Paulino earned a Master's Degree in Public Administration and a Bachelor of Science in Workforce Education from Southern Illinois University at Carbondale. He is a 2007 graduate of the FBI National Academy and other police management programs. In addition, he has been awarded the POST Basic, Intermediate, Advanced, Management, and Executive Certificates.



Thursday

June 25, 2020

1:30 to 3 p.m.

Join us for this exciting webinar and panel discussion about policing, current protest, and our communities. It is hosted by the San Bernardino County Superintendent of Schools offices of Equity and Access and Intergovernmental Relations.

A Watershed Moment: Policing, Protesting and Perspective

Panelist

Wes Simmons

Chief of Police

Chino Police Department

Chief Wes Simmons began his career in law enforcement at the Chino Police Department in 1995. He earned a Bachelor's Degree in Criminal Justice from Cal State University at Fullerton and later earned a Master of Arts Degree in Organizational Management from the University of Phoenix. He has successfully served at each rank in within the department. He was selected as Chief of Police in July of 2019.



Thursday

June 25, 2020

1:30 to 3 p.m.

Join us for this exciting webinar and panel discussion about policing, current protest, and our communities. It is hosted by the San Bernardino County Superintendent of Schools offices of Equity and Access and Intergovernmental Relations.

A Watershed Moment: Policing, Protesting and Perspective

Panelist

Derek Williams

Chief of Police

Ontario Police Department

Chief Derek Williams began his law enforcement career in 1991 with the Ontario Police Department. Before becoming a police officer, he was honorably discharged from the United States Air Force. Chief Williams has an AA from San Bernardino Valley College and a BA from California Baptist University. During his career, Chief Williams worked many assignments; he was assigned to Narcotics as an Officer and Detective, assigned to the Ontario Mills Mall, worked as a Field Training Officer, was a member of the department's SWAT Team, and supervised the Personnel and Training Division. Before being promoted to Chief, he was the Deputy Chief of Police.



Thursday

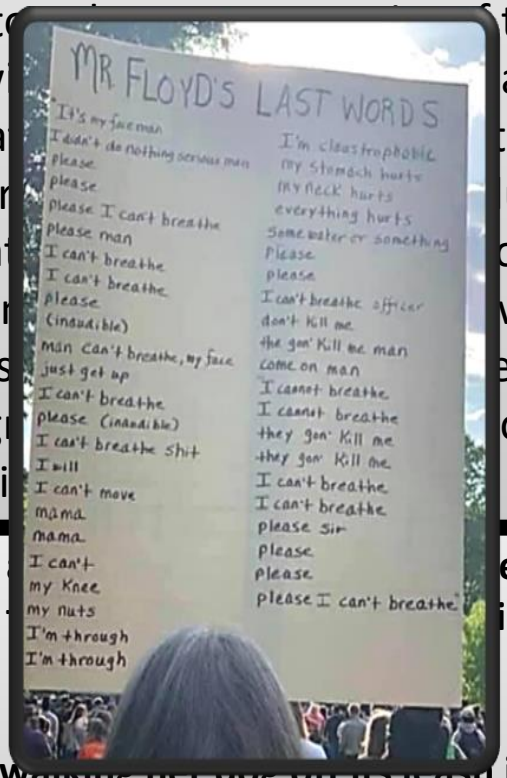
June 25, 2020

1:30 to 3 p.m.

Join us for this exciting webinar and panel discussion about policing, current protest, and our communities. It is hosted by the San Bernardino County Superintendent of Schools offices of Equity and Access and Intergovernmental Relations.

On February 26, 2012, Trayvon Martin, an African American teen walking home from a trip to a convenience store, is fatally shot by George Zimmerman, a neighborhood watch volunteer patrolling the to
Retreat at Tw
Zimmerman la
unarmed 17-year
a physical altercat
not to arrest Zimm
and mother is
protests and ig
racial profili

hmaud Marquez
year-old African-







Christian Cooper,
biomedical editor

Amy Cooper, was walking her dog on its leash in The Ramble area of Central Park that requires pets to be on a leash. Christian Cooper was in The Ramble, bird watching. He asked Amy Cooper to put her dog on its leash, and she refused. This video shows their encounter.




