

September 17, 2020

# **Moderator**







# **Kalyn Hill**

Senior Policy Analyst
Public Safety & Legal Counsel

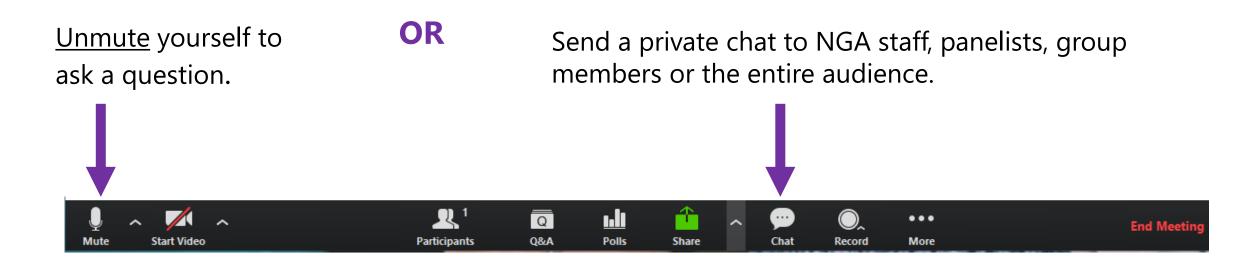
Center for Best Practices

Khill@nga.org



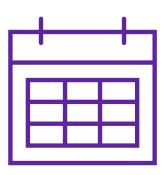
# Housekeeping

 If you experience technical difficulties, please contact Carl Amritt via the chat or at <u>camritt@nga.org</u>.





# Agenda



- I. Welcome and Introductions
- II. Stephan K. Bayens, Commissioner, Iowa Department of Public Safety
- III. Leo Beletsky, Professor of Law and Health Sciences and Faculty Director, Health in Justice Action Lab, Northwestern University
- IV. Maya Hazarika Watts, Senior Attorney, ChangeLab Solutions
- V. Question & Answer



# **Speaker**







**Stephan K. Bayens** 

Commissioner

Iowa Department of Public Safety



# CONTINUITY AND EQUITY IN IOWA'S COVID-19 RESPONSE

### COMMISSIONER STEPHAN K. BAYENS

Stephan K. Bayens was appointed Commissioner of the Iowa Department of Public Safety by Governor Kim Reynolds on January 14, 2019. Prior thereto, Commissioner Bayens was as an Assistant United States Attorney for the Southern District of Iowa, where he served as the coordinator for the Department of Justice's Project Safe Neighborhood initiative.

For 15 years, Commissioner Bayens was an Assistant Polk County Attorney in Des Moines, lowa, where he specialized in drug and gang prosecutions and asset forfeiture. Prior to that he was an Assistant Attorney General assigned to the Special Litigation Division of the Iowa Attorney General's Office and was an Attorney Clerk for the Iowa Court of Appeals.

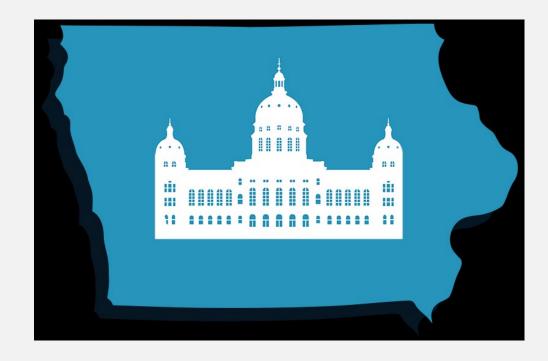
Commissioner Bayens is a 1996 graduate of Central College in Pella, Iowa and a 1999 high honors graduate of Drake University Law School in Des Moines, Iowa.



# PREPARATION FOR PUBLIC HEALTH PROCLAMATIONS

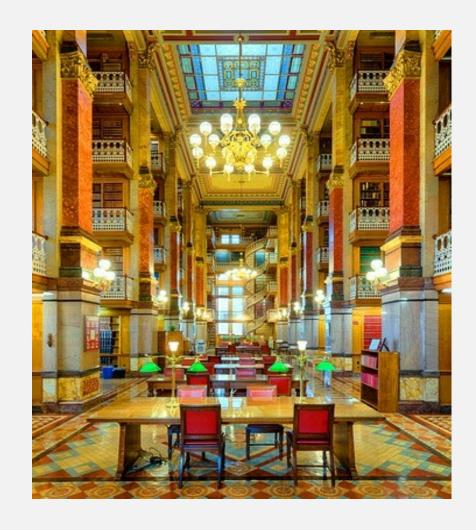
### Enforcement Authority

- Criminal vs. Administrative Enforcement
- Obligations of law enforcement
- Memorandum from Iowa Attorney General's
   Office outlining statutory obligations of all peace
   officers to carry out lawful orders of the
   Governor and the Department of Public Health
- Iowa Department of Public Safety agreed to serve as the primary point of contact for criminal enforcement for local law enforcement agencies and prosecutors
- Administrative enforcement through the Alcoholic Beverages Division and the Department of Inspections and Appeals



## COMMUNICATION PLANNING

- Establishing Points of Contact
  - Consistent communication between Governor's staff, Department of Public Health, and Department of Public Safety
    - Discussion of contemplated executive actions and their implications
    - Clarity regarding intent of proclamation
  - Need for some element of forewarning or delayed implementation
    - Law enforcement staffing issues
    - Community engagement
    - Responsiveness to questions or concerns





#### Kim Reynolds GOVERNOR

#### OFFICE OF THE GOVERNOR

Adam Gregg LT. GOVERNOR

April 7, 2020

Dear Law Enforcement Partners:

As you are aware, Iowans are facing an unprecedented public health disaster emergency as we seek to reduce the transmission of COVID-19 in our state.

