



**Seminar Day Chat
November 17, 2021
Leadership Quest Class of 2022**

Welcome and Perspectives on Fire & EMS Services Panel

- 09:02:24 From Patricia A. Perry : Happy Anniversary!!!!
- 09:04:59 From Myra : Hello everyone.. let us have a good day!
- 09:06:12 From Patricia A. Perry : GOOD MORNING!!!!
- 09:06:50 From Meldon Jenkins-Jones She, Her : Good Morning!
- 09:09:30 From Kristin : Is there a way we can get rid of background with chief's names in order to see the speakers better?
- 09:21:41 From Leslie Crabbs : Family values is a reason for the decline in volunteers? Did I hear that correctly?
- 09:22:16 From Robbin Mouton : You did hear that correctly
- 09:23:57 From Kim Young : For the panelist: What stage of implementing the Marcus Alert are your localities in? How does and/or will the Marcus Alert impact emergency services in your areas?
- 09:25:13 From Robbin Mouton : Please explain what is the Marcus alert.
- 09:25:53 From Jay Shively : I volunteered as an EMT for 10 years on the Rescue Squad which is where I met my wife. Volunteering for the Rescue Squad was an amazing experience!
- 09:26:42 From Kim Young : Marcus Alert is the law that mandates that each locality has to establish a crisis response system for mental/behavioral health related calls. <https://www.dbhds.virginia.gov/human-resource-development-and-management/health-equity/mdpa>
- 09:27:12 From Robbin Mouton : Thank you Kim!
- 09:27:17 From Patrick Duke : What is the average age of staff and are we on an unsustainable path given the decline in numbers interested in the field?
- 09:28:05 From Scott Dodson (he/him) : Have pay and benefits kept up with other industries/cost of living? I know Alexandria EMT/Fire has been very vocal about wages lately.
- 09:28:09 From Kim Young : @ Robbin no problem 😊
- 09:30:53 From Tarvaris McCoy : any thought about regional stations at county/ city lines?
- 09:36:50 From Bailey Martin : I know we are working on the Marcus Alert in Richmond. It is mainly being addressed by police. This link has the most up to date info on its implementation in Richmond.
- 09:37:01 From Bailey Martin : <https://www.rva.gov/marcus-alert>

09:37:28 From Patricia A. Perry : @Bailey thank you!

09:39:07 From Robbin Mouton : Thanks Bailey for the additional information.

09:39:09 From Kim Young : Thanks Bailey. The Marcus Alert implementation is a cross collaboration that involves EMS, Police, CSB, Mental Health providers, peer specialist&

09:39:50 From Kim Young : In Richmond RBHA is centered with standing up the Marcus Alert along with police and EMS

09:41:49 From Patrick Duke : What percentage of your calls are actually fire related?

09:42:31 From Melvin Carter : Richmond, 33% fire related.

09:43:16 From Patrick Duke : Thanks Chief. Would love to hear from the others as well.

09:44:18 From jvjohnson : Charles City is about 15% of calls ae fire.

09:46:44 From Patrick Duke : Thanks Chief. Given the reality that fire response is a lower percentage of calls and you do so, so much more for the community, has there been discussions about renaming/rebranding the departments to more reflect your work and value? Perhaps this could also help the recruiting over time?

09:47:14 From Kim Young : Thank you for your responses. One of the greatest challenges with implementation of the Marcus Alert is funding as well as infrastructure ,particularly, rural communities.

09:47:15 From jethropiland : Hanover 15% Fire; 11% Motor Vehicle Crashes; 74% EMS

09:47:27 From Patrick Duke : Thanks Chief

09:48:54 From Annette Ross : Does OSHA establish what entity, Fire Department, police, etc, responds to an emergency? Does the Fire Department accompany the Sheriff's department as well?

09:50:17 From Bailey Martin : This is the run data according to the Virginia Department of Fire Programs for 2020, which was down for all localities for the year, due to quarantine.