@melodyMcooper

A Watershed Moment: Policing, Protesting and Perspective

Presenter

Olivia Dahlin

Program Manager Clinical Services

San Bernardino County Superintendent of Schools

Olivia Dahlin M.S., MFT, LPCC, PPSC is a Licensed Marriage and Family Therapist with clinical focus in the areas of child adolescent mental health treatment services using Gestalt therapy, Play therapy, Mindfulness, and EMDR. She is a clinical supervisor to associates and trainee AMFT, APCC, ASW. In addition, she provides training presentations for educators, law enforcement, behavioral health providers and medical professionals in mental health, suicide prevention and trauma informed care.



Thursday

June 25, 2020

1:30 to 3 p.m.

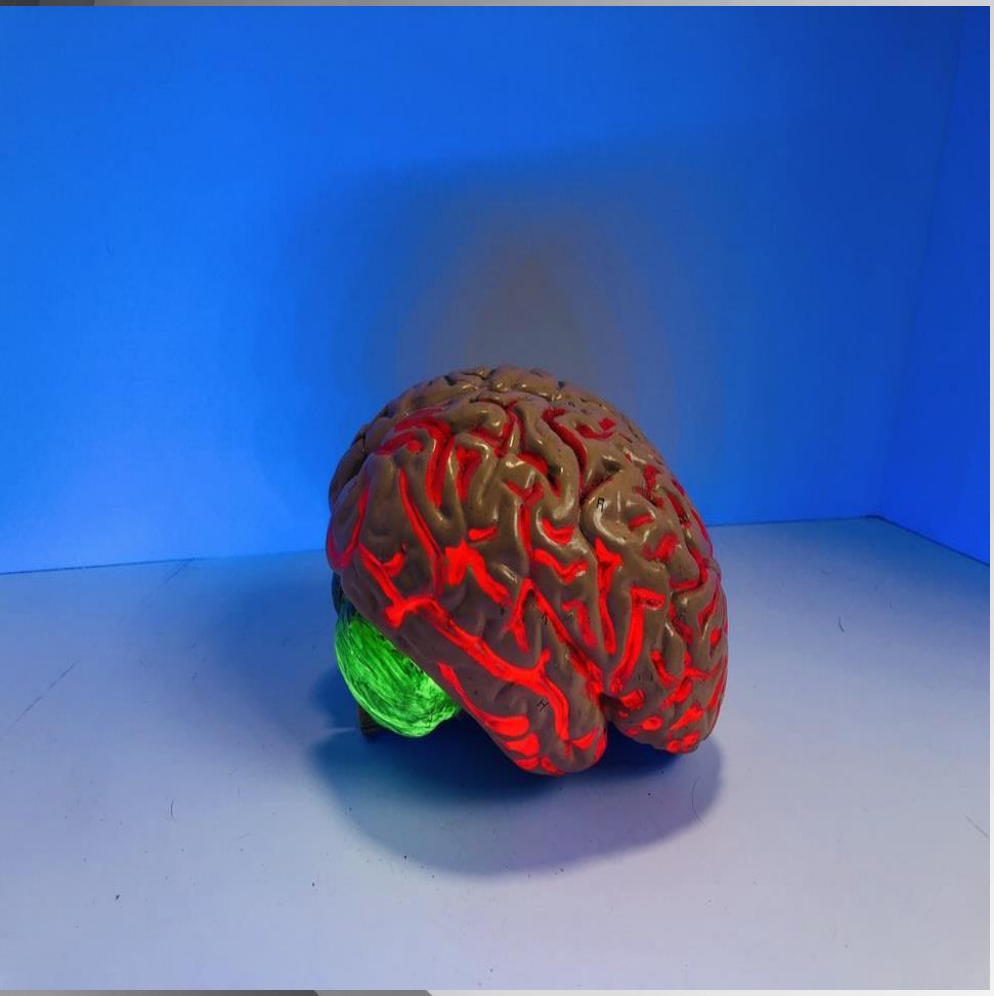
Join us for this exciting webinar and panel discussion about policing, current protest, and our communities. It is hosted by the San Bernardino County Superintendent of Schools offices of Equity and Access and Intergovernmental Relations.