I have taken numerous executive actions to protect the health of Iowans since first declaring a disaster emergency on March 9, 2020. I have prohibited all social, community, spiritual, religious, recreational, leisure, and sporting gatherings of more than 10 people. I have closed dine-in restaurants and bars, social clubs, theaters, malls, and casinos, playgrounds and other places where congregating people may increase the spread of the virus. And I have closed many other nonessential retail establishments, salons, barbershops, and other places where public interaction unnecessarily increases the risk of transmission.

I know that most Iowans want to do the right thing to help protect our community and the most vulnerable among us. But we need your assistance in helping to educate Iowans about these orders, encourage compliance, and if necessary, enforce these orders. In my most recent proclamation ordering additional closures and mitigation efforts, I renewed my call for all peace officers of the state to assist in the enforcement of these orders under sections 29C.18 and 135.35 of the Iowa Code. I have every confidence law enforcement will use good judgment in the exercise of their duties and will consider legal intervention only if truly necessary.

If you have any questions about these orders, do not hesitate to contact Department of Public Safety Commissioner Stephan Bayens at (515) 725-6180.

On behalf of all Iowans, thank you for all that you are doing to protect and serve your communities. You stand on the front lines of this effort to curb the spread of COVID-19.

Sincere regards,

Kim Reynolds Governor of Iowa

## COMMUNICATION PLANNING

- Law Enforcement Points of Contact
  - 392 law enforcement agencies in Iowa
    - Already strong relationships
    - Utilized local law enforcement associations to facilitate communication
      - Iowa Sheriffs and Deputies Association
      - Iowa Police Chiefs Association
      - Iowa County Attorney's Association
  - Established centralized points of contact within DPS capable of responding to questions or concerns from local law enforcement
  - Accessible line of communication back to Governor's staff for discussion of reoccurring questions or needed points of clarity



## COMMUNICATION PLANNING

- Bi-monthly meetings with state law enforcement agencies around the Midwest
  - Sought input on effectiveness of proclamations in their states
  - Troubleshoot common problems
    - Differing ideological viewpoints oftentimes lead to differing responses between states
    - Created some tension among border communities
  - Shared differences from state to state
    - Rumors of closed borders
    - Closure of businesses in one state could have a substantial impact on border cities in a contiguous state



## **MESSAGING**

- Consistency of Messaging
  - lowa's Governor issued 24 public health proclamations between March and September of 2020
  - The Department of Public Safety received an advanced copy of all proclamations
  - In-house legal counsel reviewed each proclamation for law enforcement applicability and prepared a practical application memo that was distributed throughout the state
  - Dissemination brought forth regional concerns that was shared with the Governor's Office
  - Memo incorporated:
    - Examples
    - Intent and context behind each proclamation
    - Applicable sunset dates





# STATE FIRE MARSHAL GUIDANCE FOR DETERMINING OCCUPANT CAPACITY

On May 1, 2020, Governor Reynolds lifted restrictions for certain businesses and establishments in 77 lowa counties. Businesses allowed to serve the public must reduce their capacity as outlined in the proclamation. The following guidance can be used to help estimate the permitted occupant capacity for certain businesses under the Governor's supplemental proclamation dated April 27, 2020. An official occupant load number should be obtained from a licensed architect, as there can be additional factors to consider to ensure the occupant capacity is accurate.



#### ESTIMATED OCCUPANCY CALCULATION\*



#### Sample Retail Calculation:

2,000 SQ. FT. ÷ 100 (occupant load) = 20

20 ÷ 2 = 10 persons



A non-restaurant business can estimate capacity by dividing the establishment's square footage by the occupant load factor (see table at right). In the above estimate calculation, a 2,000 square-foot retail store would normally have a capacity of 20 persons. Under the Governor's proclamation, the capacity must be reduced by 50%, which equals 10 persons.

For estimating purposes, any establishment with only one exit is limited to a capacity of 49 persons or less. Establishments with a capacity of over 49 people must have at least two exits. Exits can only be counted if they serve the general public area and are marked as exits.

As a result, any business greater than 5,000 square-feet with a single exit is limited to a capacity of 49 people. Under the Governor's proclamation, that capacity must be reduced by 50%, which equals 24 persons.

\* This information is intended to provide an estimate of the permitted occupant capacity for certain businesses. If you have questions or need further guidance, please call your local code officials or you can call the lowa Department of Public Safety— State Fire Marshal Division at 515.725.6161.

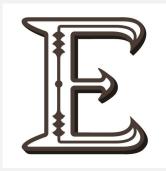
BUSINESS OR ESTABLISHMENT	OCCUPANT LOAD FACTOR
RESTAURANTS	N/A — See Department of Inspections and Appeals Restaurant FAO, question #12.
FITNESS CENTERS	50
LIBRARIES	
Reading Rooms	50
Common Book Areas	100
RETAIL ESTABLISHMENTS	100

- State Public Health Emergency Declaration Provides Temporary Extension of Weapon Permits
- Debbie McClung
- Strategic Communications Bureau Chief
- March 21, 2020
- **DES MOINES, Iowa** On March 20, 2020, Governor Reynolds issued an additional State Public Health Emergency Declaration related to the COVID-19 virus. Included in the proclamation were certain modifications to the current law on weapon permits.
- The declaration temporarily addresses portions of lowa law regarding professional and nonprofessional permits to carry firearms, and permits to acquire pistols or revolvers. Based on the Governor's actions, permits to carry weapons and permits to acquire will not expire during the declaration. This extension, however, does not allow one to use an otherwise expired permit to purchase a firearm without completion of a NICS (National Instant Criminal Background Check System) check at the time of the purchase or transfer. All Federal Firearms License holders (FFLS) must conduct a NICS check prior to the sale or transfer of any firearm if an expired permit is presented. Again, a holder of an otherwise expired permit will not be able to purchase a firearm without a NICS being performed by the FFL.
- The declaration also gives county sheriffs greater discretion in determining how they receive weapon permit applications so as to limit the spread of the COVID-19 virus. Please check with your local county sheriff's department to determine its procedure for accepting applications during this time.