09:50:41 From Patrick Duke : Huge community value that is not getting across to all of us as citizens

09:50:58 From jvjohnson : No OSHA does not establish who goes on certain calls.

09:50:59 From JoAnn Adrales-Ruh : Chief Johnson- I grew up in a rural area where everyone knew or knew of everyone else, so I know it can be a good thing, but I could see that sometimes that knowledge leads to preconceived ideas. How do you and the other chief deal with that?

09:51:08 From Kim Young : Richmond Fire Dept. canvassed my community last Saturday installing smoke detectors!

09:51:38 From jethropiland : That is a great community engagement

09:52:43 From Melvin Carter : You're absolutely correct Patrick

09:52:57 From jvjohnson : I treat everyone the same. No matter who you are and we give everyone the same level of treatment and professionalism

09:53:26 From Kim Young : Shout out to RFD Engine 11!

09:53:51 From Anita Johnson : i know at one time the Fire Dept was installing car seats for the safety of children being and remaining safe during travels My questions is is that something still happening if not is that due to recalls or what

09:54:00 From Melvin Carter : Richmond Fire is committed to reaching every household in the city every two years.

09:54:11 From Jay Shively : I saw a recent article where Goochland just gave a 12% raise to all Fire/EMS personnel.

09:54:45 From Bailey Martin : Patrick. There's a huge amount of things we do that aren't fire specific. We have a saying, "if you don't know who to call, call the fire department" So we often find ourselves mitigating non-fire related incidents.

09:54:53 From Melvin Carter : Richmond Fire still perform child seat assist at Fire Stations 14, 17 and 19.

09:56:24 From Melvin Carter : Thank Kim, I will pass along you're comments to the staff at station 11.

09:56:25 From Laura Faison : @Melvin - Richmond Fire (Station #23!) helped install our very first car seats over 9 years ago! They were wonderful!

09:56:37 From Bailey Martin : I'm glad that we reached out to your neighborhood Kim. We are trying to make sure people are aware of basic fire safety practices and that they can get free smoke detectors and we will install them for free. All you have to do is call. That is one of the simplest and most critical things a person can do to prevent fire deaths in the home. So if you know someone that needs one please don't hesitate to have them reach out.

09:56:38 From Robbin Mouton : Bailey it is comforting to know we can call the fire department when in need.

09:58:13 From Bailey Martin : We are problem solvers and my experience has been that the type of people that are firefighters care about our communities and will go outside of their normal duties to help those in need, regardless of the nature of the problem.

09:58:42 From Robbin Mouton : That's Awesome!!!

09:59:29 From Leslie Crabbs : How is the communication between fire and police - equipment communications

09:59:53 From Kim Young : @Bailey I fully agree with that statement!

10:00:00 From Annette Ross : Thank you for all you do for our communities!

10:00:17 From Leslie Crabbs : About the equipment use? First net

10:00:29 From Patricia A. Perry : Thank you all for investing time and sharing your passion with us today!!!! We appreciate you!

10:00:48 From Leslie Crabbs : Different systems - I understand that sometimes they can't communicate because use of different systems

10:00:54 From Marisa Day : Yes, I agree with Patricia. thank you for sharing with us and I appreciate learning about this field from you!