San Bernardino County Superintendent of Schools

Transforming lives through education

Stress, Trauma and Our Collective Experience

Olivia Dahlin M.S., LMFT, LPCC, PPSC



What is Trauma

REAL or PERCEIVED danger that effects the persons sense of safety and security.

Exposure to the Event can result in:

- Activated Biological and Neurological Stress Response
- Loss of Feelings of Safety
- Feelings of Helplessness
- Altered Perception of Realty (Predictability)

Big "T" Trauma and Little "t" Trauma

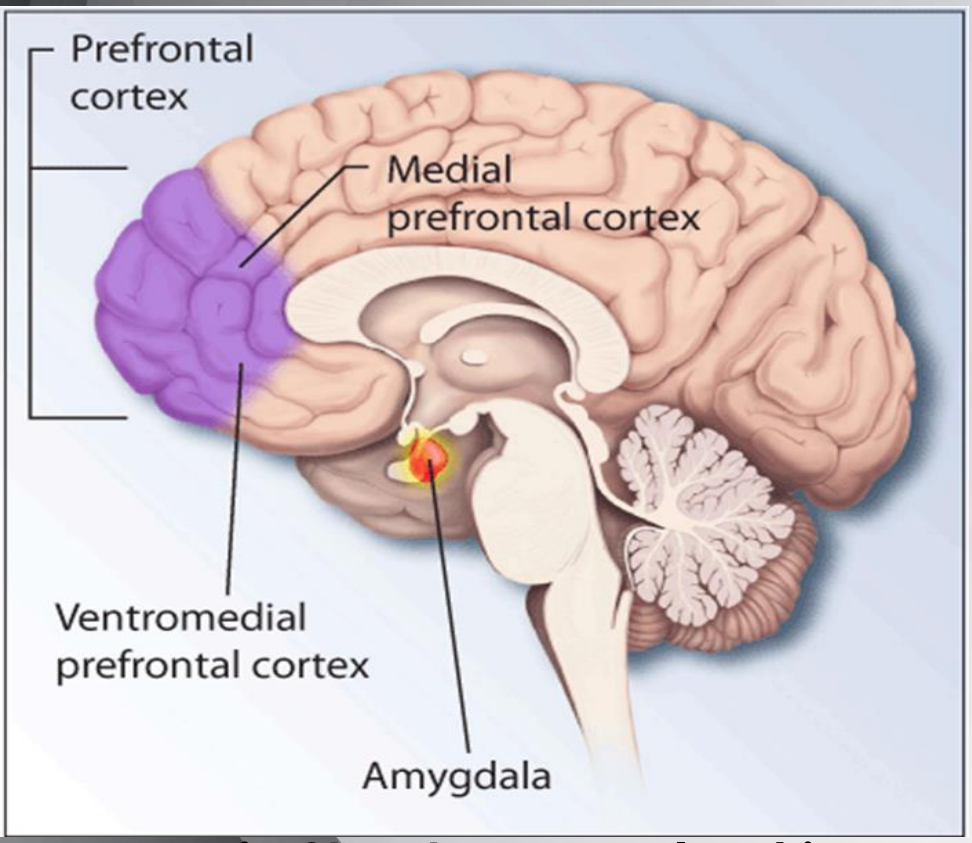
Big "T" Trauma

- Event is often life threatening
- Exposure to actual or threatened serious injury or violence or witnessing
- Creates sense of powerlessness, loss of control and helplessness
- Can lead to PTSD diagnosis
- Examples: (Experiencing or Witnessing Violence, Natural Disaster, Serious Accident, Life Threatening Illness/Surgeries, Assault, Combat, Abuse, Terrorism, Death, Moral Compromise, Life Threatening Procedures, Relational Violence, Incarceration)
- Significant Distress
- **AVOIDANCE**