## MESSAGING THE 3 E'S

- Education, Encouragement, Enforcement
  - Clear direction from the top down that enforcement should be considered a last resort
  - Initial complaint:
    - Law enforcement should attempt to educate on the need for good public health measures and the current state of the proclamation
  - Second complaint:
    - Strongly encourage compliance to include an explanation of the legal ramifications should non-compliance continue
  - Third complaint:
    - Criminal or administrative enforcement.







## MESSAGING THE 3 E'S

- Governor held daily press conferences that were carried on every local network in the state
  - A portion of each press conference focused on different areas of the state's response to include law enforcement responsibilities
  - During those portions related to law enforcement, personal responsibility was the primary theme so as to conserve resources
  - The gradual progression of education, encouragement, and enforcement was shared with the public
  - Shared that no member of law enforcement has any desire to make an arrest or issue a citation
  - Simulcast in other languages and sign language interpreter

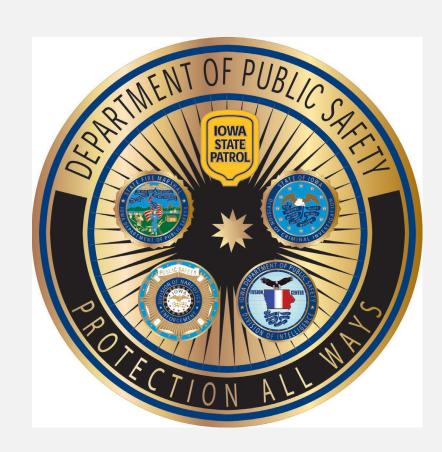






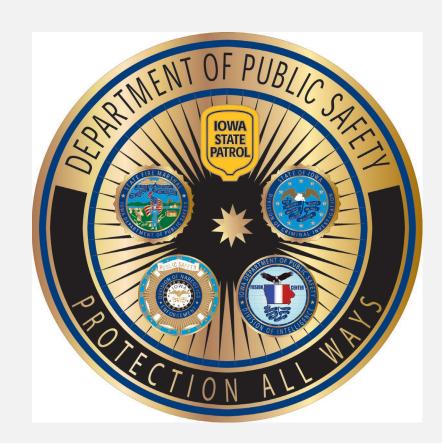
## LAW ENFORCEMENT CHALLENGES

- Criminal Enforcement
  - Citation vs. Arrest
  - Who to cite?
    - Manager/Owner vs. Server/Bartender
- Administrative Enforcement
  - Alignment with state regulatory agencies
  - Ability to place local law enforcement in touch with administrative points of contact
- Mitigate Public Safety Tension
  - Stringent enforcement of public health proclamations vs. efforts by corrections or local jails to minimize admittance



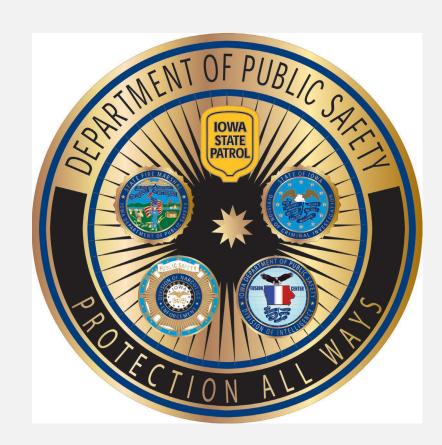
# LAW ENFORCEMENT CHALLENGES

- Differing viewpoints throughout law enforcement
  - Personal responsibility vs. State imposed health measures
- Pressures of being an elected official in law enforcement
  - Sheriffs are elected officials
  - Their constituency may differ in ideology or philosophy than the state's plan of action
- Flood of complaints
  - Some legitimate, some directed at competition, some just generally angry with state and local response
  - Given the volume of complaints, consistent messaging was key
  - Complaints that certain business types were targeted by the public health proclamations



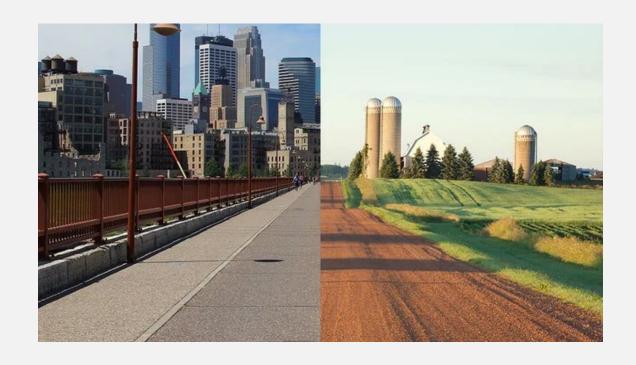
### LAW ENFORCEMENT CHALLENGES

- Seeking common ground between local emergency managers, public health officials, and law enforcement
  - Often had differing views within their county or municipality
  - The Department of Public Safety attempted to mediate those disagreements to mitigate the public health risks and jointly addressed issues with local officials
- Efforts to avoid a patchwork of local ordinances
  - State Attorney General rendered a legal opinion about the validity of such orders and local law enforcement's ability to enforce them
  - Most local ordinances passed failed to contain an enforcement mechanism