- 10:01:33 From Bailey Martin : I'm also a Charles city resident, and I've been thrilled with the engagement by the Charles City Fire Department. Chief Johnson has done a great job building this from the ground up.
- 10:01:47 From Patricia A. Perry : Kudos to Charles City for converting to a career fire system. Years ago, a historical church (St. John) perished due to arson....the new model will be more responsive in a similar situation today.
- 10:01:57 From Commissioner Blount : How does the annual agreement work with public housing communities?
- 10:01:59 From Leslie Crabbs : Thank you!
- 10:02:21 From Robbin Mouton : Thank you all for your passion and honesty about what is and what can be provided.
- 10:02:25 From Verenda Cobbs : Thank you!!
- 10:02:28 From Leesa Christian : Thank you for sharing with us today!
- 10:02:28 From Scott Dodson (he/him) : Thank you!
- 10:02:31 From Erica Holmes (she, her) : Yes, Thank you!
- 10:02:33 From Jason Ancarrow : Thank you!
- 10:02:38 From Anita Johnson : Thank you
- 10:02:39 From Jess Burgess : Thank you for all you do!
- 10:02:46 From Jamaal Ellison : Thank you gentlemen fr the great work you do.
- 10:02:56 From Bailey Martin : Thanks for your time Chiefs!
- 10:02:58 From Patrick Duke : Thanks for your leadership and service to the community

Perspectives on Criminal Justice Panel

- 10:22:14 From Kim Young : I am apprehensive that this is an equitable conversation about the criminal legal system when the perspectives present represent prosecution and confinement. At (bare) minimum there should be representation from the public defender's office as well as individuals that do not hold an elected position.
- 10:25:06 From Kristin : Is the correlation between poverty and the criminal justice system also a reflection of what types of behavior we most readily classify as "harm to life, property, community" and the poor are easier to "beat" in court ?
- 10:25:45 From Kristin : Or is it about what types of crime the city tends to prosecute?
- 10:26:15 From Kristin : (Pollution, restaurant infractions, fraud etc are not usually primarily committed by poor....)

10:27:13 From Meldon Jenkins-Jones She, Her : What are your experiences with Restorative Justice? Do you see Restorative Justice as an alternative to incarceration? If not, why not? What would it take to implement a significant Restorative Justice system in Central Virginia?

10:29:11 From Kristin : (Type of crime the city and/or county_ local government)

10:30:29 From Chris Beach : Fatherlessness is an epidemic in this area yet not many are talking about it. Over 60% of all children go home without a father. The majority of everyone in jail come from a fatherless home. This needs to be in the conversation.

10:31:47 From Verenda Cobbs : Have there been any discussions about intentional collaboration with the school districts/high schools within our region and your departments?

10:32:36 From Bailey Martin : you mentioned poverty as factor in crime and convictions, but what are you thoughts on providing resources to those with limited means to mount a legal defense, I think the access to effective legal representation is also a critical area where the system further penalizes those without resources.

10:33:05 From Kristin : What organizations do you think best help connect and train volunteers to mentor youths, support families, etc.

10:33:50 From Karen : Can you please describe the difference between community policing strategies and engagement strategies employed by the jail and prosecutors office

10:35:37 From Commissioner Blount : Are Sheriff Dept employees , and Commonwealth Attorneys and prosecuting staff Trauma informed trained?

10:38:05 From Kim Young : Richmond had a 5 year comprehensive youth violence prevention plan (Safe and Thriving Richmond) funded by the Office of Juvenile Justice and Delinquency Prevention housed within the Richmond City Health District that city leadership and executive offices did not adopt or fully support.

10:38:20 From Patrick Duke : Given the 5% figure of those who are considered criminals that should be locked up, that would equate to 90,000 people of the currently estimated 1.8M incarcerated in the US. So, we have 1.7M people that should be in another program or setting more conducive to rehabilitation?

10:38:45 From Alexis Fisher-Rizk : Henrico County needs a Public Defender office badly! We would benefit from it so much!

10:40:48 From iPhone : Hi, this is Cari Tretina (on my iPhone). Henrico County CONSISTENTLY covers the budgetary responsibilities of the state. We cannot continue to supplement state responsibilities

10:44:00 From Anita Johnson : I heard you mention and identified several considered leaders I did not hear any of the churches mentioned I know New Life Deliverance Tabernacle, due to the increased violence in the Southside. They have adopted Bell Atlantic and Hillside to provide counseling and recreation to the parents and children Have other churches you may know that is involved in the prevention of violence

10:46:44 From Commissioner Blount : Love what you are doing Sheriff

10:47:18 From Patricia A. Perry : Kudos Sheriff Irving!!! Thank you for your passion and the work you're doing.

