

**Operation Lady Justice Task Force**  
**Discussion Summaries**  
**July-August 2020**



**COMMUNITY ORIENTED POLICING SERVICES**  
**U.S. DEPARTMENT OF JUSTICE**

## Contents

|   |    |
|---|----|
| Overview .....  | 4  |
| The Challenges of Missing and Murdered American Indians and Alaska Natives in Your Community .....              | 4  |
| What does the MMIP problem look like among the people in your community?.....                                   | 4  |
| Challenges Related to MMIP Issues and Cases .....   | 6  |
| Reporting.....  | 6  |
| Triage and Assessment .....   | 6  |
| Resources .....   | 6  |
| Coordination.....   | 6  |
| Databases.....  | 7  |
| Information Sharing .....   | 7  |
| Strengths and Best Practices.....   | 8  |
| Model Protocols and Procedures .....  | 8  |
| Missing Person Policies and Protocols .....   | 9  |
| Coordination with Other Agencies .....  | 9  |
| Coordination with Community Groups .....  | 10 |
| Most Important Factors When Responding to a Missing Person Case.....  | 10 |
| Timeliness.....   | 11 |
| Police Response .....   | 11 |
| Police Investigation, Assessment, and Classification .....  | 11 |
| Introduction of Outside/Specialized Resources .....   | 12 |
| Community Response/Action.....  | 12 |
| Coordinated Multidisciplinary Response.....   | 12 |
| Communication/Community Messaging .....   | 12 |
| Reunification/Follow-up .....   | 13 |
| Training.....   | 13 |
| Specialized Training.....   | 13 |
| Barriers to Training.....   | 15 |
| National Missing and Unidentified Person System (NamUs) .....   | 16 |
| Trauma-Informed Victim Services.....  | 16 |
| Appendix A – Discussion Participants.....   | 17 |
| Discussion 1: The Challenges of Missing and Murdered American Indians and Alaska Natives in Your Community..... | 17 |

Discussion 2: Model Protocols and Procedures .....19  
Discussion 3: National Missing and Unidentified Person System (NamUs).....22  
Discussion 4: Trauma-Informed Victim Services .....24

## Overview

On November 26, 2019, President Trump signed [Executive Order 13898](#), forming the Task Force on Missing and Murdered American Indians and Alaska Natives, also known as Operation Lady Justice (OLJ). The [Task Force](#), which includes seven members from the U.S. Departments of Justice (DOJ), Interior, and Health and Human Services, is focused on improving the criminal justice process with respect to missing and murdered American Indian and Alaska Natives, especially missing and murdered women and girls. The Executive Order requires the Task Force to conduct consultations and listening sessions with Tribal governments and leaders across the country.

As part of these efforts, the DOJ's Office of Community Oriented Policing Services (COPS Office), in conjunction with OLJ, convened tribal law enforcement leaders from across the country to discuss challenges facing the field, share information, and identify successful approaches to effectively address missing American Indian and Alaska Native cases. The COPS Office held a series of virtual sessions covering four discussion topics:

- 1) The Challenges of Missing and Murdered American Indians and Alaska Natives in Your Community
- 2) Model Protocols and Procedures
- 3) NamUs (National Missing and Unidentified Persons System)
- 4) Trauma-Informed Victim Services.

This report summarizes these discussions.

## The Challenges of Missing and Murdered American Indians and Alaska Natives in Your Community

**Discussion Dates:** July 21-23, 2020

**Facilitators:**

Ernie Weyand, Missing and Murdered Indigenous Persons (MMIP) Program Coordinator for the District of Montana

Algin Young, Associate Director, Bureau of Indian Affairs (BIA), Office of Justice Services (OJS)

The first set of discussions centered on the challenges of missing and murdered American Indians and Alaska Natives. Participants were asked a series of questions to explore this topic. Their responses are summarized below.

### [What does the MMIP problem look like among the people in your community?](#)

Homicides and missing persons cases affect the entire community, especially in small villages where many (if not most) people are related. While some tribal communities have low crime rates and few homicides and missing persons cases, other communities have more cases. Sometimes people go missing from the reservation, but other times they go missing from jurisdictions surrounding the reservation, which can be difficult to track. Below are some of the contributing factors related to cases

involving missing and murdered indigenous people, including characteristics of both victims and perpetrators.

**Substance Abuse** – Anecdotally, it was noted that many of the young native female population who are sexually assaulted, go missing, or are murdered have engaged in a lifestyle that includes drugs and alcohol.

**Desire to Travel** – People will travel where they want and for various reasons. Sometimes people may visit larger communities outside of the reservation and then not return home. The police do not know if they are missing or murdered. It is hard to document that, so the statistics may be skewed.

**Cross-Border Travel** – For communities located along the Canadian border, the [Jay Treaty](#) permits indigenous people to travel freely across the U.S.-Canadian border. In upstate New York, there are also Tribal boarding schools that span the border. Therefore, it is difficult to identify which agency to contact to investigate a missing person.

**Jurisdictional Barriers** – There are jurisdictional barriers between tribal lands and non-tribal lands, which can hinder reporting and investigation. Some tribal communities operate under PL-280, which confers criminal jurisdiction to the state, while others have transitioned from PL-280 to tribal jurisdiction.

**Juveniles** – Participants noted that many juvenile victims run away from home, often going to a friend's house. When juveniles are involved, some agencies will work more closely with federal authorities and/or a multi-agency human trafficking task force. Some teenagers who go missing are fleeing from federal custody (e.g., DHS, ICE).

**Remoteness** – In Alaska, most villages are isolated with no road connection, so many of the missing persons cases are search and rescue operations (e.g., for people traveling by boat).

**Unique Tribal Culture** – Each community has its own culture. For example, in one community in upstate New York there are several Tribal boarding schools in the area. However, many tribal communities struggle with the loss of tribal history, culture, and language among tribal members, which can contribute to a feeling of not being connected to the community.

**Tribal Member Identification** – Some tribal members who live off the reservation are not identified as Native American by outside law enforcement agencies, so this information may not be shared with the tribal authorities or be included when entering the missing persons report into state and national databases (e.g., NCIC).

**Lack of Education About Tribal Issues** – Outside law enforcement agencies do not necessarily know the intricacies of tribal culture. While some agencies have a good relationship with outside authorities, there is still a lack of education nationwide.

**Dependency on Casinos** – Many Tribal communities are dependent on casinos. While the gaming industry can result in improvements to a reservation (e.g., adding jobs), it can also contribute to higher incidents of drug and alcohol abuse.<sup>1</sup>

---

<sup>1</sup> Kodish et al. *Impact of casinos on key pathways to health: qualitative findings from American Indian gaming communities in California*. BMC Public Health (2016) 16:621.  
<https://bmcpublichealth.biomedcentral.com/articles/10.1186/s12889-016-3279-3>.

**Poverty** – Some Tribal members live in poverty with little economic stability or opportunities for employment. This may result in Tribal members leaving the reservation to pursue opportunities elsewhere.

## Challenges Related to MMIP Issues and Cases

Participants discussed the problems and challenges related to MMIP issues and cases. The questions focused on six specific areas, including:

- 1) Reporting
- 2) Triage and assessment
- 3) Resources
- 4) Coordination
- 5) Databases
- 6) Information sharing

### *Reporting*

One of the biggest challenges related to MMIP cases is the delay in reporting someone missing. When there is a delay in reporting, there is also a delay in sharing the information with the community and surrounding agencies. Receiving timely reports from outside agencies or non-Tribal agencies in the case of PL-280 states can also be challenging. One agency reported that oftentimes a week passes before someone reports a person missing.

