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FERGUSON COMMISSION MEETING

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RECORD OF PROCEEDINGS

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MARCH 25, 2015

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SHEET METAL WORKERS' HALL

17

2319 Chouteau Avenue

18

St. Louis, MO 63103

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5:29 p.m. to 9:01 p.m.

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Reported by Suzanne Benoist, CCR, CSR, CSR-IL

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2 FERGUSON COMMISSION

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4 CO-CHAIRS:

5 Rev. Starsky Wilson

6 Rich McClure

7

8 MEMBERS:

9 Rev. Traci deVon Blackmon

10 Daniel Isom

11 Scott Negwer

12 Bethany A. Johnson-Javois

13 Gabriel E. Gore

14 Brittany N. Packnett

15 Rose A. Windmiller

16 Rasheen Aldridge, Jr.

17 Grayling Tobias

18 Becky James-Hatter

19 Felicia Pulliam

20 Sgt. Kevin Ahlbrand

21 Patrick Sly

22 Truman Robert "T.R." Carr

23 Byron Watson

24

25

1 (Whereupon, the hearing began at 5:29 p.m.)

2 (Invocation by Reverend Sean Jones)

3 CHAIRMAN WILSON: Thank you Reverend  
4 Jones.

5 Tonight we begin, we're going to  
6 continue a conversation that we have been committed  
7 to for our community as the Commission's work  
8 focuses on developing policy recommendations that  
9 seek to address the root causes of systematic and  
10 structural inequities in our region. As we listen  
11 and learn from the current realities of many of our  
12 citizens, most critically coming from the voices of  
13 young people who will no longer tolerate the  
14 current state of affairs. We as a region must  
15 confront our reality that racism is an underlying  
16 root cause issue that must be addressed at multiple  
17 levels: Individual, cultural, institutional and  
18 structural. We recognize that St. Louis is an  
19 international city and that its many cultures are  
20 at the core of what makes this region great. The  
21 events that resulted in the formation of this  
22 commission, the root causes that we are charged  
23 with addressing and the data around those root  
24 causes paint a very specific picture. The reality  
25 of the disparities of tension between our African

1 American and white citizens. In keeping with our  
2 charge this is where our work will focus,  
3 specifically the work tonight. It is clear,  
4 however, that learning some empathy, respect and  
5 equity can only benefit us all.

6           The next two commission meetings will  
7 focus on gathering data, testimony, best practice  
8 models and insights from national and local experts  
9 to inform the Commission's recommendations to  
10 develop and rebuild the required infrastructure  
11 needed to promote and sustain racial equity and  
12 reconciliation in the region.

13           I'll make one note as I acknowledge  
14 our guest for tonight. The Commission was very  
15 intentional in its language. The language of the  
16 executive order calls for us to study racial and  
17 ethnic relations. We believe that language was  
18 insufficient for the goals that we need to set for  
19 ourselves and so recognizing that we want to be  
20 focused on a specific outcome in all of our  
21 recommendations we're very intent to note that our  
22 work will focus on racial equity. We also noted  
23 even in some conversation of challenge about  
24 whether we would ever reconcile, honor that  
25 conversation, that reconciliation was also an

1 appropriate goal for us to cast before the region  
2 and for ourselves in our work. And so we're  
3 pleased tonight that we will hear from and I'll  
4 introduce in just a moment one of those experts, we  
5 think about national models and that we'll consider  
6 over the next few months, Mr. William Buster, the  
7 director of Mississippi and New Orleans programs  
8 from the Kellogg Foundation who will share with us  
9 information about one of the frameworks that may be  
10 considered, the American Healing Initiative of the  
11 Kellogg Foundation.

12 With that I will turn to my friend  
13 and co-chair Mr. McClure for some opening remarks  
14 and then we'll get going.

15 CHAIRMAN MCCLURE: Thank you Starsky  
16 and thank you all for being here. We are delighted  
17 to be in this wonderful space and appreciate the  
18 hospitality of the sheet metal workers and  
19 appreciate your attendance and engagement tonight.

20 One national columnist called on us  
21 to think about the questions of racial disparities  
22 and racial equity in terms of empathy and putting  
23 ourselves in the situation of others and imagining  
24 ourselves if only for moments what it feels like to  
25 be in their shoes. He also called on us as a

1 country and us as a region to think about moral  
2 imagination and how we engage ourselves in the  
3 ethical framework from which we come, the faith  
4 base in which we find ourselves building our lives  
5 upon and to use that moral and faith-based  
6 imagination to understand why these issues are  
7 serious and compelling and require our intentional  
8 and intensive action.

9                   And so as our working groups have  
10 gone through the policy frameworks of the last 100  
11 plus days it's been clear that underlying each one  
12 of them whether it sits in law enforcement  
13 relations or child wellbeing and educational and  
14 equality or economic opportunity, or municipal  
15 court reform, municipal government issues and  
16 underlying each of them are issues of race and  
17 structural bias that we have to face and confront  
18 and so it was natural to move through that process  
19 and now come to this point in the Commission's work  
20 where we would now say to our community and to  
21 ourselves and to the larger region, policy makers,  
22 that it's time for us to understand this need  
23 individually, structurally and institutionally.  
24 And so to start that a discussion about national  
25 framework and national learning on racial

1 reconciliation and racial equity issues and racial  
2 healing is a natural base and this will be a  
3 constant theme that will run through much of our  
4 work as Starsky said over the next month or two so  
5 we're glad to have Mr. William Buster here to talk  
6 about the America's Healing Initiative, help spur  
7 that conversation. And so tonight's agenda I think  
8 you will find engaging and you will find that these  
9 are in fact the compelling issues of our time and  
10 of our day.