10:47:25 From Kim Young : Here is a great article on the disparities between the commonwealth attorney's office and the public defender's office <https://www.virginiamercury.com/2021/04/20/virginia-public-defenders-face-local-resistance-in-push-for-pay-parity-with-prosecutors/>

10:47:32 From Laura Faison : Sheriff Irving does an amazing job approaching the issue(s) holistically - we're honored to partner with her team and Assisting Families of Inmates to address re-entry workforce needs.

10:47:47 From Annette Ross : Is there a program that connects the individuals with the construction industry? The industry is always looking for team members to fulfill the workforce decline that has been in place over the last 10 years.

10:49:26 From Robbin Mouton : I briefly met Sheriff Irving at a community block party. The sheriff department was very involved in the event. They gave out food, fresh veggies and fruit. This was a positive community event. I can't recall the name of agency that hosted event. I

10:50:13 From Robbin Mouton : The information is at work. I will get the name of the volunteer group and share with the team.

10:50:23 From Patricia A. Perry : @Annette I recently learned of a privately / self funded program that touches on what you're suggesting. www.thegetfoundation.com

10:50:25 From Mel Smith : Question for Dr. Irving. I was just reading an article on Community Policing. I was wondering is this something that you and your office is looking into if not, why. Everything I have read seem to point to it being a benefit. Thanks

10:51:02 From Tarvaris McCoy : Sheriff Irving is genuinely concerned about individuals has been as long as I have known her in the public realm

10:51:29 From Kim Young : Respectfully, the community is capable of caring for itself with access to money, autonomy, resources, and opportunities. We should not have to rely on the jail to provide the community with those needs.

10:55:21 From Chris Beach : What impact does fatherlessness have on our justice system?

10:58:48 From iPhone : I struggle with the fatherlessness concept as I am a lesbian and my wife and I are raising two boys without their biological father as he is a convicted domestic abuser. A father is not always a solution, a strong positive male figure is the solution.

10:59:51 From Kim Young : *fatherless* is a result of mass incarceration which is a result of anti blackness which is a result of white supremacy.

11:00:03 From Kristin : I might add that sometimes very present fathers can also be abusive, add to parental stress, etc. So again, positive and committed, stable and capable adults with adequate resources.

11:01:33 From Kristin : *add to maternal stress

11:02:52 From Robbin Mouton : I was also raised without a father. I did have a strong mother but I grew up in a community that cared about everyone. I have extended family with other mothers, fathers, brothers and sisters. When love and support is present a child can dream and achieve beyond their circumstances.

11:03:01 From Kristin : That said, no question that having two good supportive parents is a huge help to any child.

11:03:40 From Lorraine's iPad : Amen Robbin

11:03:41 From Annette Ross : What is the first step the faith community must take to become involved in the kids lives?

11:04:13 From Alexis Fisher-Rizk : I agree that the solution is not having a "present father" but rather having good strong adult role models and involvement. Sometimes that is a 2 parent traditional family and sometimes that is a family and/or support system that looks different than the traditional "nuclear" family.

11:04:13 From Robbin Mouton : Parents have great influence on a child's development. When absent, a community environment can help.

11:04:24 From Patricia A. Perry : Dr. Irving thank you for making the point and key distinction. Very insightful.

11:05:30 From mhackney : YES! One caring adult they trust WILL make the difference!

11:05:37 From Chris Beach : Great answer Sherriff! We need to have more of these conversations. Just that question got a lot of talking. There is not one way to address this. Just need to have more conversations that strong relationships at home have a huge impact!

11:07:46 From Tarvaris McCoy : henrico's chief does have regular meetings to host the faith community

11:09:03 From Sarah Bennett : There is a spotlight on immigration-related issues nationally. Could you both speak to the approach to policing and/or prosecution of immigrants in our area, and any supports for immigrant communities?