### *Triage and Assessment*

Many agencies reported using [Lexipol](#) to develop and maintain their missing person response protocol. Other agencies have developed their own internal policies and general orders, while some smaller agencies do not have a policy in place. Several agencies reported a distinction between adult and juvenile cases. For example, some agencies are required to respond and enter missing juveniles into NCIC within two hours. In one jurisdiction, the chief medical examiner and state attorney's office was required to be notified of all cases involving missing adults.

### *Resources*

Several Tribal agencies reported a lack of resources, including personnel and training. Some agencies have difficulty retaining officers and will lose them to other departments in Indian Country. Officers need additional scenario-based training on how to respond to missing or murdered persons cases, and human trafficking cases. Although grants are available for Tribal agencies, the grant application and reporting requirements are too onerous for many Tribes. The process of procuring resources such as a records management system or database can be difficult.

### *Coordination*

Most Tribal law enforcement agencies reported robust coordination with other public safety agencies (both Tribal and non-Tribal), federal agencies (e.g., FBI, Border Patrol), other Tribes, and community organizations. For example, the FBI assists Tribal agencies with preparing subpoenas and search warrants for social media. However, there are other agencies that do not have good working relationships with the Department of Homeland Security and the FBI. This may be due to a lack of understanding about the authority of Tribal agencies.

Agencies that have good working relationships often have established memoranda of understanding (MOUs) with other agencies. For example, some Tribal agencies are part of multi-agency and multi-disciplinary task forces. Agencies also actively coordinate with other native police forces, the local emergency management agency, local fire department, the sheriff's office, volunteer search and rescue organizations, victim services advocates, substance abuse support organizations (e.g., Alcoholics Anonymous, Narcotics Anonymous), and forestry and conservation agencies.

Tribal agencies also reported coordination with other community and family services. For example, the Saint Regis Mohawk Tribe provides crisis response services to victims of domestic violence and sexual assault through its [Three Sisters Program](#). In addition to support services, this program offers a 24/7 secure shelter facility for victims in need of immediate assistance. Another example is the White Earth Tribal Nation's [DOVE Program](#) ("Down ON Violence Everyday"), which serves victims of sexual assault, domestic violence, stalking, dating violence, elder abuse, trafficking and general crime. The DOVE Program provides services to Native and non-Native women, men and youth who live on or near the White Earth Reservation.

In addition, Tribal agencies coordinate with the community through traditional outreach and engagement efforts (e.g., community councils, Coffee with a Cop, outreach to seniors).

#### *Databases*

Tribal agencies have access to national databases such as the FBI's [National Crime Information Center \(NCIC\)](#) and [NamUs \(National Missing and Unidentified Persons\)](#). While the majority of agencies reported that they enter missing persons into NCIC, not everyone was familiar with or entered data into NamUs. Some agencies also have access to local, regional, and state databases. In Alaska, for example, all missing persons cases are entered into the Alaska Department of Public Safety's Missing Persons Clearing House. If an agency does not have access to NCIC, they will partner with the local law enforcement agency (e.g., county sheriff's office) to enter the data. One agency reported difficulty in accessing Department of Motor Vehicle records in Oklahoma.

#### *Information Sharing*

Tribal agencies generally reported good information sharing with other agencies. Once an agency receives a report of a missing person and takes a report, the agency will enter the required data into NCIC and disseminate that information with surrounding agencies, as well as other agencies if there is reason to believe the person may be located outside the area. Some agencies also send the reports to local radio and television stations to share with the community.

In addition, Tribal agencies use social media (e.g., Facebook, Twitter), community notification systems (e.g., [Nixle](#)), and Amber Alerts to notify the community. Social media can benefit Tribal agencies when investigating missing persons because information can be quickly shared with the public. However, participants noted that having a social media presence can sometimes backfire (e.g., negative or unhelpful comments).

A few agencies reported that the community does not always want to cooperate and share information with the police. In many communities, there are significant trust issues. Some see law enforcement as corrupt and do not have confidence in the agency. To mitigate these concerns, Tribal agencies participate in community events and meetings so residents can interact with the police and increase their comfort level in communicating with the police. Some of these community events address

substance abuse issues and healing. To educate community members, Tribal agencies should also discuss how to report missing persons and the importance of quickly notifying authorities when someone goes missing.

## Strengths and Best Practices

Participants shared strengths and best practices in responding to MMIP cases:

**Outreach and Education** – Building relationships with the community helps foster trust and legitimacy. It is important to educate the community on how and when to notify the police when someone goes missing, as well as the capabilities of the department. Tribal agencies use a variety of methods to conduct outreach and education, including:

- National Night Out
- Outreach to seniors
- Delivering goods to communities in need (e.g., distributing masks during COVID, delivering food)
- Building partnerships with other community organizations (e.g., health care, social services)

**Immediate Response and Coordination** – When a person is reported missing or a Tribe requests assistance in locating a missing person, agencies should immediately respond and coordinate with neighboring tribes and other law enforcement agencies. Valuable evidence may be lost if there is a delay in response. It is critical that agencies build relationships and coordinate with other Tribal departments and neighboring jurisdictions in order to pool resources and work effectively and efficiently.

**Building Organizational Capacity** – Tribal law enforcement agencies can increase organizational capacity and legitimacy by developing clear policies and procedures and improving hiring and retention practices. However, feels like tribal nations are scrutinized when applying for grants, but helpful when grant reviewers come and visit and see the communities in person.

**Use of Drones** – Some agencies use drones to search for missing persons. Drones are helpful in locating missing persons, especially in remote areas, because they can be equipped with sensors to detect heat as well as cameras to provide visual access in difficult to reach terrain.

**Tracking System** – The White Earth Tribal Nation’s Conservation Department includes several officers with training and expertise in [tracking](#) missing persons. Conservation officers have assisted Tribal law enforcement with several cold cases and missing persons cases.

## Model Protocols and Procedures

**Discussion Dates:** July 28-30, 2020

**Facilitators:**

Ernie Weyand, MMIP Program Coordinator for the District of Montana

Algin Young, Associate Director, BIA OJS



The second set of discussions focused on model protocols and procedures to address MMIP cases. Participants were asked a series of questions regarding this topic. Their answers are summarized below.

### Missing Person Policies and Protocols

The majority of agencies that participated in the discussions reported following established policies and procedures when someone is reported missing. Several agencies reported using policies developed by Lexipol or model protocols developed by BIA OJS. According to participants, one of the benefits of using Lexipol is that the policies are automatically updated if there are changes to relevant laws.

Those agencies with detailed policies and procedures often have accompanying checklists and step-by-step instructions to guide the responding officer throughout the entire investigation process. These procedures typically cover the roles and requirements of law enforcement personnel involved in the investigative process, such as required documentation and notifications, the various classifications of missing persons (e.g., juvenile, adult, endangered), and the reunification process. In one jurisdiction, their policy covers them up to the 30-day mark, at which time the local sheriff's department's homicide unit takes over the investigation.

Some agencies also have policies governing search and rescue incidents in lieu of (or in addition to) policies and procedures regarding MMIP cases. Other agencies have established general orders regarding MMIP cases, but not specific procedures to follow when someone is reported missing.