11                   The rest of the agenda tonight will  
12 allow for audience polling, a report out from the  
13 last meetings as we always do, an open comment  
14 period, we'll hear from William Buster from the  
15 Kellogg Foundation and have some time to process  
16 that in small groups and conclude the evening with  
17 deep dive into three of the work group calls to  
18 action that the Commission will handle so we're  
19 again delighted to be here, thank you for your  
20 engagement and I'm going to call on Jerrica Franks  
21 who's going to help us with our audience polling  
22 and setting that process up.

23                   I'm sorry, Monique. I apologize.

24 Monique Thomas.

25 MS. THOMAS: Thank you.

1 Good evening everyone. Sounds good.

2 So I believe, so I'm going to open us  
3 up, we're going to be polling so we can get a sense  
4 of who's in the room, we do this each meeting. I'm  
5 not sure, I believe that everyone has keypads.

6 Does everyone have keypads? Would you raise your  
7 keypads? Does anyone not have a keypad? Keep your  
8 hand up so we can get a keypad to you.

9 So tonight we have 18 questions, this  
10 is longer in length, generally we'll start with  
11 demographic and that's been consistent throughout  
12 the process and then we'll key into specific  
13 questions related to our topic to the, what we'll  
14 be exploring as it's been mentioned, racial and  
15 ethnic relations. So first I just want you to look  
16 at your keypad and you'll see, you'll have 10  
17 letters and 10 numbers, I'll ask a question, we'll  
18 start with a practice question and from there  
19 there'll be an answer choice that will correspond  
20 with either a letter or a number. So it's pretty  
21 simple, I think we can get started with our first  
22 question. This is just a test question.

23 So the test question is what is your  
24 favorite color? Okay. What is your favorite  
25 color? A, black; B, brown; C, blue; D is green, E



1 is orange, F is purple, G is red, H is white and J  
2 is other. So right now the polling is closed, you  
3 can see at the top hand corner, now that it's green  
4 it's indicating that polling is open. So select  
5 the answer choice that corresponds with your truth.  
6 About 15 seconds. Feel free, you can change your  
7 answer, it's the last answer that's entered, that  
8 will be the answer.

9 Polling is now closed.

10 So four out of 10 nearly have chosen  
11 blue. I'm not sure if it's just the chairs in the  
12 room or what it is but right now it seems like we  
13 have a heavy bias towards blue. So that's just a  
14 practice question.

15 Does anyone have any questions?

16 Pretty straightforward.

17 All right, so we'll open up to the  
18 rest of the polling questions now. We'll start  
19 with a demographic question as is our custom. So  
20 in what geographic area is your primary home or  
21 residence located? A, St. Louis City; B, St. Louis  
22 County; C, St. Charles County; D, Jefferson County;  
23 E, Franklin County; F, St. Clair County, Illinois;  
24 G, Madison County; H, Monroe County or I, other.

25 Polling is closed. It's now open. Seven seconds.

1                   Okay. So about 50 percent of you are  
2 from St. Louis City and four out of 10 of you are  
3 from the County.

4                   All right. Let's move to the next  
5 question. In what geographic area is your primary  
6 work or, and/or school.

7                   AUDIENCE MEMBER: What if you're  
8 retired?

9                   MS. THOMAS: You can still work if  
10 you're retired. You can select other if that's the  
11 case for you.

12                   A, St. Louis City; B, St. Louis  
13 County; C, St. Charles County; D, Jefferson County;  
14 E, Franklin County; F, St. Clair County; G,  
15 Madison; H, Monroe and I, other.

16                   Okay. Polling is open. About 10  
17 seconds left.

18                   Results. Again 51, that's consistent  
19 with where you actually reside, about 51 work or  
20 attend school in the city. 33, about one-third, in  
21 the county.

22                   Okay. With which gender do you  
23 identify, please select one. A, female; B, male;  
24 C, other or D, decline.

25                   Polling is now open. 10 seconds.

1 Okay, polling is closed.

2 54 percent female, 46 percent male.

3 Next question. How would you  
4 describe your ethnicity or race? A, white; B,  
5 black or African American; C, Hispanic, Latino or  
6 Spanish origin; D, Asian; E, American Indian or  
7 Alaskan native; F, native Hawaiian or Pacific  
8 Islander; G, other; H, decline.

9 Polling is now open. All right. Is  
10 now closed.

11 So we have split, it's 42 white, that  
12 we have identified your race as white, 42 have  
13 identified as black or African American and it  
14 looks like there's some kind of distribution that's  
15 rather equal across Hispanic, Asian and other.

16 Next question. In when what age  
17 group do you belong? Now we'd like you to know  
18 that this is, we're not tracking this, you can feel  
19 free to be honest about this so I'll just, select  
20 one. So A, 21 and under; B, 22 to 34 years old; C,  
21 35 to 44; D, 45 to 54; E, 55 to 64; F, 65 and over  
22 and G, politely decline.