11:09:29 From Meldon Jenkins-Jones She, Her : What can we do to help change the system? Become foster parents? Big brothers/ Big Sisters? Raise money (how much and for which project? Etc.

11:10:02 From Mel Smith : Thank you. I will be in touch. Thanks.

11:10:33 From iPhone : We concur, Shannon! Chief English is fantastic

11:12:32 From Bailey Martin : I worked with Chief English when he was with the city and interviewed him for my thesis. I found that he had some great ideas and positions on equity and inclusion that would translate into positive practices by a department he leads.

11:13:07 From Annette Ross : Does the VA General Assembly have any control over the sheriff's department? What entity oversees the VA sheriff's departments and what regulations govern the VA sheriff's department?

11:15:41 From Bailey Martin : I've found that in the fire service as the Chief mentioned, we have struggled to find employees in general so finding applicants that are also bilingual has been even more difficult. This has created challenges for us reaching out to our LatinaX community members as effectively as we'd like. I believe RPD has had similar challenges.

11:17:45 From Kristin : Bailey—I will try to get word out to Spanish/Portuguese speakers!

11:19:28 From Bailey Martin : I'm on our recruitment committee, so any contacts you can provide, I'd be happy to engage! Its a growing demographic that we need to engage!

11:20:10 From Meldon Jenkins-Jones She, Her : Sheriff Irving, Which counties/areas do you provide services for?

11:21:56 From Kim Young : RVA Community Bail Fund

11:22:00 From Alexis Fisher-Rizk : rvabailfund.org

11:22:39 From Annette Ross : Dr. Irving, Thank you for all you do and how you tweak the programs!
We see the care you have for our and your community!

11:24:01 From Erica Holmes (she, her) : Yes, thank you!

11:24:16 From Bailey Martin : I believe they only service the City of Richmond

11:25:10 From Leslie Crabbs : Authentic relationships!

11:25:36 From Sarah Bennett : Thank you both!

11:25:47 From Commissioner Blount : Thank you for your insights

11:25:47 From Jason Ancarrow : Thank you!

11:25:56 From Leesa Christian : Thank you both!

11:25:59 From Jennifer Kell : Thank you!

11:26:00 From Anna Page : That was great, thank you both.

11:26:00 From Patricia A. Perry : Great conversation!!!! Thank you both for sharing with us.

11:26:05 From Anita Johnson : Thank you

11:26:07 From Scott Dodson (he/him) : Thank you both!

11:26:08 From GRASP-Anne Michie : You both are doing many wonderful things In our community -
Thank You!

11:26:10 From Verenda Cobbs : This was so great!

11:26:12 From Alexis Fisher-Rizk : Thank you!

11:26:14 From Victor Mckenzie Jr : Thank you both

11:26:15 From Bailey Martin : Thanks for your time!

11:35:24 From Brittany Schaal : Love the playlist. Found myself dancing around during our break

11:35:29 From Annette Ross : Thank you both for being with us!

11:35:34 From Jess Burgess : Me! Love that song!

11:35:43 From Kerry Swarr : Good choice!

11:36:50 From Jay Shively : Hi Natisha!

11:37:01 From Natisha Knight - CF for a greater Richmond : Hi Jay!

Perspectives on the Immersion Experience Panel

11:43:45 From Brittany Schaal : Love the honesty

11:53:44 From Erica Holmes (she, her) : This is so helpful. Thank you for this because it is definitely challenging when you come from varies backgrounds and experiences.

11:55:56 From Stacy Thomas : Great advice to assume everyone is coming from a positive place! Reminds me of our LMR kickoff— we are all bringing positive intentions to this work. Thank you!

11:56:26 From Annette Ross : Thank you for the candid presentation! This is great!

11:58:27 From Kim Young : Thank you for your insights.

11:58:44 From Steve Gaidos : Is there anything you would do differently?