Agencies without established policies and procedures for MMIP cases work closely with neighboring jurisdictions and local search and rescue teams when someone is reported missing.

### Coordination with Other Agencies

Participants indicated that they coordinate with other agencies to varying degrees when responding to an MMIP case. Some agencies have established task forces, MOUs, and cross-deputization with other agencies to coordinate their response. Cooperation and coordination with other agencies allow for the sharing of equipment (e.g., all-terrain vehicles) between agencies, which can be especially helpful for smaller agencies with limited resources. The types of agencies that Tribal police departments coordinate with vary, but generally include:

- Neighboring law enforcement agencies (e.g., municipal police agencies, sheriff's office, state police, Tribal police, university police, state wildlife and natural resources police)
- Specialized law enforcement units (e.g., mounted/posse units, canine teams, marine units, drone units, airborne units, dive teams)
- Tribal/local fire department
- Tribal/local emergency management agency
- Local search and rescue team
- Federal agencies (e.g., FBI, BIA, DHS, U.S. Coast Guard)
- [Fusion centers](#)
- Behavioral and social services (e.g., social workers, victim services, crisis response)

Some agencies that have established multidisciplinary task forces include a [Child Abduction Response Team \(CART\)](#), which brings together individuals with expertise in responding to endangered, missing, or

abducted children. Some agencies also work closely with social workers and crisis response teams, which can facilitate initial reporting and information sharing throughout the investigation.

Several agencies also rely on the FBI to lead the investigation for MMIP cases and other major crimes or for assistance in investigating those cases. For example, one Tribe attempted to serve a search warrant on Snapchat, but the company did not recognize the Tribal police department as having proper authority to preserve evidence. The FBI intervened and was able to submit letters to obtain the evidence requested. did not recognize it as a state document

In Alaska, all search and rescues missions fall under Alaska State Troopers, but some villages also participate in a [Village Public Safety Officer \(VPSO\) Program](#). When a person is reported missing, the VPSO will take the initial report using a checklist and form developed by the Alaska Department of Public Safety (DPS). The information is then submitted to DPS and entered into NCIC. Alaska State Troopers will conduct an initial search for the first 3-5 days, but then will turn it over to community volunteer groups to continue the search.

## Coordination with Community Groups

A majority of the participants also indicated that they work with volunteers and community-based organizations. For example, the types of community-based organizations may include:

- Local Red Cross chapter
- Salvation Army
- [PeaceKeepers](#) (a local domestic violence organization)
- Addiction and treatment programs
- Caring Hearts (an organization that raises funds for community members in need)
- Houses of worship
- Local horseback riding groups

One tribe reported that they coordinate with the [National Child Identification Program](#) to provide in-home kits to everyone on the reservation. These ID kits allow parents to take fingerprints and DNA samples of their children in case they are ever reported missing.

Volunteers can be great resources, but it is imperative that tribal police agencies understand how best to use volunteer services and how to coordinate efforts. Strong communication and having “boots on the ground” is key to building effective relationships with volunteers.

## Most Important Factors When Responding to a Missing Person Case

Participants were asked to identify the most important factors in a proper response to a missing person case, including:

- Timely Initial Report
- Police Response
- Police Investigation, Assessment and Classification

- Introduction of Outside/Specialized resources (FBI, State Police, Local Assistance, etc.)
- Community Response/Action
- Coordinated Multidisciplinary Response
- Communication/Community Messaging
- Reunification/Follow-up

Most participants indicated that the first three factors listed above were the most critical when responding to a report of a missing person and set the stage for the remainder of the investigation: **1) timely initial report; 2) police response; and 3) police investigation, assessment, and classification.**

### *Timeliness*

The timeliness of the initial report is critical to understanding if the missing person is at risk (e.g., a mental health condition, on prescription medication). Families often wait a long time before calling to report their loved one missing. There is a misconception that a person needs to wait a certain number of hours before reporting someone missing. To address this mistaken belief, many agencies try to educate community members on the importance of timely reporting. For example, agencies post important messages on social media, in community newsletters, at community meetings. To ensure the safety of children, inform parents, grandparents, and others with custodial responsibility to report incidents of runaways and missing persons to the proper law enforcement agency right away (and not simply via a social media post). As one tribal police chief stated, he would rather respond to 100 unfounded calls than to have someone wait to make a report when it was a genuine emergency. It is also important to educate the community about the dangers of human trafficking and how to identify and prevent sex and labor trafficking.

### *Police Response*

An immediate police response is vital to ensure that essential information is not lost and that all available resources are employed as soon as possible. If the missing individual is determined to be at risk, it is imperative to immediately inform surrounding agencies and the community. This includes entering the missing person into federal, state, and local databases and issuing an Amber Alert (if necessary) or other emergency alert notification (e.g., [Nixle](#)). Participants also stressed the importance of assigning the missing persons case to an officer or detective who can continue the necessary follow-up until the person is found or the case is otherwise resolved.

### *Police Investigation, Assessment, and Classification*

Assessment and classification are an undervalued part of the investigation process. Classification dictates whether to introduce outside resources and how the incident is messaged to—and perceived by—the community and other agencies. For example, a case involving a missing juvenile who is identified as a runaway will be handled differently than someone labeled as at-risk.

It is important to differentiate between a missing person and a runaway. In one community, a ward of the state who goes missing would be classified as a missing person, whereas a juvenile still in their parents' custody who goes missing would be classified as a runaway.

To help correctly classify a missing person and determine whether the person is at-risk, agencies should use a checklist and conduct a thorough interview of the reporting party (typically a family member or friend). Some of the factors used to determine whether the missing person is endangered include:

- Age (e.g., under 13 or elderly)
- Mental health concerns
- Developmental disabilities
- Taking medication
- Health concerns (e.g., on medication, Alzheimer's)

Some Tribal agencies will assign a civilian investigator to follow up on missing juveniles and runaways after the department's initial response. Tribal social services may also respond to cases involving children.

#### *Introduction of Outside/Specialized Resources*

Participants routinely involve the FBI and state-level counterparts (e.g., Minnesota Bureau of Criminal Apprehension) in missing persons investigations. Depending on their location, some tribes also involve the BIA, U.S. Coastguard, DHS, CBP, and other federal agencies. The level of involvement varies depending on the nature of the incident, the size and available resources of the Tribal agency, and the specific assistance needed.

One tribe has an agreement with the University of Notre Dame's [Cyber Crimes Unit](#), which allows students to assist police with technology crimes.

#### *Community Response/Action*

Tribal agencies use a variety of methods and resources to engage the community and request assistance with missing persons. For example, some Tribes employ a public information officer (PIO) in their communications department. The PIO can share information with the public via social media and news media. In one jurisdiction, the PIO's tasks are outlined in the Tribe's emergency operations plan. Some Tribes also use a smartphone app and a dedicated community youth channel to engage with the public.

It is essential to work with volunteers and community members when investigating missing person cases because they may be more familiar with the geographic area they are searching. Hosting and attending community events also helps Tribal police get to know members of the community, which can build trust and make residents feel more comfortable reporting incidents.

#### *Coordinated Multidisciplinary Response*

When a person is reported missing, it is essential that the lead agency coordinate a multidisciplinary response and involve surrounding agencies, volunteer services, and the community. As noted [above](#), most Tribal police departments coordinate with a variety of other agencies, disciplines, and community organizations.