23 Polling is open. Five seconds.

24 All right. So we have 65 and older,  
25 55 and older is represented about nearly 60 percent

1 of the room. Okay. And nearly equally distributed  
2 between 22 and 54.

3 Okay. Ready for the next question.  
4 Now we're getting into see how many times you've  
5 come, there are no awards for this but this is the  
6 eighth meeting of the Ferguson Commission. How  
7 many previous meetings have you attended? So A is  
8 none, this is your first; B, one to two; C, three  
9 to four; D, five to six; E, seven, you've attended  
10 all of them.

11 AUDIENCE MEMBER: Did they have a  
12 meeting in Des Peres, Missouri? I went to a  
13 meeting there.

14 Okay.

15 AUDIENCE MEMBER: What was the  
16 question?

17 MS. THOMAS: If one of our seven  
18 previous meetings was in Des Peres, the answer was  
19 no.

20 No, we're just looking at full  
21 commission meeting, not working group meetings.

22 AUDIENCE MEMBER: Will there be more  
23 meetings?

24 MS. THOMAS: Yes. There will be more  
25 meetings.

1                   Okay. So many of you this is your  
2 first time, nearly 50 percent, and then we have 40  
3 percent who's done at least one to four.

4                   All right, next question. Now we're  
5 getting into the actual content. So you answer the  
6 statement, you pick which one is most true for you.  
7 The statement is I tend to avoid conversations  
8 about race. A, or 1, strongly disagree; B,  
9 disagree; C, unsure; D, agree; E, strongly agree.

10                  AUDIENCE MEMBER: So what that means  
11 is if I talk out of the clear blue sky to strangers  
12 about race then I would push A because I strongly  
13 disagree because I talk to everybody.

14                  MS. THOMAS: Then that would be  
15 strongly disagree, if you don't avoid it.

16                  All right, polling's closed. So this  
17 one generally strongly disagrees where we have a  
18 majority not avoiding conversations about race.

19                  Next question. I think reverse  
20 discrimination exists. I think reverse  
21 discrimination exists. A, strongly disagree; B,  
22 disagree; C, unsure; D, agree; E, strongly agree.  
23 I think reverse discrimination exists. If you're  
24 unsure of the definition you can put unsure.

25                  About 10 seconds left. Polling's

1 closed.

2 Four out of 10 strongly disagree, I  
3 think reverse discrimination exists, about four  
4 percent strongly agree.

5 Next question. Statement, I'm  
6 confident the St. Louis region will see  
7 improvements in race and ethnic relations. A,  
8 strongly disagree; B, disagree; C, unsure; D,  
9 agree; E, strongly agree. I'm confident the St.  
10 Louis region will see improvements in race and  
11 ethnic relations.

12 Polling is open. About 10 seconds  
13 left.

14 Okay. So we have nearly 40 percent  
15 who are unsure and nearly one-third strongly agree,  
16 excuse me, agree with about 10 percent, little over  
17 10 percent strongly agree. Okay.

18 Statement: It is important to focus  
19 on black-white relations given the racial  
20 demographics of this region. Excuse me, of the  
21 region. I'll state it again. It is important to  
22 focus on black-white relations given the racial  
23 demographics of the region. A, strongly disagree;  
24 B, agree; C, unsure; D, agree; E, strongly agree.

25 Polling is open.

1                   Okay. So a majority either agree or  
2 strongly agree that it's important to focus on  
3 black-white relations given the racial demographics  
4 of the region.

5                   Next question. It is important to  
6 focus beyond black white race relations. A,  
7 strongly disagree; B, disagree; C, unsure; D,  
8 agree; E, strongly agree.

9                   Polling is now open. About 15  
10 seconds left.

11                   Polling is closed. We have 50  
12 percent nearly agree, nearly one-third strongly  
13 agree that it's important to focus beyond  
14 black-white race relations.

15                   The goal of our work should be  
16 achieving a color blind society. A, strongly  
17 disagree; B, disagree; C, unsure; D, agree; E,  
18 strongly agree.

19                   Polling is open. About 10 seconds.  
20 Polling's closed.

21                   About 51 percent of you strongly  
22 disagree that the goal of our work should be  
23 achieving a color blind society.

24                   Next question. The achievements of  
25 the civil rights era successfully eliminated racial

1 barriers and created an even playing field. A,  
2 strongly disagree; B, disagree; C, unsure; D,  
3 agree; E, strongly agree.

4 Polling is now open. 10 seconds.  
5 Polling's closed.

6 About eight out of 10 of you strongly  
7 disagree that the achievements of the civil rights  
8 era successfully eliminated racial barriers and  
9 created an even playing field.

10 Next question. People of color  
11 sometimes carry negative beliefs about themselves  
12 and other members of their race. A, strongly  
13 disagree; B, agree; C, unsure; D, agree; E,  
14 strongly agree.

15 Polling is open. 10 seconds.  
16 Polling is closed.

17 So there's a significant majority of  
18 you, say leaning towards 75 percent, three-fourths,  
19 that either agree or strongly agree that people of  
20 color sometimes carry negative beliefs about  
21 themselves and other members of their race.

22 Next question. White people in the  
23 United States enjoy benefits and privileges that  
24 people of color do not have. I'll repeat. White  
25 people in the United States enjoy benefits and



1 privileges that people of color do not have. A,  
2 strongly disagree; B, agree; C, unsure; D, agree;  
3 E, strongly agree.