## RURAL / URBAN DIVIDE

- lowa is not overly diverse regarding race and ethnicity but the rural / urban divide is significant
- Outbreaks and significant community spread were most pronounced in urban centers
- Many rural areas were relatively untouched
- lowa is uniquely comprised of 99 counties
  - 16 counties account for approximately 70% of the positive cases
- The remaining counties had relatively few cases and those that did were somewhat isolated to the agricultural and meatpacking industries



# RURAL / URBAN DIVIDE

- Early health proclamations had statewide effect
  - Many rural communities are struggling to remain viable and are heavily reliant on small businesses
  - As a result, there was some pushback from those rural counties that had little to no community spread
  - It was more difficult to seek enforcement continuity in those counties given those dynamics
- Subsequent health proclamations were more narrowly tailored to only those counties were positivity rates were high
  - Generated fairness and equity claims but the messaging was consistent that the use of the state's powers was being narrowly drawn



### **CULTURAL IMPACTS**

- Iowa has a number of Amish and Mennonite communities
- Those communities tend to be extremely communal both internally and with similar communities in other states
- Questions began to arise about barn raisings and auctions that were central to their way of life
- Many of these events draw attendance from communities as far away as Pennsylvania
- Law enforcement had no desire to issue citations or arrest members of the community and the community at times found the central tenants of their faith conflicted with a number of the proclamations



## **CULTURAL IMPACTS**

- Law enforcement was very intentional and engaged with those communities to find solutions that were satisfactory to all involved
- Auctions were permitted to occur but participants had to remain in their buggies
- Some of the social aspects inherent in these activities were curtailed or steps were made to ensure good public health measures were followed
- Communication with the Governor's Office was key so subtle clarifications could be made to proclamations
  - Early proclamations mentioned events may continue if attendees remained in their motor vehicle but did not mention buggies



### LEGISLATIVE UPDATE

IOWA DEPARTMENT OF **PUBLIC** SAFETY

DPS.IOWA.GOV E 9 In D



LEGISLATIVE CONTACT: CHANDLOR COLLINS // (515) 314-4343 // collins@dps.state.ia.us

#### STRENGTHENING IOWA'S **COVID-19 RESPONSE**

As the COVID-19 pandemic unfolded in lowa, the Department of Public Safety adjusted operations to undertake additional duties and responsibilities to serve all lowans. DPS delivered PPE throughout the State; provided security at remote testing sites; developed cybersecurity tips for citizens; participated in traffic enforcement initiatives; and issued guidance to law enforcement agencies, businesses/establishments and the general public as Governor Reynolds signed executive orders.



test

iowa

#### Law Enforcement Guidance



PPE Deliveries

Governor Reynolds signed more than 15 proclamations over the course of the COVID -19 pandemic. DPS staff reviewed each proclamation and disseminated a synopsis and guidance to local law enforcement agencies and the public.

Topics ranged from gathering restrictions, to weapons permits, to school and business closures, to estimating business occupancy.

All divisions and bureaus of DPS were responsive to lowa's law enforcement community and the public as each daily challenge emerged.



throughout the state. DPS remains committed to assisting our state and local partners in ensuring the safety of all lowans.

#### Personal Protective Equipment



The Iowa State Patrol continues to assist the State's Emergency Operations Center by deliv-

ering PPE to local hospitals, COVID-19 testing sites, county emergency managers, and others in need across the state. DPS was also proactive in protecting the health and safety of our own employees by aggressively securing PPE for our front line staff. DPS has established the necessary supply chains to procure more PPE as needed, so we can continue to perform our core law enforcement duties as safely as possible.

10,000+ Miles Transporting PPE Equal to driving LA to NY 3.5x



#### IOWA DEPARTMENT OF PUBLIC SAFETY

\*Like most lowans,

our personnel were

compelled to adjust

pandemic. We were

how our mission was

carried out, but our

public safety never wavered. I cannot be more proud of the way we faced this

challenge and stood

shoulder to shoulder

Responder partners

in keeping lowans

DPS Commissioner

Stephan Bayens

with our First

safe."

daily commitment to

to the COVID-19

forced to change

LEGISLATIVE CONTACT: CHANDLOR COLLINS // (515) 314-4848 // collins@dps.state.ia.us

#### Traffic Trends YTD

Due to decreased traffic volume, fatalities are down compared to previous years. However, we have also seen a significant increase in dangerous driving behavior. The lowa State Patrol has remained vigilant and continues to focus on those jeopardizing the health and safety of the motoring public.







Bomb & Arson callouts between April 30-May 7

#### Crime Trends

While much of lowa stayed home and limited their interactions. DPS increased their workload and efficiency in many areas of operation. Regardless of the challenge-

#### DPS ANSWERED THE CALL.





DCI LAB ASSIGNMENT

DPS.IOWA.COV 🔡 😿 🛅



DNA RESULTS



#### **Estimating Occupancy Guidance**

As Governor Reynolds reopened certain businesses and establishments with reduced capacity, the Department provided guidance to owners and managers in estimating unofficial occupancy calcula-





# **QUESTIONS**

# Speaker







 $\bullet$ 

# **Leo Beletsky**

Professor of Law and Health Sciences and Faculty Director, Health in Justice Action Lab