#### *Communication/Community Messaging*

It is imperative that information about a missing person is disseminated quickly to the community so area citizens can serve as additional "eyes and ears." When communicating with the public, it is also important to show empathy and concern in order to build and maintain the trust of community members. Community members occasionally know more than the police because members of the community will talk to each other before reporting incidents to police.

As noted above, Tribal agencies use social media (e.g., Facebook, Twitter), community notification systems (e.g., [Nixle](#)), and Amber Alerts to notify the community. One agency that uses an emergency alert system automatically inputs all Tribal employees into the system (Tribal community members need to opt in to receive these alerts). Depending on the size of the Tribe and community, some Tribes will operate their own Facebook page in addition to a Tribal police department Facebook page. Some Tribes use a PIO or spokesperson to share information with the public and the news media.

Tribes also communicate with the public through more traditional means, such as billboards, mobile message boards, and handing out flyers. One tribe uses its casino sign along the roadway to post emergency messages.

Social media can also be used as an investigative tool to determine the location of a missing person or intended destination.

### *Reunification/Follow-up*

The reunification process varies from Tribe to Tribe. Some Tribal police agencies have policies that dictate what steps to take during the reunification process. Other agencies do not have detailed policies that reunification. Agencies may also use family advocates or a victim services unit to facilitate the reunification process. When a missing person is reunited with their family, it is important to remove that person's missing person record from NCIC so police will not stop them later based on the NCIC hit. It is also important for police to address the underlying issues that led to the person running away or being reported missing in the first place. For example, police should consider factors that may involve domestic abuse or human trafficking. Tribal police should be transparent with families throughout the investigation.

Participants cited other important aspects of a proper response to a missing person case, such as: showing compassion for the families involved, understanding the family dynamics, and knowing your community. It is imperative that officers demonstrate to the family that they are committed to investigating the case and will provide timely updates as the case progresses. One participant indicated that he provides his phone number to community members and encourages them to call him anytime.

## Training

Participants were asked what specialized training would help their department become more effective in investigating missing persons cases. Participants also discussed what resources are needed to address long-term unsolved missing persons case and homicide investigations. While some participants indicated that web-based training would be preferable (especially during the COVID-19 pandemic), other participants indicated that in-person training would be more appropriate for certain topics and audiences. It is also important that training is based regionally in order to understand the unique challenges and requirements of a specific geographic area.

### *Specialized Training*

Participants cited the need for specialized training in the following subject areas (presented in alphabetical order):

- **Child Abduction Response Team (CART)** – Several participants had received CART training

- **Cold case investigations** – There are several resources available for police agencies interested in improving or implementing a cold case investigations unit including this [report](#) from the National Institute of Justice.<sup>2</sup>
- **Communication and interpersonal skills** – Having a basic understanding and mastery of communication and interpersonal skills is essential for police officers when interacting with the public.
- **Database Training** – Participants requested training on how to access and use certain federal/state/local databases (e.g., NCIC) and alert systems (e.g., [Amber Alerts](#)).
  - The [Amber Advocate](#) offers [Amber Alert training for Indian Country](#).
- **Digital evidence** – Criminal investigations and the work of police have changed with the advent of technology.<sup>3</sup> There are numerous resources and training available to educate police on how to conduct high-tech investigations. For example:
  - The FBI’s [National Domestic Communications Assistance Center](#) provides training to law enforcement agencies on emerging technologies. These services are available to registered law enforcement agencies. To register and access the law enforcement portal, visit the [NDCAC website](#) and click on the “[LE Portal](#)” tab.
  - [SEARCH](#), the National Consortium for Justice and Information and Statistics.
  - The U.S. Secret Service runs the [National Computer Forensics Institute \(NCFI\)](#) in Alabama, which provides free training on digital forensics.
  - The [Law Enforcement Cyber Center](#), which is managed by BJA, includes a webpage to search for available training.
- **Dive training for emergency responders** – Police divers can receive training through organizations such as the [National Academy of Police Diving \(NAPD\)](#).
- **Homicide investigations** – PERF’s 2018 publication, [Promising Strategies for Strengthening Homicide Investigations](#), provides a comprehensive list of best practices and recommendations for conducting homicide investigations. This report is based on the Bureau of Justice Assistance’s Homicide Investigations Enhancement Training and Technical Assistance Project.
- **Human tracking (also known as man tracking)** - [ICE Shadow Wolves](#), who track and apprehend drug smugglers, may be a resource for man tracking training.

---

<sup>2</sup> *National Best Practices for Implementing and Sustaining a Cold Case Investigation Unit*, U.S. Department of Justice, National Institute of Justice. <https://www.ncjrs.gov/pdffiles1/nij/252016.pdf>.

<sup>3</sup> *The Changing Nature of Crime and Criminal Investigations* (2018). Police Executive Research Forum, Washington, D.C., <https://www.policeforum.org/assets/ChangingNatureofCrime.pdf>.

- **Human trafficking** – PERF’s recent publication, [How Local Police Can Combat the Global Problem of Human Trafficking](#), provides resources and recommendations on how to improve human trafficking investigations.<sup>4</sup>
- **IACP-sponsored training** – Participants recommended that Tribal Nations become a member of [IACP](#) and attend IACP-sponsored training.
- **Incident Command System (ICS) Training** – The Federal Emergency management Agency’s (FEMA) Emergency Management Institute offers basic training on the [National Incident Management System \(NIMS\)](#), including how to establish a unified command when responding to a multi-agency incident (e.g., roles and responsibilities of responding agencies).
- **Investigations training** – State-level law enforcement academies generally offer basic investigations training for patrol officers and advanced investigations training for detectives. Private vendors also offer this type of training. The FBI’s [Law Enforcement Enterprise Portal \(LEEP\)](#) provides police agencies with web-based investigative tools.
- **Lost/missing person incident training** –The [National Center for Missing and Exploited Children \(NCMEC\)](#) provides [training and technical assistance](#) to public safety agencies, including how to respond to and manage a lost/missing persons case.
- **Model Protocols** – A library of model protocols and procedures, including sample checklists and procedures, would be helpful for Tribal police agencies.
- **Search and rescue training** – Search and rescue training is available through the [National Association for Search and Rescue \(NASAR\)](#).

### *Barriers to Training*

Participants cited numerous barriers to training, including:

- The **lack of knowledge** on available training.
- The **cost** of training. Hosting training can defer some costs.
- The **location** of training and inability or difficulty of traveling. In Alaska, for example, many communities are only reachable by plane or boat. Web-based training is helpful but may not work for certain audiences and subject matter.
- A **lack of manpower** to ensure adequate staffing while away for training.
- A **lack of a high number of missing persons or homicide cases** to justify specialized training.
- Having computers that are **compliant with the FBI’s [Criminal Justice Information Services \(CJIS\) policies](#)**.

---

<sup>4</sup> *How Local Police Can Combat the Global Problem of Human Trafficking: Collaboration, Training, Support for Victims, and Technology Are Keys to Success* (2020). Police Executive Research Forum, Washington, D.C., <https://www.policeforum.org/assets/CombatHumanTrafficking.pdf>.

## National Missing and Unidentified Person System (NamUs)

**Discussion Dates:** August 4 & 6, 2020

**Presenter:** B.J. Spamer, Director of NamUs

This presentation provided an overview of NamUs and how tribal law enforcement can utilize the clearinghouse and resource center.<sup>5</sup> By bringing people, information, forensic science, and technology together, NamUs helps resolve missing, unidentified, and unclaimed person cases nationwide, while providing support to victims and their families.