4 Polling is now open. About 10  
5 seconds remaining. Polling is closed.

6 77 percent strongly agree, 18 percent  
7 agree that white people in the United States enjoy  
8 benefits and privileges that people of color do not  
9 have.

10 Next question. What comes the  
11 closest to your definition of racism? A, prejudice  
12 and power; B, overt discrimination from one person  
13 or group to another person or group; C, negative  
14 attitudes and behavior; D, prejudice.

15 Polling is open. Seven seconds.

16 About 74 of you, three-fourths have  
17 identified prejudice plus power as the closest to  
18 your definition of racism.

19 What comes closest to your definition  
20 of privilege? A, systemic advantage; B, being  
21 blessed; C, getting lucky; D, unearned benefits.

22 Polling is now open. 10 seconds left  
23 about. All right. Polling is now closed.

24 82 percent say systemic advantage but  
25 it's split with about two out of 10 saying unearned

1 benefits.

2                   So thank you for your responses. I  
3 will note we will be immediately collecting the  
4 keypads so please raise them up again. They don't  
5 do anything but work this polling so we ask if you  
6 kindly return them, if you see your neighbor has  
7 one under the seat we'll just pick it up.

8                   Thank you.

9                   COMMISSIONER JOHNSON-JAVOIS: I want  
10 to thank you for your participation in this point  
11 and it's important information to tell us a lot  
12 about you, it gives us great demographic and a lot  
13 of information that we will use.

14                   Commissioners if you'd like to sit  
15 this way we can, if you'd like to go into the  
16 audience we'll be looking at PowerPoints,  
17 whatever's most comfortable. Looks like Becky's  
18 headed that way, go ahead and make yourself  
19 comfortable for the key findings from the last  
20 sessions.

21                   What this is up on the screen is the  
22 summary from two different meetings that we had  
23 that I'm going to zip through very quickly.

24                   Thank you for continuing to pass down  
25 the polling information, pass it all the way down

1 the aisle to your left. Thank you very much.

2 Please hold your hand up high if you  
3 still have -- thank you. So I'm channeling  
4 Rebeccah Bennett who would say to you they don't  
5 open your garage, they don't work magical powers.  
6 Thanks for turning them in.

7 Perfect.

8 So from the past two meetings what I  
9 wanted to do is give you a little bit of summary  
10 from the breakout sessions we had during Commission  
11 meetings so you can see exactly what's been  
12 happening in the meetings as far as feedback. The  
13 first is meeting 6 around economic inequity and  
14 opportunity and meeting 7 where we asked for  
15 feedback and input on racial and ethnic relations.

16 Public discussion. The open mic  
17 sessions could be summarized as follows: Those  
18 that provided comment talked about employment and  
19 jobs as very important, business and  
20 entrepreneurship, housing and transportation. So  
21 out of those four buckets we broke into small  
22 groups and we asked the question what factors are  
23 most important to accessing opportunities, so  
24 that's how we operationalize economic  
25 opportunities, accessing opportunity and the top

1 three answers to your rank, job skills and  
2 training, employment and income and transportation  
3 but you'll notice in that pie that we also have  
4 housing, health and wellness and other factors.

5 Public open mic comments could be  
6 summarized within four buckets, living wage is  
7 critical, that there are too many working poor in  
8 our communities and many working poor voiced their  
9 personal concerns and their experience. We had a  
10 young man that said that St. Louis is a tale of two  
11 wallets, rich and poor divide, that there is  
12 opportunity that people wherever they are and  
13 wherever they fall are doing the best they can with  
14 what they have or in the deficit of what they don't  
15 have and that we need to be focused on systematic  
16 inequity, access to capital is important and we  
17 heard voices particularly saying in all of our work  
18 continue please not to forget about north county,  
19 and financial literacy, having access to capital,  
20 understanding how to manage finances is so  
21 important, building wealth is important and  
22 business ownership especially among the African  
23 American community is important.

24 Employment and jobs insights. The  
25 question that we posed in the small groups, what

1 issues do we face as a region that concern these  
2 topics and you can see above what the responses  
3 were. Minority participation and in particular the  
4 plight of ex-offenders, there is no space to enter  
5 back and to integrate in and to become empowered  
6 and restored. Wage stagnation and income inequity,  
7 you can see there power and poverty is mentioned  
8 and this final bullet was patronage and "Good Ol'  
9 Boy" networks, economic mobility is tied to  
10 relationships, it's not what you know it's --

11 AUDIENCE MEMBERS: Who you know.

12 COMMISSIONER JOHNSON-JAVOIS:

13 Structural inequality of the wealth gap that's been  
14 created by policy and issues are systematic.

15 Under the heading of Business &  
16 Entrepreneurship Insights the question what issues  
17 do we face as a region concerning business and  
18 entrepreneurship and we see here that from the  
19 feedback from the communities  
20 race/underrepresentation of people of color is an  
21 issue. Communities of color have fatigue from  
22 microaggressions, struggle not just personally but  
23 in the context of business environments, strained  
24 access to capital, lack of education and capacity  
25 building. I note that we'll just point out in the

1 feedback innovative concepts such as incubators  
2 don't feel inclusive to all people at all times and  
3 we captured that feedback.