Northwestern University



# COVID-19 Enforcement: Equity and Carceral Public Health

National Governors Association September 17, 2020

> Leo Beletsky, JD, MPH Allison McBride, MPH

Northeastern University
School of Law and
Bouvé College of Health Sciences

UC San Diego School of Medicine

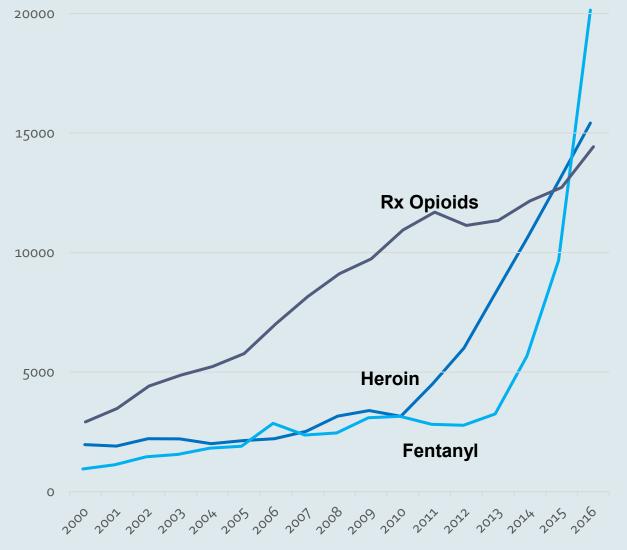








# The Overdose Crisis



# Three phases

- Prescription drugs
- 2. Heroin
- 3. Illicitlymanufactured fentanyl

Source: New York Times (2017), National Center for Health Statistics, Centers for Disease Control and Prevention



# "Public Health" Approach





# Operationalization: DIH Statutes



Source: www.pdaps.org



# Punishment as an Antidote

# **EXCLUSIVE: U.S. Attorney Preet Bharara to slap opioid** dealers linked to fatal overdoses with federal charges



Manhattan U.S. Attorney

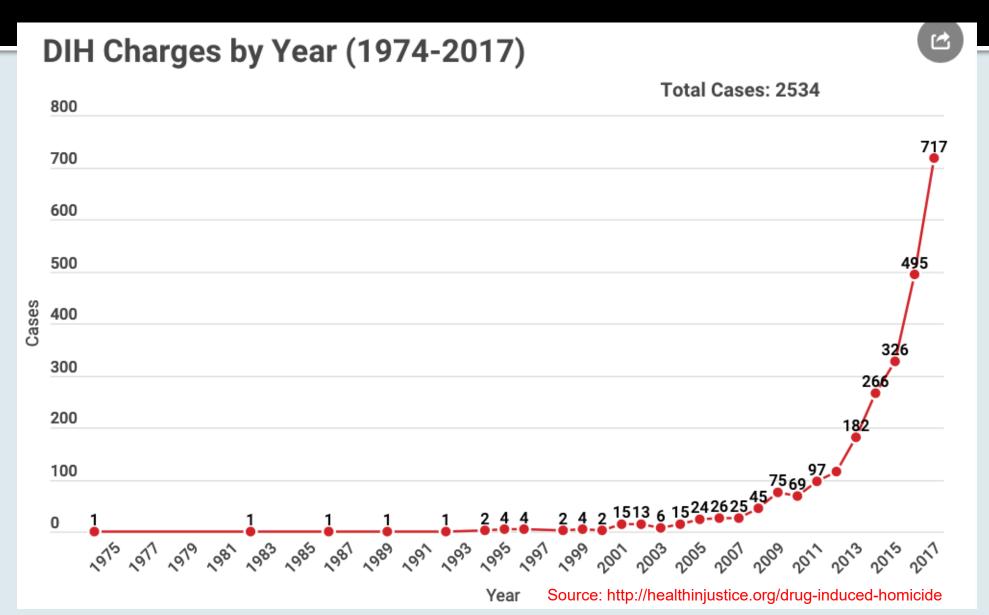
U.S. Attorney Preet Bharara stated: "The epidemic of opioid abuse is devastating our communities." Charges like those announced today strike at the heart of the problem – dealers who fuel the cycle of addiction and overdose. Anthony Delosangeles allegedly dealt in heroin, including the heroin that killed Thomas Cippollaro, a 25 year-old White Plains man. We thank the FBI and our local law enforcement partners for their extraordinary efforts that led to the charges today."

**PROGRAMS** 

SHARE 🎓



# Surge of DIH Charges Overtime



# **Enforcement Discretion Tells a Racist Tale**

# RACE OF ACCUSED (DEALER) AND VICTIM (BUYER)

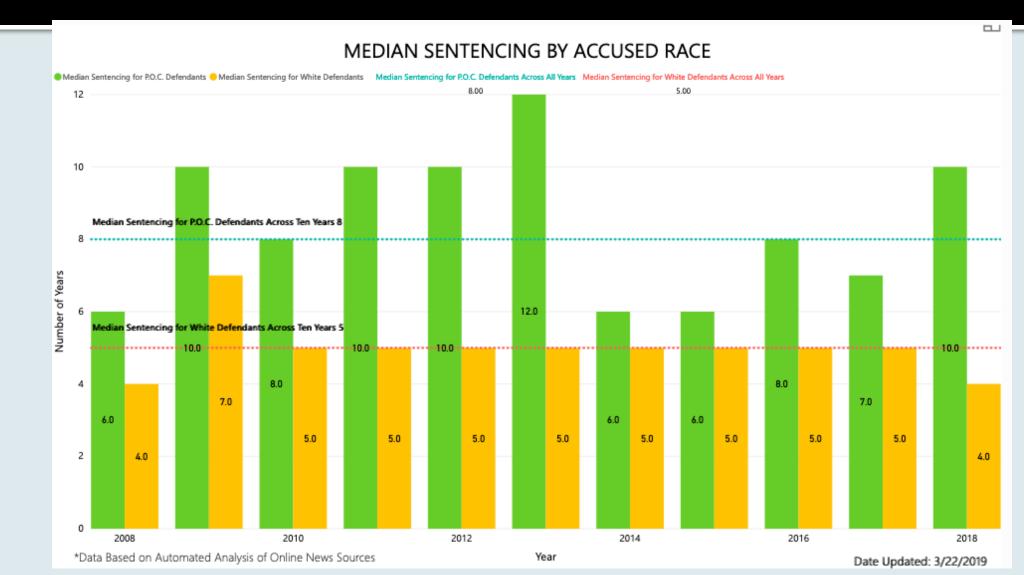
Near majority of cases involving alleged dealers represent a person of color "dealer"- white "victim" dyad, confirming that this trend is squarely rooted in the racist implementation of drug laws