Little "t" Trauma

- Accumulation of smaller less profound events
- Symptoms do not often lead to PTSD diagnosis
- Exceed capacity to cope
- Ego Threatening-Helplessness
- Examples: (Divorce, Separation, Breakup's, Financial Stress, Infidelity, Job Loss Unexpected Move, Interpersonal Conflict, Legal Trouble, Medical Procedure, Accident, Illness, Emotional Abuse)
- Rationalize experiences- shame (overreacting)
- Increased Distress and Trouble with Emotional Functioning
- **AVOIDANCE**

How Trauma Affects the Brain



Brain Structures Involved in Dealing with Fear and Stress

- Memory Stored in Limbic System in Hippocampus
- Emotion is attached to Amygdala(fear hub) causing reliving of incident.
- Can be real or perceived danger which is stored in Limbic system as traumatic incident
- Activates Stress Hormones Cortisol and Adrenaline
- Effects Cognitive Development Structure of the brain
- **BRAIN GETS WIRED TO EXPECT DANGER**

How our Brain Moves into Fight/Flight /Freeze

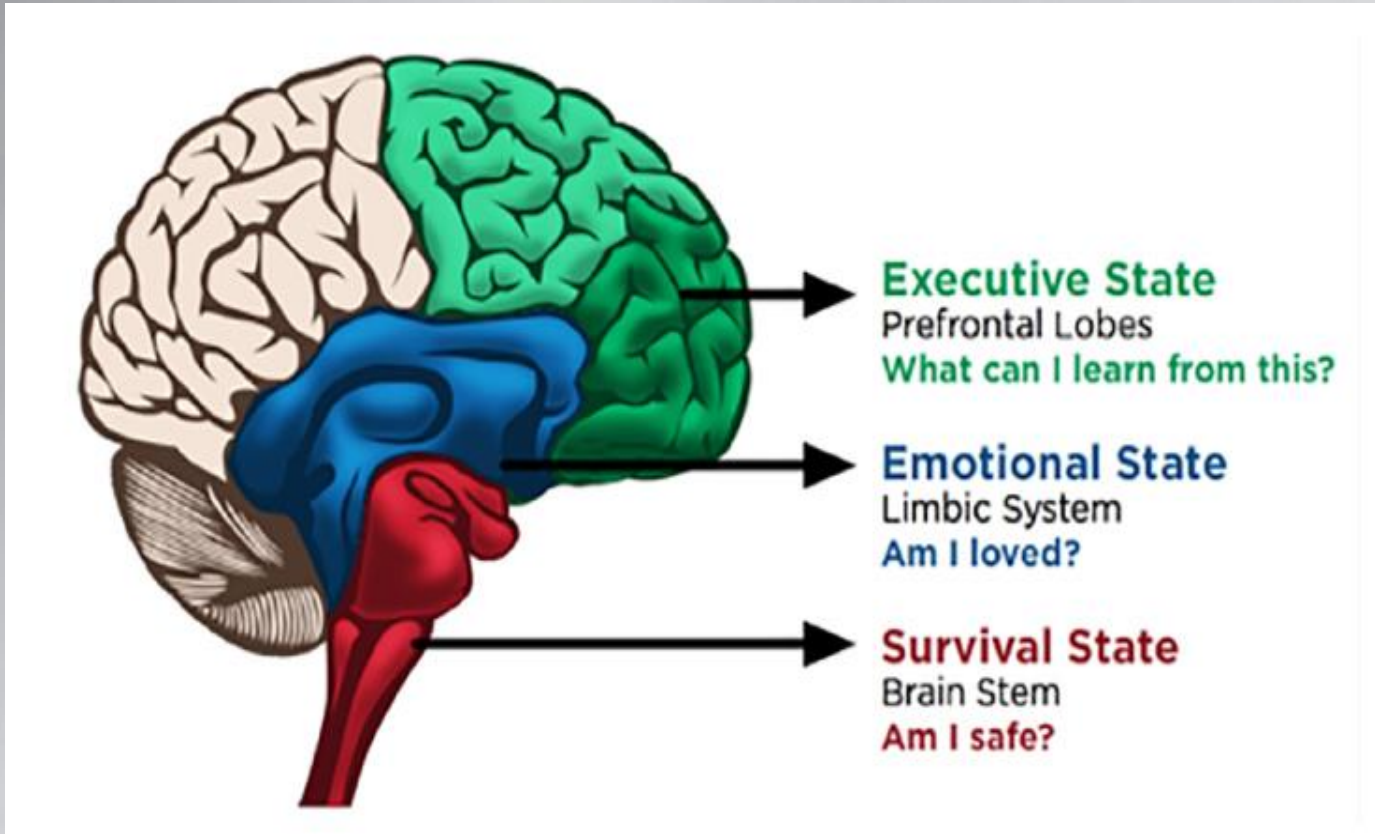


Image Retrieved From : http://www.ttmassociates.com/resources/4-ways-managers-can-overcome-employee-burnout/

Window of Tolerance

Fight/Flight Response

Hyper-Arousal

Anxious

Overwhelmed

Chaotic

Feel Unsafe

Less Access to Higher Brain

Hypervigilance

Tension

Calm Connected Aware

Window of Tolerance

Grounded

Self-Regulated

Felt Safety

Access to Higher Brain

Alert

Present

Immobilization

Hypo-Arousal

Numb

Shut Down

Withdrawn

Limited Access to Higher Brain

Disconnected

Dissociation

Sympathetic Nervous System

Parasympathetic Nervous System

Sympathetic Nervous System

Principals of Trauma Informed Care



Predictability/Reliability



Control



Safety

Mental Health Stigma

- **According to the US HHS Office of Minority Health-**
  - Adult Black/African Americans are 20% more likely to report serious psychological distress than adult whites