4 Under Housing which is such a  
5 critical factor access to capital shows up again,  
6 home ownership is a value and we see it show up  
7 again in our feedback, access to quality housing  
8 and neighborhoods, you see poverty that is called  
9 out and it's more than just a physical house was  
10 important for us to hear, all community should have  
11 access to contribute to community growth and we see  
12 a factor of white flight that causes exacerbated  
13 problems. One thing I learned is everywhere you go  
14 there you are.

15 So these, community input on  
16 improvements fall into four buckets, employment and  
17 jobs, business and entrepreneurship, housing and  
18 transportation, and note on transportation is the  
19 political will to be able to open up our  
20 communities for access and this is also connected  
21 to access to jobs.

22 So now we're moving from meeting 6  
23 into meeting 7, the last meeting that we had at  
24 Missouri History Museum, the initial racial and  
25 ethnic discussion in our breakouts, you'll see here

1 that we asked the question after our first 100 days  
2 of learning report and the responses, we asked them  
3 based on the report and what we're hearing and what  
4 we're learning together what are we doing, what  
5 have we learned, what have you learned and what are  
6 you doing differently? You can see here two to  
7 three attendees in our last session believed racial  
8 and ethnic relations will always be problematic,  
9 took a poll again today but we find that here in  
10 St. Louis almost six out of 10 are optimistic and  
11 they're actually more optimistic than the results  
12 from the Gallup poll.

13 Public open mic comments were in  
14 three specific areas that we tried to capture and  
15 summarize before you. There's a call for  
16 accountability and implementation in three areas.  
17 Justice can look like transparency and  
18 accountability, going back interestingly enough to  
19 the Commission and our value system that we've  
20 adopted. Commission must push to get  
21 recommendations implemented so it's beyond writing  
22 things on paper but thinking of implementation,  
23 Commission has admirable ambitions and heavy  
24 charge. Thank you for acknowledging that  
25 community.

1                   Second, racial profiling regardless  
2 of income. Educate myself and children about  
3 racially motivated arrests was a common theme that  
4 we captured throughout the subgroups. Racial  
5 profiling is not limited to poverty and this last  
6 piece, dialogue on systemic racism is needed, that  
7 we need to say the word race, that we need to be  
8 able to articulate racism, what it is, we need to  
9 be able to understand the definition, need to have  
10 conversation and take it beyond conversation and we  
11 also said that with white allies we employ and  
12 encourage you to continue to do the work with us.

13                   What are the ways that racial and  
14 ethnic relations create opportunities? There's  
15 three buckets, dialogue to develop an  
16 understanding, fair representation, access to  
17 opportunity and opportunities to heal. We've heard  
18 a lot of feedback about that throughout our time  
19 together. Specifically it's been said almost  
20 verbatim we cannot move forward if the status quo  
21 is maintained. Black people and white people have  
22 been wounded and it's time to address this very  
23 deep historic wound.

24                   So the question was asked what stands  
25 in the way of realizing racial and ethnic



1 reconciliation? Interestingly enough it was said  
2 there's no space for healing. Fragmentation and  
3 segregation exacerbate our issues. The high school  
4 question defines our community and it means  
5 something, it means something race, it means  
6 something class, it means something that separates,  
7 not connects us. History and institutional policy  
8 and need for power within the black community.  
9 Black people need to get out of our own way.

10           So what are the key conversations  
11 around race that we need to address? According to  
12 the feedback restructure job market and address  
13 economic mobility, so we begin to see in our  
14 feedback how our areas of priority begin to  
15 integrate into all these issues and how they're  
16 rated, they're not fragmented into teams and  
17 segments so you see here in the second one rebuild  
18 trust is important to you in the court system and  
19 policing and the court system perpetuates racism  
20 and inequality according to feedback.

21           Other key considerations, look to  
22 youth as the future. Youth must be a priority,  
23 they are our hope. We must plan with a vision, 10  
24 years, 20 years, longer from now and create common  
25 ground. Developing a sense of brotherhood and

1 sisterhood and what spaces do we have to heal and  
2 actually get to know each other.

3 So I want to thank you for your time  
4 and that concludes the summary of those reports.

5 At this time it's open mic and Ms.  
6 Jerrica Franks is coming up to navigate us through  
7 that.

8 MS. FRANKS: Good evening, how's  
9 everyone today? So if you saw within the first  
10 hour of signing in we had a fish bowl so those who  
11 were interested in speaking during this public open  
12 mic session you were able to, so that we fairly  
13 give everyone a chance I will pull a name, I will  
14 call the first three, as I call your name if you  
15 could just prepare for your turn. Everyone has two  
16 minutes and I ask that when you do approach the  
17 stand that you just give your name and what area of  
18 St. Louis or surrounding counties you're from.

19 The first will be Amir Brandy. Amir  
20 Brandy. And then after Amir is Dr. Gerard  
21 Higgenbottom, you'll be after. And after that will  
22 be Phil Gonzalez.

23 Okay. You have two minutes, I will  
24 be timing.

25 MR. BRANDY: Hello everyone. Today

1 I'd like to talk about what has been allotted to  
2 this movement and I'd like to point to all the  
3 different areas in which money has been allotted to  
4 this movement and I think that as many educated  
5 people that are involved with this movement that we  
6 could have come together and possibly pooled the  
7 money that has been given in reference to this  
8 movement and all these issues that need to be  
9 addressed and we wouldn't have to ask for jobs, we  
10 could create our own jobs. We could have bought  
11 our own stores, we could have created our own  
12 economical advantage but we're so divided and  
13 that's what we have to get rid of, we have to get  
14 rid of the division that exists in our community  
15 and we have to come together and with that  
16 economical standpoint we'll be able to voice, we'll  
17 have a voice. Believe it or not they'll listen  
18 when you start affecting that money.