Health in Justice (2017)



# Mapping onto Drug War Disparities





# Cross-Purposes: Helpseeking

International Journal of Drug Policy 50 (2017) 82-89



Contents lists available at ScienceDirect

#### International Journal of Drug Policy

journal homepage: www.elsevier.com/locate/drugpo



Research paper

"Caught with a body" yet protected by law? Calling 911 for opioid overdose in the context of the Good Samaritan Law



Amanda D. Latimore<sup>a,b,c,\*,1</sup>, Rachel S. Bergstein<sup>b,c,1</sup>

<sup>a</sup> Baltimore City Health Department, 1001 East Fayette Street, Baltimore, MD 21202, United States

b Johns Hopkins Bloomberg School of Public Health, 615 North Wolfe Street, Baltimore, MD 21205, United States

JOURNAL OF CRIME AND JUSTICE, 2016 http://dx.doi.org/10.1080/0735648X.2016.1215932





Contents lists available at ScienceDirect

#### International Journal of Drug Policy

journal homepage: www.elsevier.com/locate/drugpo



Research paper

Why are some people who have received overdose education and naloxone reticent to call Emergency Medical Services in the event of overdose?



Stephen Koester<sup>a,b,\*</sup>, Shane R. Mueller<sup>b,c,d</sup>, Lisa Raville<sup>e</sup>, Sig Langegger<sup>f</sup>, Ingrid A. Binswanger<sup>c,d</sup>

- Department of Anthropology, University of Colorado Denver, Denver, CO, USA
- Department of Health & Behavioral Sciences, University of Colorado Denver, Denver, CO. USA
- Division of General Internal Medicine, University of Colorado School of Medicine, 12631 E. 17th Ave. 8-180 Aurora, CO 80045, USA<sup>1</sup>
- Institute for Health Research, Kaiser Permanente Calorado, Denver,CO, USA2
- \* Harm Reduction Action Center, 231 E Coffax Ave, Denver, CO 80203, USA Faculty of International Liberal Arts, Akita International University, Japan

"If you['re] the one that's with them when they go out, you're possibly going to be

# CHARGED WITH THEIR DEATH.

So that's the main reason why a lot of people don't call [911]."



# **COVID-19 Enforcement**

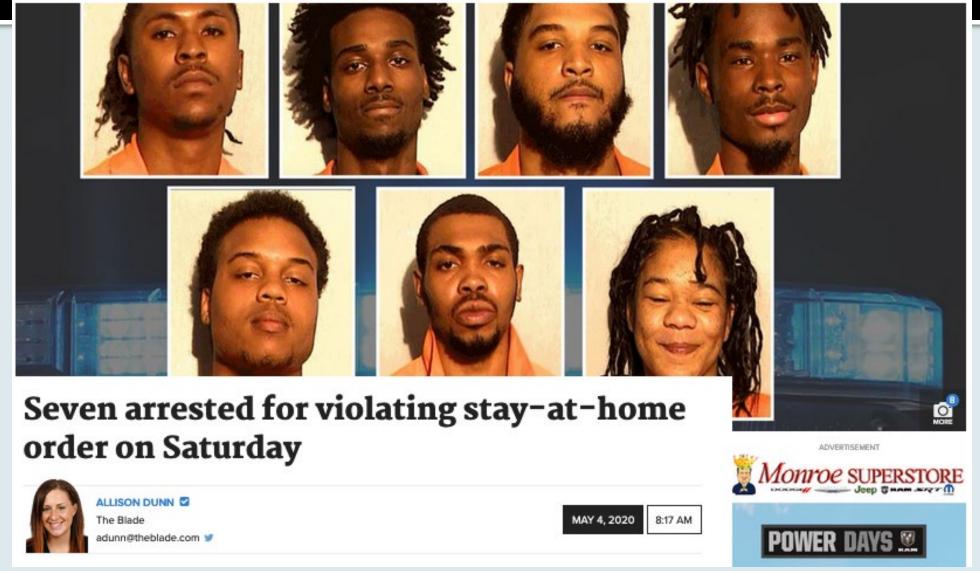
#### "A Tale of Two Cities"



Source: Twitter.com (2020)