11:58:46 From GRASP-Anne Michie : How did you make decisions? Consensus? Voting? A leader for discussions?

11:58:49 From Verenda Cobbs : How long did you all meet each time for each of your ongoing team meetings?

11:59:35 From Natisha Knight - CF for a greater Richmond : Our meetings were set for an hour. They would be shorter or longer based on the conversation.

11:59:52 From Verenda Cobbs : Thank you!

12:00:30 From Jamaal Ellison : Give yourself grace.....I love that.

12:00:52 From Natisha Knight - CF for a greater Richmond : We did ultimately reach consensus on the majority of our important decisions. I tended to be the moderator but there really was not a "leader". We each used our strengths to bring to the group.

12:01:50 From Vikki Keszey, LMR '18 : We will be uploading links to team videos into the LMRConnect Library soon

12:01:55 From Erica Holmes (she, her) : How did you approach "difficult" conversations when everyone brings their own unintentional bias to the conversation and research?

12:03:01 From Sarah Bennett : At what point did you start writing / working on the video rather than interviewing and gathering information?

12:04:10 From Natisha Knight - CF for a greater Richmond : We used backward design and gave ourselves a deadline to finish interviews and discussion. I want to say it was a month before the deadline. Yewande created the video, we all viewed it and suggested edits.

12:04:11 From Leslie Crabbs : Both and and!

12:04:30 From Commissioner Blount : Thank you all for sharing your LMR immersion experience, and I look forward to meeting with you all

12:04:44 From Sarah Bennett : Thanks Natisha!

12:05:05 From Erica Holmes (she, her) : Thank you!!

12:05:10 From Natisha Knight - CF for a greater Richmond : You are very welcome! Good luck to you all.

12:05:14 From Jay Shively : Thank you, great discussion!

12:05:23 From Patricia A. Perry : Thank you all!!!

12:05:30 From Jamaal Ellison : Thank you all. This was great!!

12:05:34 From Kerry Swarr : ^^

12:05:37 From Meldon Jenkins-Jones She, Her : Thank you all!

12:05:38 From Yewande Austin : Thanks everyone!

12:05:48 From Kristin : Thank you LMR for another wonderful session! All the speakers are so terrific!

12:05:52 From Annette Ross : Sorry, I had a Baptist church moment. Powerful! Continuum agreement! Thank you for introducing that concept!

12:05:52 From Jason Ancarrow : Thank you!

12:06:04 From Anita Johnson : Thank you

Perspectives on Re-Entry and Recidivism

12:10:30 From Megan Rollins : Hi Norma! So good to see you.

12:18:16 From Brittany Schaal : My apologies, I have to hop off for another obligation. Thank you to all of the presenters.

12:21:15 From Annette Ross : Thank you Mr. Green!

12:21:37 From Bailey Martin : Welcome to both of you. Thanks for taking time to speak to us.

12:21:40 From Meldon Jenkins-Jones She, Her : I'm from New Jersey also.

12:21:41 From Leslie Crabbs : Coming to the Table - RVA - a place to learn, talk, listen and become proximate and connected in authentic ways!

12:22:25 From Karen : Christopher a longtime colleague and one of the first VPM Racism: Challenging Perceptions panelist-thank you for all you do!

12:25:48 From Robbin Mouton : Congrats to Mr. Green!! You are still developing yourself and lives will be transformed because of your work and honesty. Stay the course.

12:27:58 From Annette Ross : Mr. Green! Thank you for being a lighthouse in this community! Onward!

12:28:52 From Meldon Jenkins-Jones She, Her : Do you see our regional history as a barrier to re-entry, and how can it be overcome?

12:28:53 From Robbin Mouton : Great Work Megan... I am reviewing the website now. Looking for ways to connect. This work can change lives for the better and within the AA Community.

12:29:25 From Annette Ross : VA doesn't have parole?