## Trauma-Informed Victim Services

**Discussion Dates:** August 11 & 12, 2020

**Presenters (August 11):** Linda Bearcrame Couture, Erin Harris, Michele Stewart

**Presenters (August 12):** Arlene Armijo, Alethea Beall, Carla Romero

This session featured Victim Specialists from the Bureau of Indian Affairs and the Federal Bureau of Investigation. The purpose of this session was to increase tribal law enforcement understanding of victim needs and working with families in missing person cases in American Indian and Alaska Native communities, as well as incorporating victim services into law enforcement response plans.<sup>6</sup>



---

<sup>5</sup> Participants were emailed a copy of this PowerPoint presentation.

<sup>6</sup> Participants were emailed a copy of this PowerPoint presentation.



## Appendix A – Discussion Participants

### Discussion 1: The Challenges of Missing and Murdered American Indians and Alaska Natives in Your Community

**Dates: July 21-23, 2020**

| July 21 Session   |  |
|---|--|
| <b>Tim Addleman</b><br>Chief<br>Umatilla (OR) Tribal Police Department                | <b>Rudy Mora</b><br>Chief<br>Laguna (MN) Police Department   |
| <b>Robert Bryant</b><br>Director of Public Safety<br>Penobscot Nation (ME)            | <b>Jolanda Murphy</b><br>Director of Public Safety<br>Grand Traverse (MI) Band of Indians                        |
| <b>Patti Buhl</b><br>MMIP Coordinator<br>US Attorney's Office-Oklahoma                | <b>James Owens</b><br>Chief<br>Las Vegas Paiute (NV) Tribal Police   |
| <b>Ingrid Cumberlidge</b><br>MMIP Coordinator<br>US Attorney's Office-Alaska          | <b>Chris Parsons</b><br>Chief<br>Pyramid Lake (NV) Police Department   |
| <b>Robert Ecoffey</b><br>Chief<br>Oglala Sioux (SD) Tribe Department of Public Safety | <b>Jon Priem</b><br>Chief<br>Prairie Island (MN) Tribal Police   |
| <b>Marcia Good</b><br>Executive Director<br>Office of Tribal Justice, DOJ             | <b>Rick Rabenort</b><br>Chief<br>Match-E-Be-Nash-She-Wish (MI) Band of Pottawatomis                              |
| <b>Aucha Kameroff</b><br>Director of Public Safety<br>Northwest Arctic Borough (AK)   | <b>Thomas Ross</b><br>MMIP Coordinator<br>US Attorney's Office-Nevada  |
| <b>Scott LaFevre</b><br>Chief<br>Coquille Indian (OR) Tribal Police                   | <b>Brian Speelman</b><br>MMIP Coordinator<br>US Attorney's Office-Utah   |
| <b>Malcolm Lewis</b><br>Executive Director<br>Tohono O'odham Nation (AZ)              | <b>Tanya Vold</b><br>Program Manager<br>White Earth Nation (MN)  |
| <b>Joseph Lovato</b><br>Chief<br>Santa Clara (MN) Tribal Police Department            | <b>Ernie Weyand</b><br>MMIP Coordinator<br>US Attorney's Office-Montana  |
| <b>William Lux</b><br>Chief<br>Pokagon (MI) Band of Potawatomi Indians                | <b>Cedar Wilkie Gillette</b><br>MMIP Coordinator<br>US Attorney's Office-Oregon                                  |
| <b>Matt Lysakowski</b><br>Senior Advisor for Tribal Affairs<br>COPS Office, DOJ       | <b>Jason Wilson</b><br>Public Safety Manager<br>Central Council of the Tlingit and Haida Indian Tribes of Alaska |

| July 21 Session  |  |
|--|--|
| <b>Lisa Mantel</b><br>Deputy Director of Technical Assistance<br>Police Executive Research Forum | <b>Theresa Wisner-Lee</b><br>Investigator<br>Muscogee (Creek) Nation Lighthorse (OK) Police      |
| <b>Robert Martinez</b><br>Chief<br>Ysleta Del Sur Pueblo (TX) Tribal Police                      | <b>Algin Young</b><br>Associate Director<br>Bureau of Indian Affairs, Office of Justice Services |
| <b>Jake McKnight</b><br>Chief<br>Grand Ronde (OR) Tribal Police Department                       |  |

| July 22 Session  |  |
|--|--|
| <b>Denise Bodin</b><br>Officer<br>Chitimacha (LA) Tribe Police                               | <b>Matt Lysakowski</b><br>Senior Advisor for Tribal Affairs<br>COPS Office, DOJ                          |
| <b>Christopher Boeckers</b><br>MMIP Coordinator<br>US Attorney's Office-Minnesota            | <b>Lisa Mantel</b><br>Deputy Director of Technical Assistance<br>Police Executive Research Forum         |
| <b>Jasper Bruner</b><br>Chief<br>Makah Tribe (WA)  | <b>Phil Mata</b><br>Detective Sergeant<br>Saginaw Chippewa (MI) Tribal Police Department                 |
| <b>Timothy Chavez</b><br>Chief<br>Gila River (AZ) Police Department                          | <b>Adam McGeshick</b><br>Chief Conservation Warden<br>Great Lakes (WI) Indian Fish & Wildlife Commission |
| <b>Nick Diedrich</b><br>Detective Sergeant<br>Saginaw Chippewa (MI) Tribal Police Department | <b>Richard Nacotee</b><br>Interim Chief<br>Menominee (WI) Tribal Police Department                       |
| <b>Marcia Good</b><br>Executive Director<br>Office of Tribal Justice, DOJ                    | <b>Thomas Ross</b><br>MMIP Coordinator<br>US Attorney's Office-Nevada                                    |
| <b>Darrel Hildebrand</b><br>VSPO Coordinator<br>Tanana Chiefs Conference (AK)                | <b>Matthew Rourke</b><br>Chief<br>Saint Regis Mohawk (NY) Tribal Police                                  |
| <b>Hal Hutchinson</b><br>Chief<br>Chitimacha (LA) Tribe Police                               | <b>Ernie Weyand</b><br>MMIP Coordinator<br>US Attorney's Office-Montana                                  |
| <b>Glenn Johnston</b><br>Chief<br>Wyandotte (OK) Tribal/Municipal Police                     | <b>Cedar Wilkie Gillette</b><br>MMIP Coordinator<br>US Attorney's Office-Oregon                          |
| <b>Michael LaRoque</b><br>Chief<br>White Earth (MN) Tribal Police Department                 | <b>Algin Young</b><br>Associate Director<br>Bureau of Indian Affairs, Office of Justice Services         |

| July 22 Session  |  |
|--|--|
| <b>Bruce Lee</b><br>Chief<br>Poarch Creek (AL) Band of Indians |  |

| July 23 Session  |  |
|--|--|
| <b>David Crockett</b><br>Captain<br>Grand Traverse (MI) Band of Indians                          | <b>Jacob Molitor</b><br>Chief<br>Meskwaki Nation (IA) Police Department                          |
| <b>Bill Denke</b><br>Chief<br>Sycuan (CA) Department of Public Safety                            | <b>Joel Postma</b><br>MMIP Coordinator<br>US Attorney's Office-Michigan                          |
| <b>Tom Gonzales</b><br>Acting Chief<br>Fort McDowell (AZ) Police Department                      | <b>Brian Pottratz</b><br>Investigator<br>Leech Lake (MN) Tribal Police Department                |
| <b>Marcia Good</b><br>Executive Director<br>Office of Tribal Justice, DOJ                        | <b>Thomas Ross</b><br>MMIP Coordinator<br>US Attorney's Office-Nevada                            |
| <b>Bruce Janes</b><br>Chief<br>Metlakatla (AK) Indian Community                                  | <b>Ernie Weyand</b><br>MMIP Coordinator<br>US Attorney's Office-Montana                          |
| <b>Matt Lysakowski</b><br>Senior Advisor for Tribal Affairs<br>COPS Office, DOJ                  | <b>Cedar Wilkie Gillette</b><br>MMIP Coordinator<br>US Attorney's Office-Oregon                  |
| <b>Lisa Mantel</b><br>Deputy Director of Technical Assistance<br>Police Executive Research Forum | <b>Algin Young</b><br>Associate Director<br>Bureau of Indian Affairs, Office of Justice Services |
| <b>Andrew Merrill</b><br>Captain<br>Alaska Department of Public Safety                           |  |