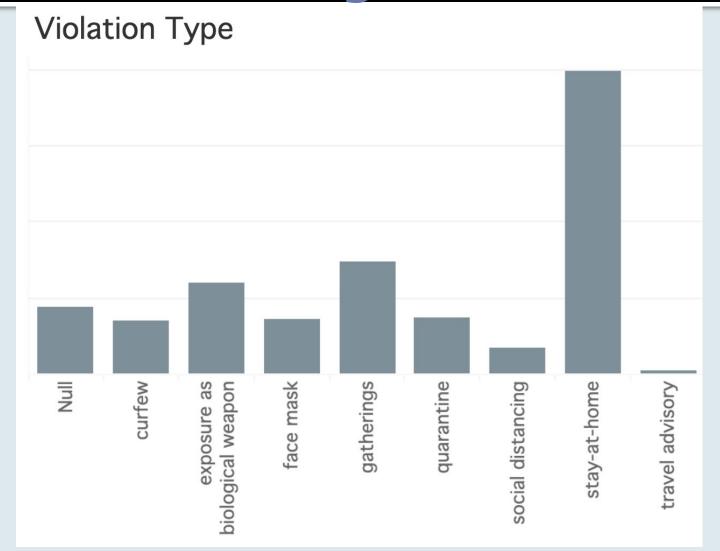


# **COVID-19 Enforcement**



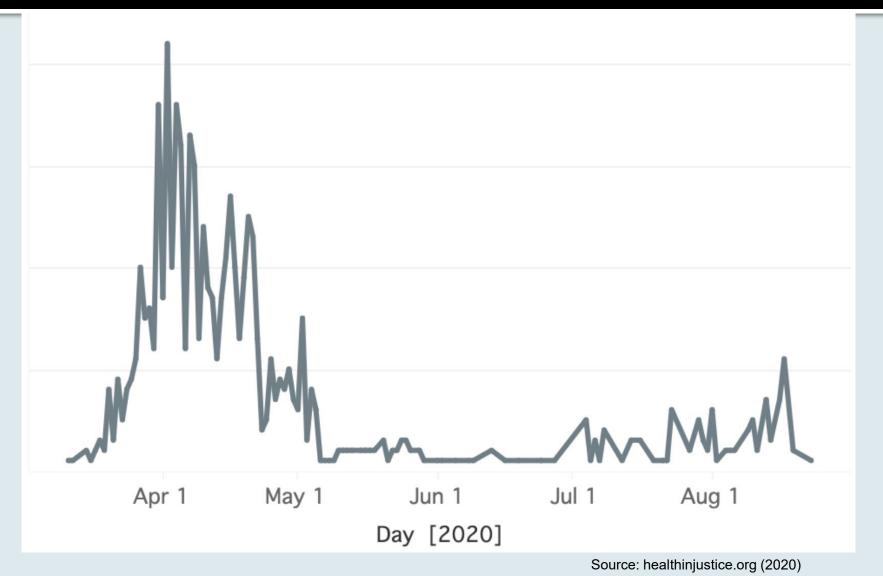
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# COVID-19 Enforcement: Social Listening Data





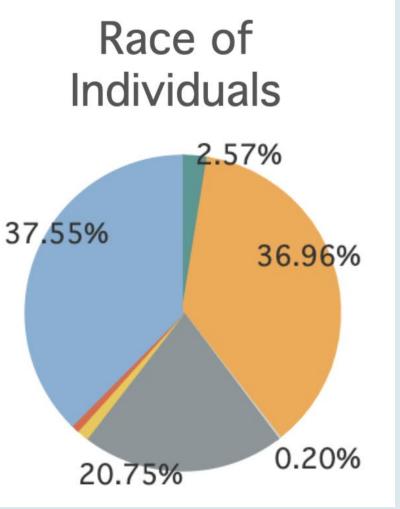
# COVID-19 Enforcement: Time Trends



# COVID-19 Enforcement: Social Listening Data

#### Race

- Asian
- Black
- Indigenous/Native
- Latinx
- Middle Eastern/North African
- Pacific Islander
- white



Source: healthinjustice.org (2020)

# COVID-19 Enforcement: Impact on Help-Seeking

# 11 Students Have Been Suspended From Northeastern Without A Tuition Refund For Violating COVID-19 Policies

The students, who paid an estimated \$36,543 in tuition for the semester, were given 24 hours to leave their dorms.



Ade Onibada BuzzFeed News Reporter

Posted on September 5, 2020, at 3:02 p.m. ET









Effective Public Health Response Depends on

- Contact Tracing
- Testing
- Isolation and quarantine
- Treatment

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## COVID-19 Risk is High for Law Enforcement



Coronavirus deaths could surpass all other causes of police fatalities



Coronavirus deaths could surpass all other causes of police fatalities
Sixty-five law enforcement officers have died in the line of duty so far
this year, but COVID-19 deaths could push that number up to as man...

So bostonherald.com

"Sixty-five law enforcement officers have died in the line of duty so far this year, but coronavirus deaths could push that number up to as many as 118, according to the National Law Enforcement Memorial and Museum." – Boston Herald

Officer Jose V. Fernandez, Boston Police Department, 29-year veteran

# Implications

- Policy theater vs. real policy impact
- Analyzing deterrence effect: prevention vs. help-seeking
- 3. Stay true to the maxims:
  - Least restrictive means necessary
  - Narrowly tailored
- 4. Context: conversations about the role of police, other carceral systems in society

## Thank you

L.beletsky@neu.edu
@leobeletsky
www.HealthInJustice.org
www.changingthenarrative.news