12:30:19 From Kim Young : Can you please speak more to abolitionist work?

12:30:22 From Bailey Martin : no it does not.

12:30:57 From Kim Young : abolitionist views are often missing from these conversation.

12:31:50 From Alexis Fisher-Rizk : VA abolished parole in 1995. We still have a parole board (it governs those sentenced before parole was abolished)

12:32:10 From Patrick Duke : Has there been work that is universally accepted in terms of calculating a living wage?

12:32:52 From Meldon Jenkins-Jones She, Her : Alexis, I thought parole was recently reinstated?

12:33:37 From Laura Faison : An example of barrier crimes and the long/large term implications in Virginia: <https://www.virginiamercury.com/2021/06/21/shes-been-out-of-prison-for-11-years-in-virginia-she-still-has-a-lifetime-employment-ban-from-many-professions/>

12:33:45 From Bailey Martin : sorry I have to leave. Thanks for all the great conversation today!

12:34:54 From Patrick Duke : You eat an elephant one bite at a time. this is what we have to do together. Net gain. Net gain.

12:35:18 From Alexis Fisher-Rizk : There were a couple of new laws passed (one I think covers people who were sentenced between 1995 and 2000, when jury instructions changed to cover the abolishment of parole) and also a law that changes how felony sentences are calculated

12:35:59 From Laura Faison : <https://www.justice4all.org/new-record-sealing-law-information/>

12:36:18 From Meldon Jenkins-Jones She, Her : Yes, Alexis, you are right.
<https://www.cnsnews.com/index.php/commentary/hans-bader/virginia-likely-reinstate-parole-even-murderers>

12:36:33 From Alexis Fisher-Rizk : but the law that would have brought parole back did not make it out of committee

12:36:36 From GRASP-Anne Michie : One piece of progress: past drug conviction is no longer a barrier to getting college financial aid (new change this year)

12:37:46 From Christopher Rashad Green : Yes! There's a great difference from being a pedophile and a young person with bad judgement, and they both are lumped together.

12:40:34 From Victor Mckenzie Jr : Barrier crimes also keep many with lived experience from SUD or MH from working in areas in where they can contribute their knowledge and experience as peers to help others with their recovery

12:40:40 From Robbin Mouton : Chris - How can these be in the same conversation? What connects these two very different circumstances?

12:41:18 From Laura Faison : @Victor - absolutely!

12:41:42 From Kim Young : Sheba is the GOAT!!!

12:42:03 From Kim Young : <https://www.noleftturn.us/>

12:42:28 From Kim Young : Wrong link here's the correct one <https://www.noleftturns.org/about-us/>

12:42:28 From Cari Tretina : Henrico County is working toward building a dedicated recovery center with a partner agency, which is connected to our services (mental health, social services, etc)

12:42:28 From Laura Faison : @Kim you beat me to it - she does AMAZING work!

12:43:30 From GRASP-Anne Michie : Thanks for sharing that link to No Left Turn!

12:45:21 From Kristin : IPHI Empowerment Scale?

12:45:52 From Lorraine's iPad : You are both great servant leaders. Thank you for your work.

12:47:19 From Kim Young : Abolishing should be the goal!! 🍌🍌🍌

12:50:02 From Christopher Rashad Green : The same with "Defund the Police" it made folks pause!

12:50:40 From Annette Ross : Thank you both for what you're doing in our community! Priceless!

12:51:32 From Tiffany Harris-Greene : Growth happens when we sit in the discomfort!

12:52:18 From Kim Young : @Christopher. Definitely! yet schools, community programs, mental health programs, youth programs, prevention services etc are defunding consistently.

12:53:03 From Alexis Fisher-Rizk : Virginia changed its bond statutes this year as well (took our presumptions against bond) which was another big change for criminal law

12:53:03 From Kim Young : *defunded

12:53:23 From Alexis Fisher-Rizk : Yes, you are correct about technical violations

12:54:10 From Tiffany Harris-Greene : I quoted Megan

12:54:50 From Laura Faison : <https://livingwage.mit.edu>

12:55:14 From Patrick Duke : Thanks Chris for responding.