19 Thank you.

20 DR. HIGGENBOTTOM: Good evening. I  
21 want to talk about, I saw something on the board  
22 here today, talking about black and whites and I  
23 need to say this to our group. We got a shot, one  
24 shot at it to get it right. I'm not black and I'm  
25 not an African American, I am an American, I'm a

1 descendant of American slaves. We're here to help  
2 the community, we first have to identify the group  
3 it is that we're trying to heal. It is so  
4 important, black is a color, white is a color, it  
5 is not a nationality, it's not cultures, we are  
6 Americans. I'm a descendant of American slaves and  
7 the American slave culture has been struggling ever  
8 since the Civil War. She didn't get no type of  
9 economic emancipation, no type of guidance to  
10 mainstream America, she was rushed into the  
11 industrial age so the American slave culture has  
12 been struggling. Not black American, not African  
13 American, the American slave culture and we have to  
14 address that piece because she didn't get paid,  
15 slavery was business, it wasn't personal, it was  
16 business, America needed someone to build this  
17 nation. The Indians certainly wasn't going to do  
18 it so they went to Africa and brought the seed here  
19 and it was deposited in these plantations. These  
20 are not black people, they're not African American,  
21 African American is an immigration term that they  
22 gave in 1952 by the United States Immigration,  
23 those whites and blacks that came here to America  
24 and once they got certified they gave them the  
25 title African American.

1                   Here's what I'm saying to you family,  
2   the American slave culture needs two things, it's  
3   an identity crisis, we have to address that, we've  
4   been called slaves, colored, negro, black, African  
5   American, which one is it? Why so many name  
6   changes? Until we address the identify crisis that  
7   we are descendants of American slaves things are  
8   not going to change for us. We need to be told the  
9   truth and we have to have a systematic A-B-C-D  
10  flight plan, I mean economic plan that leads us  
11  right into the mainstream America.

12                   MS. FRANKS: After Phil Gonzalez we  
13  will have is it Bennett Webb? Bennett Webb and  
14  Peggy, please forgive me, Kieholzen. Okay.

15                   MR. GONZALEZ: My name is Phil  
16  Gonzalez, I may look white but I'm Hispanic, I'm a  
17  one dropper, I grew up in Cochran Apartments, I  
18  live in West County. How did I get there? I was  
19  an apprentice painter which was opened up by the  
20  Federal government suing the unions to allow  
21  blacks, Hispanics into the union and train us, a  
22  skill, but I got a segway from him about after the  
23  Civil War the problem is not, it's fundamental to  
24  the U.S. Constitution, it's an unfinished document.  
25  The English world trying to enslave the Americans,

1 we cast them off and the founding fathers did the  
2 best they could because there were slave owners and  
3 there were white people that wanted and black  
4 people that wanted everybody to be free. The  
5 Constitution gives no power to the people, all we  
6 have is voting. If we're just going to change  
7 judges and not change the laws then we're not going  
8 to have freedom. When two percent of the people in  
9 this country take 70 percent of the wealth,  
10 remember Highway 270, but yet up until this year,  
11 last year, 2014, they were paying less than 16  
12 percent in taxes. 16 percent. Romney paid less  
13 than 14 percent on his millions. We have to take,  
14 pass laws to get the people the power to enforce  
15 laws. You got a prosecutor, there's a term called  
16 procuratorial discretion, we got a president that's  
17 going to naturalize 5 million illegal immigrants  
18 who steal my work and your work. They don't work  
19 on farms, they're hanging drywall and in Harlem the  
20 employment rate for African Americans is 50 percent  
21 for those between 18 and 55. Did you know that?  
22 Be coming for them.

23 Thank you. Change the laws.

24 MS. FRANKS: State your name and what  
25 pat of the city you're from.

1 MR. WEBB: Hi, I'm Bennett Webb, I  
2 live in Affton.

3 Social injustice, corporate greed,  
4 that's why I'm here. 1990s, I bought a \$10 million  
5 insurance company, terminated the contract with the  
6 insurance agent because it sold insurance to  
7 African Americans. That's what the court case  
8 says, that's what the court voted on, that's what  
9 they agreed on in the City of St. Louis. They also  
10 covered several other agents but there's some funds  
11 so nobody cared so, but what did the insurance  
12 commissioner of Missouri do about this? Absolutely  
13 nothing. This agent contacted him before he took  
14 the company to court and said what can you do to  
15 help me, you build a court case and you'll win. So  
16 my point is you get a hold, do you know the color  
17 of your daughter's car because you have to have a  
18 car to go to work and have insurance to get a car  
19 and if this company won't sell it to African  
20 Americans they're being sent to buy insurance at  
21 other places that's less, that's not as good and  
22 certainly more money and the young kids can't  
23 afford this so they can't go to work, can't get a  
24 house. I am sick and tired of the trickle down  
25 stuff, trickle down, it's Good Ol' Boy authority in

1 Columbia, Missouri saying how these people are  
2 going to deal with us. They got to be paying  
3 somebody in the government to let this stuff go on.