## Discussion 2: Model Protocols and Procedures

**Dates: July 28-30, 2020**

| July 28 Session  |  |
|--|--|
| <b>Tim Addleman</b><br>Chief<br>Umatilla (OR) Tribal Police Department       | <b>James Owens</b><br>Chief<br>Las Vegas Paiute (NV) Tribal Police   |
| <b>Ingrid Cumberlidge</b><br>MMIP Coordinator<br>US Attorney's Office-Alaska | <b>Chris Parsons</b><br>Chief<br>Pyramid Lake (NV) Police Department |

| <b>July 28 Session</b>   |  |
|--|--|
| <b>Robert Ecoffey</b><br>Chief<br>Oglala Sioux Tribe (SD) Department of Public Safety            | <b>Joel Postma</b><br>MMIP Coordinator<br>US Attorney's Office-Michigan  |
| <b>Marcia Good</b><br>Executive Director<br>Office of Tribal Justice, DOJ                        | <b>Rick Rabenort</b><br>Chief<br>Match-E-Be-Nash-She-Wish (MI) Band of Pottawatomi                               |
| <b>Scott LaFevre</b><br>Chief<br>Coquille Indian (OR) Tribal Police                              | <b>Thomas Ross</b><br>MMIP Coordinator<br>US Attorney's Office-Nevada  |
| <b>Malcolm Lewis</b><br>Executive Director<br>Tohono O'odham Nation (AZ)                         | <b>Matthew Rourke</b><br>Chief<br>Saint Regis Mohawk (NY) Tribal Police  |
| <b>Joseph Lovato</b><br>Chief<br>Santa Clara (NM) Tribal Police Department                       | <b>Brian Speelman</b><br>MMIP Coordinator<br>US Attorney's Office-Utah   |
| <b>Matt Lysakowski</b><br>Senior Advisor for Tribal Affairs<br>COPS Office, DOJ                  | <b>Tanya Vold</b><br>Program Manager<br>White Earth Nation (MN)  |
| <b>Lisa Mantel</b><br>Deputy Director of Technical Assistance<br>Police Executive Research Forum | <b>Cedar Wilkie Gillette</b><br>MMIP Coordinator<br>US Attorney's Office-Oregon                                  |
| <b>Jake McKnight</b><br>Chief<br>Grand Ronde (OR) Tribal Police Department                       | <b>Jason Wilson</b><br>Public Safety Manager<br>Central Council of the Tlingit and Haida Indian Tribes of Alaska |
| <b>Andrew Merrill</b><br>Captain<br>Alaska Department of Public Safety                           | <b>Ernie Weyand</b><br>MMIP Coordinator<br>US Attorney's Office-Montana  |
| <b>Rudy Mora</b><br>Chief<br>Laguna (MN) Police Department                                       | <b>Theresa Wisner-Lee</b><br>Investigator<br>Muscogee (Creek) Nation Lighthorse (OK) Police                      |
| <b>Jolanda Murphy</b><br>Director of Public Safety<br>Grand Traverse (MI) Band of Indians        | <b>Algin Young</b><br>Associate Director<br>Bureau of Indian Affairs, Office of Justice Services                 |

| <b>July 29 Session</b>  |   |
|---|---|
| <b>Christopher Boeckers</b><br>MMIP Coordinator<br>US Attorney's Office-Minnesota | <b>William Lux</b><br>Chief<br>Pokagon (MI) Band of Potawatomi Indians  |
| <b>Robert Bryant</b><br>Director of Public Safety<br>Penobscot Nation (ME)        | <b>Matt Lysakowski</b><br>Senior Advisor for Tribal Affairs<br>Office of Community Oriented Policing Services |

| July 29 Session  |  |
|--|--|
| <b>Timothy Chavez</b><br>Chief<br>Gila River (AZ) Police Department            | <b>Lisa Mantel</b><br>Deputy Director of Technical Assistance<br>Police Executive Research Forum |
| <b>Marcia Good</b><br>Executive Director<br>Office of Tribal Justice, DOJ      | <b>Richard Nacotee</b><br>Interim Chief<br>Menominee (WI) Tribal Police Department               |
| <b>Darrell Hildebrand</b><br>VSPO Coordinator<br>Tanana Chiefs Conference (AK) | <b>Thomas Ross</b><br>MMIP Coordinator<br>US Attorney's Office-Nevada                            |
| <b>Hal Hutchinson</b><br>Chief<br>Chitimacha (LA) Tribe Police                 | <b>Tamatha Villar</b><br>Commander<br>Gila River (AZ) Police Department                          |
| <b>Bruce Janes</b><br>Chief<br>Metlakatla (AK) Indian Community                | <b>Ernie Weyand</b><br>MMIP Coordinator<br>US Attorney's Office-Montana                          |
| <b>Glenn Johnston</b><br>Chief<br>Wyandotte (OK) Tribal/Municipal Police       | <b>Cedar Wilkie Gillette</b><br>MMIP Coordinator<br>US Attorney's Office-Oregon                  |
| <b>Michael LaRoque</b><br>Chief<br>White Earth (MN) Tribal Police Department   | <b>Algin Young</b><br>Associate Director<br>Bureau of Indian Affairs, Office of Justice Services |
| <b>Bruce Lee</b><br>Chief<br>Poarch Creek (AL) Band of Indians                 |  |

| July 30   |   |
|---|---|
| <b>Patti Buhl</b><br>MMIP Coordinator<br>US Attorney's Office-Oklahoma      | <b>Phil Mata</b><br>Detective Sergeant<br>Saginaw Chippewa (MI) Tribal Police Department                    |
| <b>Scott Craig</b><br>Captain<br>Cherokee Nation (OK) Marshal Service       | <b>Adam McGeshick</b><br>Chief Conservation Warden<br>Great Lakes (WI) Indian Fish & Wildlife<br>Commission |
| <b>David Crockett</b><br>Captain<br>Grand Traverse (MI) Band of Indians     | <b>Jacob Molitor</b><br>Chief<br>Meskwaki Nation (IA) Police Department                                     |
| <b>Bill Denke</b><br>Chief<br>Sycuan (CA) Department of Public Safety       | <b>Brian Pottratz</b><br>Investigator<br>Leech Lake (MN) Tribal Police Department                           |
| <b>Marcia Good</b><br>Executive Director<br>Office of Tribal Justice, DOJ   | <b>Jon Priem</b><br>Chief<br>Prairie Island (MN) Tribal Police  |
| <b>Tom Gonzales</b><br>Acting Chief<br>Fort McDowell (AZ) Police Department | <b>Thomas Ross</b><br>MMIP Coordinator<br>US Attorney's Office-Nevada                                       |

| July 30  |  |
|--|--|
| <b>Matt Lysakowski</b><br>Senior Advisor for Tribal Affairs<br>COPS Office, DOJ                  | <b>Ernie Weyand</b><br>MMIP Coordinator<br>US Attorney's Office-Montana                          |
| <b>Lisa Mantel</b><br>Deputy Director of Technical Assistance<br>Police Executive Research Forum | <b>Cedar Wilkie Gillette</b><br>MMIP Coordinator<br>US Attorney's Office-Oregon                  |
| <b>Robert Martinez</b><br>Chief<br>Ysleta Del Sur Pueblo (TX) Tribal Police                      | <b>Algin Young</b><br>Associate Director<br>Bureau of Indian Affairs, Office of Justice Services |