- Approximately 30% African American's with Mental Illness receive Treatment Each Year. (NAMI, 2019)
- **Surgeon General's report, Mental Health: Culture, Race and Ethnicity-**
  - African Americans are 2.5 times more likely to fear mental health treatment than their white counterparts. (NCTSN, 2017)

- **2018 Fraternal Order of Police Survey-**
  - 8,000 police officers surveyed
  - 79% of participants reported to have suffered critical stress in the course of their duties as LEO
  - 69% stressful experiences as a police officer caused unresolved or lingering emotional issues.
  - 90% of the respondents believe there is a stigma in law enforcement that creates a barrier to seeking help for emotional or behavioral health issues. (Olson, Wasilewski, 2020)

Law Enforcement Experiencing Chronic Stress and Trauma

- Responsible to resolve violent situations
- Save And Protect
  DUAL ROLE "Compassionate Warrior" "Crime Fighter, Social Services Worker" (Papazoglou, Tuttle, 2018)
- Organizational Stressors- job requirements, long shifts
- Frequent, Chronic and Ongoing Exposure to Stress and Trauma
- Moral Injury
- Differentiate between Uniform and Personal Life
- Compassion Fatigue, Burnout
- Vicarious Trauma



Black Community Experiencing Chronic Stress and Trauma

- Racial Discrimination
- Socioeconomic Disparities
- Community Violence
- Employment Discrimination
- Higher Incarceration Rates/More Severe Punishments
- Breakdown of Family Structures
- High Death Rates
- Discrimination with Law Enforcement
- Intergenerational Trauma
- Housing Discrimination
- Educational Inequity
- Health Disparities- higher rates of illness, death in pregnant mothers, lack of access to treatment



References

- Complex Trauma Treatment Network of the National Child Traumatic Stress Network. (2016). *Complex trauma: In Urban African-American Children, Youth, and Families*. Los Angeles, CA, & Durham, NC: National Center for Child Traumatic Stress.