4 Thank you. Get a hold of your  
5 aldermen and let them know where you're at.

6 MS. FRANKS: Please state your name  
7 and where you're from.

8 MS. KIEHOZEN: My name is Peggy  
9 Kiehozen, I live in Affton and I want to thank the  
10 Commissioners first of all for your service and for  
11 this opportunity to speak both to you and to this  
12 audience.

13 Darren Wilson killed Michael Brown,  
14 Jr. That is a fact which no one disputes. No  
15 matter what the criminal justice or civil justice  
16 system does or does not do the death of Michael  
17 Brown, Jr. is a wound which needs to be healed.

18 Some people who are not peaceful  
19 protesters hurled insults, spit and other objects  
20 at law enforcement personnel. This is a wound  
21 which needs to be healed.

22 Law enforcement personnel hurled tear  
23 gas at protesters, this is a wound which needs to  
24 be healed.

25 Some individuals looted stores, set



1 fires to businesses, this is a wound which needs to  
2 be healed.

3 National, state and local policies of  
4 the past helped to create the segregated housing  
5 pattern which divides the St. Louis metropolitan  
6 area. This is a wound that needs to be healed.

7 God, the better angels of our  
8 natures, our vestibule of ourselves as human beings  
9 set before us a choice, we can choose revenge,  
10 retribution and punishment or we can choose  
11 reconciliation, restitution and healing. The  
12 choice is ours. The first way leads to winners and  
13 losers, division and bitterness. It's more of the  
14 same of what hasn't worked. The second way, the  
15 way of reconciliation, restitution and healing  
16 leads to solidarity, unity and the transformation  
17 of enemies into brothers and sisters.

18 You, my brothers and sisters, can  
19 help us choose the second way, you can propose the  
20 means which encourages the second way and invites  
21 us to do something different which yields a  
22 different result.

23 MS. FRANKS: I believe we have time  
24 for two more. We are going to have Ricky Jackson.  
25 And after Ricky we will have George Jones.

1 No? Let's go with Ron Jackson.

2 MR. JACKSON: Good evening. I'm  
3 Ricky Jackson, I'm the president of St. Jordan the  
4 Ordinary.

5 We passed out some literature that  
6 everyone has hopefully. They were recommendations  
7 for the Ferguson Commission, from our perspective  
8 we know there's a whole bunch of issues in play but  
9 this is what we do, so we'd appreciate if you would  
10 take a look at these recommendations and actually  
11 comment on them by giving us a call on our website  
12 or at the telephone number you see in front of you.

13 MR. RUSS: Ricky and I both put our  
14 names in the bowl so you don't have to call Jim  
15 Russ if we're lucky enough to have both our names  
16 drawn.

17 We hope to at some later date present  
18 to the Ferguson Commission in detail what our  
19 experience of 56 years of providing housing,  
20 working on community development have been. I was  
21 at the last meeting and made an announcement and we  
22 didn't have a chance at that meeting to pass out  
23 our literature.

24 I think that's enough. Less than two  
25 minutes.

1 MR. JACKSON: Hello, Ron Jackson. I  
2 see some of my diversity training buddies in the  
3 room so I want to make an argument that all of us  
4 need to be in a room in a facilitated session  
5 talking about race because meetings are nice, big  
6 meetings are nice but it doesn't touch your soul  
7 and looking at somebody, listening to them, getting  
8 to know them, hearing their stories, that's the way  
9 we're going to move this agenda forward and the  
10 groups that need to do it is all the political  
11 leaders, the business leaders, the religious  
12 leaders, they're already doing some of this but the  
13 leadership has to get in touch with their own  
14 attitudes and beliefs about race and racism and  
15 fairness, equity and justice. So, you know, we can  
16 have a lot of meetings, in fact I told Brittany at  
17 the last meeting that the Commission needs to have  
18 diversity training workshops and she said we're  
19 going to do that. I see Rudy here in the room but  
20 you know we've got NCCJ, we've got the Diversity  
21 Awareness Partnership, we got the Anti-Defamation  
22 League, we got the Equity Group, we've got groups  
23 right here in St. Louis that do the work and are  
24 really good at it and we need to pull them in and  
25 organize our communities, our leadership around

1 sitting down, looking eye to eye and I'll just tell  
2 you now 20 years ago Focus St. Louis Confluence at  
3 the time had a big conference, they invited the  
4 mayor, the political leaders, the business leaders,  
5 religious leaders to a conference, a weekend  
6 conference from Friday afternoon to Sunday noon,  
7 two days, and the leadership had to talk about it  
8 and at the end of it they had to make a commitment,  
9 they had to sign a form saying this is what I'm  
10 going to do in my organization or agency to address  
11 this when I get back. So, you know, we have to get  
12 in on the ground folks, it's on the ground work and  
13 we have to make a commitment and you know the thing  
14 about it? It costs money so whether we want to  
15 change the agenda in St. Louis or keep doing what  
16 we doing what are we going to get? Same thing,  
17 right? And what's that the definition of?

18 AUDIENCE: Insanity.

19 MR. JACKSON: Thank you very much.

20 MS. FRANKS: That you all for  
21 speaking, we do definitely appreciate your  
22 commentary as these meetings are here for you all  
23 and we definitely want to hear from the community.