#### **Speaker**







**Maya Hazarika Watts** 

Senior Attorney

ChangeLab Solutions



## Equitable Enforcement of Public Health Laws



https://www.changelabsolutions.org/good-governance



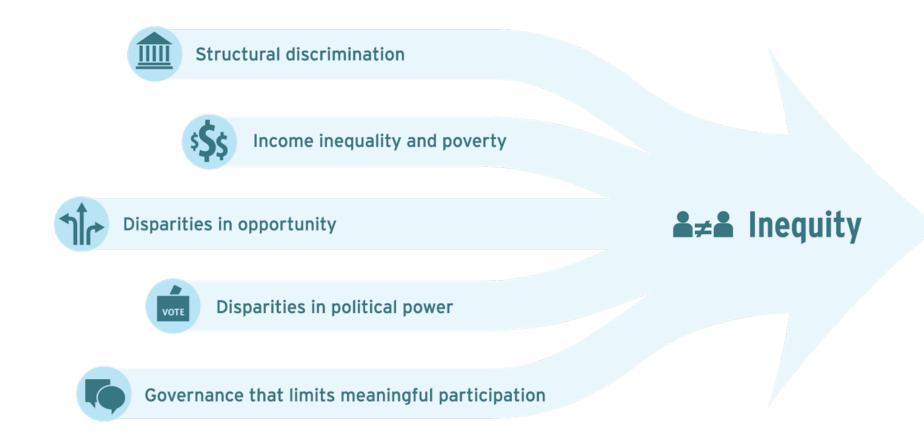
#### **Our Mission**



ChangeLab Solutions is a national organization whose mission is to create healthier communities for all through equitable laws and policies. Our multidisciplinary team of public health lawyers, policy analysts, planners, and other professionals works with state, tribal, local, and territorial health departments, other governments agencies, public health organizations, and anchor institutions to create thriving communities.



## The Fundamental Drivers of Health Inequity







#### What is equitable enforcement?

the process of ensuring compliance with law and policy that considers and minimizes harms to underserved communities

#### Underenforcement



When laws that are designed to protect communities from threats to health and economic security are not consistently enforced

#### Overenforcement

When laws designed to protect the health of the public are disproportionately enforced in marginalized communities – such as those where residents are disproportionately of color, or where most residents earn low wages



# **CIGARETTES • SODAS •** TOBACCO

#### **Aspects of Enforcement**

- Who can enforce?
- Targets for enforcement
- Role of victims and communities
- Investigative and adjudicatory processes
- Range of sanctions

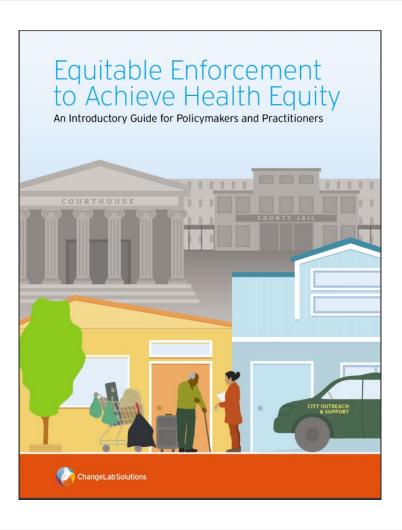


# Traditional Mechanisms of Enforcement of Public Health Laws

- Administrative Enforcement
  - Fines and licensing
- Civil Enforcement
  - Fines, injunctions, and evictions
- Criminal Enforcement
  - Fines and imprisonment



### Equitable Enforcement Guide



https://www.changelabsolutions.org/product/equitable-enforcement-achieve-health-equity

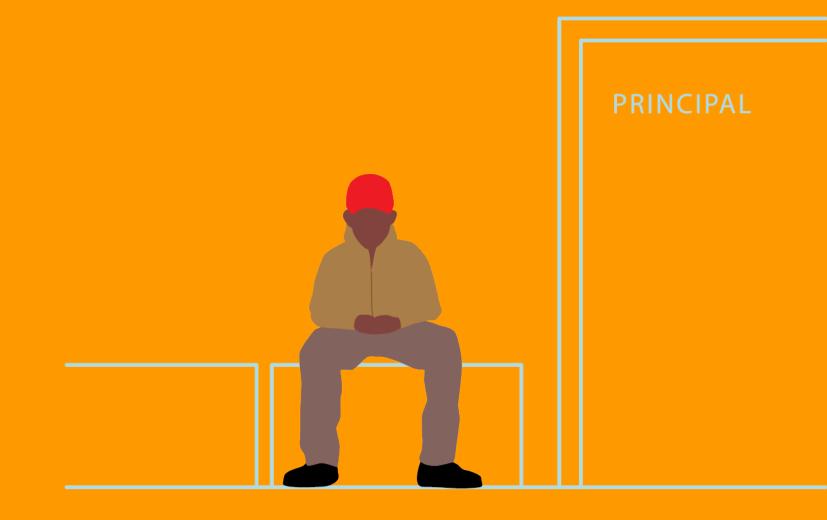
Considerations for Policy Design and Implementation





#### **Policy Design**

- Graduated
   Enforcement
- Range of Sanctions
- Use of Non-Punitive Enforcement Measures



#### Policy Design



- Proactive or Complaint Based Enforcement
- Community
   Involvement in Design and Evaluation
- Data Collection and Ongoing Evaluation

#### **Implementation**

- Adequate funding for enforcement
- Ongoing training for enforcement officers
- Policy updates based on ongoing evaluation



#### Implementation



- Careful and Intentional Designation of Enforcement Bodies
- Role of Community and Victims in Enforcement
- Guardrails for Discretion

#### Thank you!

#### Web:

www.changelabsolutions.org

#### **Twitter:**

@ChangeLabWorks

#### Facebook:

@ChangeLabSolutions

#### **Contact us:**

https://www.changelabsolutions.org/form/contact-us





# Questions?



#### **Upcoming Webinars**

Webinar #2: Equitable Distribution and Uptake of Remedies and Resources Thursday, October 22, 2020 | 2:00 – 3:30 PM EDT

Webinar #3: People Experiencing Homelessness Thursday, November 19, 2020 | 2:00 – 3:30 PM EDT

Webinar #4: People Who Are Incarcerated
Thursday, December 17, 2020 | 2:00 – 3:30 PM EDT

Register at: <a href="https://rb.gy/ejyksq">https://rb.gy/ejyksq</a>