12:55:25 From Patrick Duke : Thanks Laura

12:56:09 From Alexis Fisher-Rizk : Thank you so much Christopher for sharing your story--such a valuable perspective!

12:56:15 From Meldon Jenkins-Jones She, Her : Slave wages is what is paid prisoners for producing products that are used in industry/retail. (License plates?)

12:56:19 From Yahusef Medina : Thank you all for sharing your stories. I have to leave but I pray everyone has a great week. PEACE

12:56:21 From Robbin Mouton : Prisons are big business. They are inhuman. We as a country should be ashamed. Are we really trying to help people or lock away the issues? just a thought.

12:56:32 From Jason Ancarrow : Thank you!

12:56:37 From Stacy Thomas : Thank you!

12:56:37 From Christopher Rashad Green : Christopher Rashad Green (804)396-8360

12:56:40 From Laura Faison : Thank you, thank you, thank you to you both!

12:56:41 From Scott Dodson (he/him) : Thank you Both!

12:56:44 From Patricia A. Perry : Thanks Chris for unselfishly sharing your lived experience. Thanks Megan for being a passionate advocate.

12:56:44 From Anita Johnson : Thank you Megan and Christopher

12:56:47 From Abbi Haggerty : Thank you!

12:56:55 From Christopher Rashad Green : freedomeunlimitedinc@gmail.com

12:57:01 From Lorraine's iPad : Awesome discussion

12:57:09 From Colleen Garrison, LMR Operations Coordinator : Evaluation link:
https://lmonline.formstack.com/forms/lq2022_november_17_2021_seminar_feedback

12:57:11 From Robbin Mouton : Thanks to Megan and Christopher!!!

12:57:31 From Faith/ RVA Rapid Transit : This was a powerful session today! Apologies class you didn't see me today my camera is not working.

12:57:38 From Jamaal Ellison : Thank you both so much!!!

12:57:40 From JoAnn Adrales-Ruh : This was a great morning. Thank you.

12:57:53 From Colleen Garrison, LMR Operations Coordinator : Once again the eval link:
https://lmonline.formstack.com/forms/lq2022_november_17_2021_seminar_feedback

12:57:59 From Patricia A. Perry : AWESOME seminar today - thank you LMR team!!!!!!

12:58:21 From Laura Faison : Happy Thanksgiving all!!!

12:58:22 From Jason Ancarrow : Happy Thanksgiving!

12:58:23 From Patrick Duke : Thanks Myra

12:58:34 From Jay Shively : Happy Thanksgiving and thanks for a fantastic session today!!

12:58:37 From dianne wilmore : Thanks

12:58:38 From Steve B/VCDC : Thank you!

12:58:41 From Patricia A. Perry : Happy Thanksgiving! Be safe, eat well and enjoy!!!

12:58:49 From Robin Jones - The DFG Project : Happy Thanksgiving All!

12:58:50 From Kerry Swarr : Thanks! Happy Thanksgiving everyone!

12:59:01 From Jess Burgess : Happy Turkey Day everyone! See you in December!

12:59:16 From Annette Ross : AWESOME seminars as always! Thank you for planning the sessions! Happy Thanksgiving!

12:59:22 From Patricia A. Perry : Great exit song Cathy!

12:59:22 From Meldon Jenkins-Jones She, Her : History Immersion Team== Are we meeting?

12:59:29 From Commissioner Blount : Thank you Myra and LMR staff for your coordination , and great planning happy Thanksgiving

12:59:34 From Colleen Garrison, LMR Operations Coordinator : Eval eval eval please and thanks, y'all:
https://lmronline.formstack.com/forms/lq2022_november_17_2021_seminar_feedback

12:59:40 From Christopher Rashad Green : OutKast!!!