### Discussion 3: National Missing and Unidentified Person System (NamUs)

Dates: August 4 and 6, 2020

| August 4 Session   |   |
|--|---|
| <b>Patti Buhl</b><br>MMIP Coordinator<br>US Attorney's Office-Oklahoma         | <b>Jolanda Murphy</b><br>Director of Public Safety<br>Grand Traverse (MI) Band of Indians |
| <b>Timothy Chavez</b><br>Chief<br>Gila River (AZ) Police Department            | <b>Richard Nacotee</b><br>Interim Chief<br>Menominee (WI) Tribal Police Department        |
| <b>Scott Craig</b><br>Captain<br>Cherokee Nation (OK) Marshal Service          | <b>Todd Otradovec</b><br>Lead Detective<br>Menominee (WI) Tribal Police Department        |
| <b>Ingrid Cumberlidge</b><br>MMIP Coordinator<br>US Attorney's Office-Alaska   | <b>James Owens</b><br>Chief<br>Las Vegas Paiute (NV) Tribal Police                        |
| <b>Marcia Good</b><br>Executive Director<br>Office of Tribal Justice, DOJ      | <b>Chris Parsons</b><br>Chief<br>Pyramid Lake (NV) Police Department                      |
| <b>Darrell Hildebrand</b><br>VSPO Coordinator<br>Tanana Chiefs Conference (AK) | <b>Joel Postma</b><br>MMIP Coordinator<br>US Attorney's Office-Michigan                   |
| <b>Bruce Janes</b><br>Chief<br>Metlakatla (AK) Indian Community                | <b>Rick Rabenort</b><br>Chief<br>Match-E-Be-Nash-She-Wish (MI) Band of Pottawatomi        |
| <b>Scott LaFevre</b><br>Chief<br>Coquille Indian (OR) Tribal Police            | <b>Tracy Reynolds</b><br>Investigator<br>Wyandotte National (OK) Tribal Police Department |
| <b>Michael LaRoque</b><br>Chief<br>White Earth (MN) Tribal Police Department   | <b>Thomas Ross</b><br>MMIP Coordinator<br>US Attorney's Office-Nevada                     |

| August 4 Session  |   |
|---|---|
| <b>Malcolm Lewis</b><br>Executive Director<br>Tohono O'odham Nation (AZ)                                    | <b>B.J. Spamer</b><br>Executive Director<br>NamUs Operations  |
| <b>Joseph Lovato</b><br>Chief<br>Santa Clara (NM) Tribal Police Department                                  | <b>Brian Speelman</b><br>MMIP Coordinator<br>US Attorney's Office-Utah  |
| <b>William Lux</b><br>Chief<br>Pokagon (MI) Band of Potawatomi Indians                                      | <b>Tamatha Villar</b><br>Commander<br>Gila River (AZ) Police Department   |
| <b>Matt Lysakowski</b><br>Senior Advisor for Tribal Affairs<br>COPS Office, DOJ                             | <b>Ernie Weyand</b><br>MMIP Coordinator<br>US Attorney's Office-Montana   |
| <b>Lisa Mantel</b><br>Deputy Director of Technical Assistance<br>Police Executive Research Forum            | <b>Cedar Wilkie Gillette</b><br>MMIP Coordinator<br>US Attorney's Office-Oregon                                     |
| <b>Adam McGeshick</b><br>Chief Conservation Warden<br>Great Lakes (WI) Indian Fish & Wildlife<br>Commission | <b>Jason Wilson</b><br>Public Safety Manager<br>Central Council of the Tlingit and Haida Indian<br>Tribes of Alaska |
| <b>Andrew Merrill</b><br>Captain<br>Alaska Department of Public Safety                                      | <b>Theresa Wisner-Lee</b><br>Investigator<br>Muscogee (Creek) Nation Lighthorse (OK) Police                         |
| <b>Rudy Mora</b><br>Chief<br>Laguna (NM) Police Department  | <b>Algin Young</b><br>Associate Director<br>Bureau of Indian Affairs, Office of Justice Services                    |

| August 6 Session  |  |
|---|--|
| <b>Tim Addleman</b><br>Chief<br>Umatilla (OR) Tribal Police Department            | <b>Phil Mata</b><br>Detective Sergeant<br>Saginaw Chippewa (MI) Tribal Police Department |
| <b>Christopher Boeckers</b><br>MMIP Coordinator<br>US Attorney's Office-Minnesota | <b>Jacob Molitor</b><br>Chief<br>Meskwaki Nation (IA) Police Department                  |
| <b>Robert Bryant</b><br>Director of Public Safety<br>Penobscot Nation (ME)        | <b>Brian Pottratz</b><br>Investigator<br>Leech Lake (MN) Tribal Police Department        |
| <b>David Crockett</b><br>Captain<br>Grand Traverse (MI) Band of Indians           | <b>Jon Priem</b><br>Chief<br>Prairie Island (MN) Tribal Police                           |
| <b>Bill Denke</b><br>Chief<br>Sycuan (CA) Department of Public Safety             | <b>Thomas Ross</b><br>MMIP Coordinator<br>US Attorney's Office-Nevada                    |
| <b>Marcia Good</b><br>Executive Director<br>Office of Tribal Justice, DOJ         | <b>Matthew Rourke</b><br>Chief<br>Saint Regis Mohawk (NY) Tribal Police                  |

| August 6 Session  |  |
|---|--|
| <b>Tom Gonzales</b><br>Acting Chief<br>Fort McDowell (AZ) Police Department                       | <b>B.J. Spamer</b><br>Executive Director<br>NamUs Operations                                     |
| <b>Hal Hutchinson</b><br>Chief<br>Chitimacha (LA) Tribe Police                                    | <b>Karonienhawi Thomas</b><br>Detective Sergeant<br>Saint Regis Mohawk (NY) Tribal Police        |
| <b>Kristi Johnston</b><br>Crime Victim Advocate<br>Wyandotte Nation (OK) Tribal Police Department | <b>Steve Webb</b><br>Detective<br>Sycuan (CA) Department of Public Safety                        |
| <b>Bruce Lee</b><br>Chief<br>Poarch Creek (AL) Band of Indians                                    | <b>Ernie Weyand</b><br>MMIP Coordinator<br>US Attorney's Office-Montana                          |
| <b>Matt Lysakowski</b><br>Senior Advisor for Tribal Affairs<br>COPS Office, DOJ                   | <b>Cedar Wilkie Gillette</b><br>MMIP Coordinator<br>US Attorney's Office-Oregon                  |
| <b>Lisa Mantel</b><br>Deputy Director of Technical Assistance<br>Police Executive Research Forum  | <b>Algin Young</b><br>Associate Director<br>Bureau of Indian Affairs, Office of Justice Services |
| <b>Robert Martinez</b><br>Chief<br>Ysleta Del Sur Pueblo (TX) Tribal Police                       |  |