- National Alliance for Mental Illness. (2020) Black/African American. Retrieved from https://www.nami.org/Your-Journey/Identity-and-Cultural-Dimensions/Black-African-American

- Olson, A., Wasilewski, M., (2020). 9 steps to creating a culture that supports officer mental wellness. *PoliceOne.Com*. Retrieved From: https://www.policeone.com/health-fitness/articles/9-steps-to-creating-a-culture-that-supports-officer-mental-wellness-FIlpjMsmfjf0IWmO/

- Papazoglou, K., Tuttle, BM. (2018). Fighting Police Trauma: Practical Approaches to Addressing Psychological Needs of Officers. *Journal of Police Emergency Response- Original Manuscript*. Retrieved from: **https://journals.sagepub.com/doi/pdf/10.1177/2158244018794794**

- Redman, J. (2018) Why do cops avoid counseling? Eight myths about law enforcement officers and mental health treatment. *Counseling Today*. Retrieved from: https://ct.counseling.org/2018/01/why-do-cops-avoid-counseling-eight-myths-about-law-enforcement-officers-and-mental-health-treatment/

Transforming lives through education

SAN BERNARDINO COUNTY SHERIFF'S DEPARTMENT
#8CANTWAIT

We have received numerous inquiries regarding the #8cantwait campaign and questions about our department's stance regarding each of the topics. We hold our department members to the highest standards and are more than willing to share our positions with the community.

BAN CHOKEHOLDS AND STRANGLEHOLDS

The Governor of California has ordered that all Peace Officer Standards and Training (POST) courses which include any instruction in the use of any form of carotid control restraint be discontinued. As a regional training facility, we will comply with POST and the executive order. We have suspended the use and training of the carotid restraint, pending POST review and legislation.

REQUIRED DE-ESCALATION

De-escalation is taught to deputies in the Basic Academy. Additionally, deputies are required to attend de-escalation training at least bi-annually as mandated by POST.

REQUIRE WARNING BEFORE SHOOTING

Deputies are taught to identify themselves as peace officers and give verbal commands to gain compliance. When practical, deputies should give a warning that deadly force may be used.

EXHAUST ALL OTHER MEANS BEFORE SHOOTING

A deputy may use lethal force to protect himself/herself or others from what he/she believes to be an immediate threat of death or serious bodily injury. A deputy may also use lethal force to accomplish the arrest or prevent the escape of a suspected felon, when the deputy has probable cause to believe that the suspect poses a significant threat of death or serious bodily injury to the deputy or others.

DUTY TO INTERVENE

Any deputy who observes another deputy using force, which would not be deemed objectively reasonable, has a duty to intervene to stop the force. Furthermore, all department members have a duty to report misconduct. Department policy mandates that if an employee is aware of possible misconduct by another employee, he/she shall immediately notify a supervisor.

BAN SHOOTING AT MOVING VEHICLES

Firearms should not be discharged from or at moving vehicles except in exigent circumstances. In these situations, a deputy must have articulable reasons for shooting at the vehicle. The December 2nd terrorist attack in San Bernardino is an example where shooting at a moving vehicle may be necessary to save lives.

ESTABLISH USE OF FORCE CONTINUUM

Deputies have different levels of force options available. The force options range from low to moderate to high. While various degrees of force options exist, each deputy shall use only the amount of force reasonably necessary, given the facts and circumstances perceived by the deputy at the time of the event, to accomplish a legitimate law enforcement purpose.

REQUIRE COMPREHENSIVE REPORTING

All use of force incidents are required to be reported to a supervisor as soon as possible, after the event. The supervisor shall be responsible for documenting and completing the use of force report. Every use of force is scrutinized by a supervisor, lieutenant, and captain. If the force used is believed to be excessive and/or outside of department policy, an investigation is initiated.

For additional information regarding our policy on these topics and others, please visit:
https://wp.sbcounty.gov/sheriff/programs/department-policy-mandates/







Panelist Questions

1. What is most important to learn from this point in time from your lens?
2. What practice/policy/behavior(s) should we stop doing immediately?
3. What practice/policy/behavior(s) do we need to start or strengthen to optimize our collective commitment to the children and youth we serve?





"HOPE AND FEAR CANNOT OCCUPY THE SAME SPACE. INVITE ONE OF THEM TO STAY"

- MAYA ANGELOU

bit.ly\DrBettersEquity