#### Discussion 4: Trauma-Informed Victim Services

#### August 11 and 12, 2020

| August 11 Session  |  |
|--|--|
| <b>Anne Basham</b><br>Senior Advisor<br>Office of Justice Programs, DOJ          | <b>Richard Nacotee</b><br>Interim Chief<br>Menominee (WI) Tribal Police Department |
| <b>Scott Craig</b><br>Captain<br>Cherokee Nation (OK) Marshal Service            | <b>Larissa O'Kimosh</b><br>Menominee (WI) Tribal Police Department                 |
| <b>Bill Denke</b><br>Chief<br>Sycuan (CA) Department of Public Safety            | <b>James Owens</b><br>Chief<br>Las Vegas Paiute (NV) Tribal Police                 |
| <b>Kristen DiMauro</b><br>Investigator<br>Mashantucket Pequot (CT) Tribal Police | <b>Chris Parsons</b><br>Chief<br>Pyramid Lake (NV) Police Department               |
| <b>Felicia Gatz</b><br>Office Manager<br>Menominee (WI) Tribal Police Department | <b>Joel Postma</b><br>MMIP Coordinator<br>US Attorney's Office-Michigan            |
| <b>Marcia Good</b><br>Executive Director<br>Office of Tribal Justice, DOJ        | <b>Jon Priem</b><br>Chief<br>Prairie Island (MN) Tribal Police                     |



| <b>August 11 Session</b>   |  |
|--|--|
| <b>Hal Hutchinson</b><br>Chief<br>Chitimacha (LA) Tribe Police   | <b>Rick Rabenort</b><br>Chief<br>Match-E-Be-Nash-She-Wish (MI) Band of Pottawatomi                               |
| <b>Kristi Johnston</b><br>Crime Victim Advocate<br>Wyandotte (OK) Police Department                      | <b>Thomas Ross</b><br>MMIP Coordinator<br>US Attorney's Office-Nevada  |
| <b>Scott LaFevre</b><br>Chief<br>Coquille Indian (OR) Tribal Police                                      | <b>Matthew Rourke</b><br>Chief<br>Saint Regis Mohawk (NY) Tribal Police  |
| <b>Malcolm Lewis</b><br>Executive Director<br>Tohono O'odham Nation (AZ)                                 | <b>Brian Speelman</b><br>MMIP Coordinator<br>US Attorney's Office-Utah   |
| <b>Joseph Lovato</b><br>Chief<br>Santa Clara (NM) Tribal Police Department                               | <b>Karonienhawi Thomas</b><br>Detective Sergeant<br>Saint Regis Mohawk (NY) Tribal Police                        |
| <b>William Lux</b><br>Chief<br>Pokagon (MI) Band of Potawatomi Indians                                   | <b>Tanya Vold</b><br>Program Manager<br>White Earth Nation (MN)  |
| <b>Matt Lysakowski</b><br>Senior Advisor for Tribal Affairs<br>COPS Office, DOJ                          | <b>Candace Waupekenay</b><br>Menominee (WI) Tribal Police Department   |
| <b>Lisa Mantel</b><br>Deputy Director of Technical Assistance<br>Police Executive Research Forum         | <b>Ernie Weyand</b><br>MMIP Coordinator<br>US Attorney's Office-Montana  |
| <b>Adam McGeshick</b><br>Chief Conservation Warden<br>Great Lakes (WI) Indian Fish & Wildlife Commission | <b>Cedar Wilkie Gillette</b><br>MMIP Coordinator<br>US Attorney's Office-Oregon                                  |
| <b>Jake McKnight</b><br>Chief<br>Grand Ronde (OR) Tribal Police Department                               | <b>Jason Wilson</b><br>Public Safety Manager<br>Central Council of the Tlingit and Haida Indian Tribes of Alaska |
| <b>Andrew Merrill</b><br>Captain<br>Alaska Department of Public Safety                                   | <b>Theresa Wisner-Lee</b><br>Investigator<br>Muscogee (Creek) Nation Lighthouse (OK) Police                      |
| <b>Rudy Mora</b><br>Chief<br>Laguna (NM) Police Department   | <b>Algin Young</b><br>Associate Director<br>Bureau of Indian Affairs, Office of Justice Services                 |
| <b>Mario Munoz</b><br>Menominee (WI) Tribal Police Department  | <b>Lacey Zarda</b><br>Menominee (WI) Tribal Police Department  |
| <b>Jolanda Murphy</b><br>Director of Public Safety<br>Grand Traverse MI) Band of Indians                 |  |

| <b>August 12 Session</b>  |  |
|---|--|
| <b>Tim Addleman</b><br>Chief<br>Umatilla (OR) Tribal Police Department            | <b>Michael LaRoque</b><br>Chief<br>White Earth (MN) Police Department                            |
| <b>Christopher Boeckers</b><br>MMIP Coordinator<br>US Attorney's Office-Minnesota | <b>Bruce Lee</b><br>Chief<br>Poarch Creek (AL) Band of Indians                                   |
| <b>Robert Bryant</b><br>Director of Public Safety<br>Penobscot Nation (ME)        | <b>Matt Lysakowski</b><br>Senior Advisor for Tribal Affairs<br>COPS Office, DOJ                  |
| <b>Patti Buhl</b><br>MMIP Coordinator<br>US Attorney's Office-Oklahoma            | <b>Robert Martinez</b><br>Chief<br>Ysleta Del Sur Pueblo (TX) Tribal Police                      |
| <b>Timothy Chavez</b><br>Chief<br>Gila River (AZ) Police Department               | <b>Phil Mata</b><br>Detective Sergeant<br>Saginaw Chippewa Tribal (MI) Police Department         |
| <b>David Crockett</b><br>Captain<br>Grand Traverse (MI) Band of Indians           | <b>Brian Pottratz</b><br>Investigator<br>Leech Lake (MN) Tribal Police Department                |
| <b>Ingrid Cumberlidge</b><br>MMIP Coordinator<br>US Attorney's Office-Alaska      | <b>Thomas Ross</b><br>MMIP Coordinator<br>US Attorney's Office-Nevada                            |
| <b>Marcia Good</b><br>Executive Director<br>Office of Tribal Justice, DOJ         | <b>Tamatha Villar</b><br>Commander<br>Gila River (AZ) Police Department                          |
| <b>Tom Gonzales</b><br>Acting Chief<br>Fort McDowell (AZ) Police Department       | <b>Ernie Weyand</b><br>MMIP Coordinator<br>US Attorney's Office-Montana                          |
| <b>Darrell Hildebrand</b><br>VSPO Coordinator<br>Tanana Chiefs Conference (AK)    | <b>Cedar Wilkie Gillette</b><br>MMIP Coordinator<br>US Attorney's Office-Oregon                  |
| <b>Bruce Janes</b><br>Chief<br>Metlakatla (AK) Indian Community                   | <b>Algin Young</b><br>Associate Director<br>Bureau of Indian Affairs, Office of Justice Services |