24 Now I will go ahead and Reverend  
25 Starsky will introduce our presenter for tonight.

1                   CHAIRMAN WILSON: Thank you very much  
2 for those who have shared today for giving your  
3 perspective and sharing and guiding us. So you  
4 know, we continue to hear your voices and look to  
5 make sure we integrate this.

6                   I want to say particularly to Ron, so  
7 you ruined it Ron, I listened to that narrative,  
8 we've been talking about groups over the course of  
9 the last few days, particularly last few weeks  
10 about the infrastructure needed so earlier today I  
11 did what I have been doing for the last couple of  
12 weeks which is echoing Ron Jackson in talking about  
13 the infrastructure that was here 20 years ago as  
14 relates to this work around diversity, dismantling  
15 race inclusion and equity and you ruined it because  
16 when I tell the story I'm a preacher and I engage  
17 in hyperbole so that weekend meeting was a four day  
18 meeting when I told it earlier today, you brought  
19 it down to two, I'm trying to raise the standard.

20                   But we do honor the great work that  
21 is happening in our community and honor all the  
22 voices who have shared so we thank you very much  
23 for that.

24                   As we have noted we want to turn our  
25 attention to sharing some models for the

1 communities providing a bit of a framework for us  
2 to move forward for our community. We are pleased  
3 that one of those models is represented in our  
4 conversation today and has been in dialogue not  
5 only with philanthropic leaders in this community  
6 but also meeting with some of the aforementioned  
7 organizations of tomorrow and meeting with more  
8 leaders in the community later this week are  
9 representatives from Kellogg Foundation working on  
10 their American Healing Initiative.

11                   The gentleman who will present to us  
12 tonight is William Buster, the director of  
13 Mississippi and New Orleans programming for the  
14 W.K. Kellogg Foundation, Battle Creek, Michigan. I  
15 can tell you he's a great guy and he's been very  
16 helpful so you may want to know other credential  
17 information so I pulled a bit of bio here to share  
18 with you although I won't read all of this.

19                   In William's role he's responsible  
20 for leadership and vision program centralization,  
21 design, planning and management and coordination  
22 and communication, evaluation of all policy  
23 programming and learning, of grant making in  
24 Mississippi and New Orleans. He supports and  
25 facilitates work in community exchange process

1 within the region in alignment with the  
 2 Foundation's external partners in the region. He  
 3 also provides leadership and guidance to work  
 4 around the Foundation's work with the Executives  
 5 Alliance for Expanded Opportunities for Boys and  
 6 Young Men of Color and coordinates their work and  
 7 spent some time previously working with black  
 8 farmers in the regions that he is responsible for,  
 9 their nutrition and food initiatives.

10 His background although he notes he  
 11 is a historian you may find that he is a historian,  
 12 how he shares information, his Bachelor's degree is  
 13 in history from North Carolina's Agricultural and  
 14 Technical University Greensboro, he holds a Masters  
 15 degree in development policy and practice from the  
 16 University of New Hampshire and also completed  
 17 Harvard University's JFK School of Government's  
 18 Executive Leadership Training Program. All that to  
 19 say I have found to be a helpful guide in his work  
 20 in finding our way to ethnic goals within our  
 21 community to some of the national initiatives where  
 22 there's interest in this area so we're pleased that  
 23 our presenter tonight that will share with us for  
 24 about a half hour and then take some questions from  
 25 Commissioners as they seem to deepen their

1 understanding in this framework, Mr. William  
2 Buster. So please welcome him.

3 MR. BUSTER: So good evening. Thank  
4 you for inviting me here. I first would like to  
5 say I am honored to be amongst you this evening,  
6 the residents of this community. We have watched  
7 you from around this country and we believe that  
8 you, there is something to learn about what you are  
9 doing here so I commend you, you and your families  
10 for all the work that you're doing. So thank you,  
11 I humbly thank you for all the work that you're  
12 doing, we need you to do it. Do not stop.

13 I would also like to thank the  
14 Commissioners for your invitation. I appreciate  
15 the opportunity to share a little bit about what  
16 the Kellogg Foundation is supporting around the  
17 country. I always like to tell people and it's all  
18 right, it's okay to admit it, you don't really know  
19 what philanthropy does, that's okay, I didn't know  
20 it until I actually had a job in philanthropy, even  
21 when I was interviewed I didn't know what  
22 philanthropy does.

23 So the Kellogg Foundation, we believe  
24 in facilitation, we facilitate the opportunity for  
25 organizations to do the work that they do in



1 communities so I'm not going to spend a lot of time  
2 talking about the Kellogg Foundation, I'm going to  
3 talk about some of the work that we're supporting.

4           So an overview. So I'm going to talk  
5 a little bit about real quickly the vision and  
6 mission of the Kellogg Foundation, our  
7 understanding and definition of racial equity, our  
8 initiative we call America Healing to give you an  
9 overview and objectives of that work and then some  
10 recommendations that we have. I'm also going to  
11 share a specific example of some work that we've  
12 supported in communities in Mississippi through the  
13 Winter Institute, their Compass work and share with  
14 you some recommendations that we have and hopefully  
15 I'll be able to weave in some other real time  
16 examples. I think that's one of the things I've  
17 learned as I've had these types of conversations  
18 around the country. People, they want to know what  
19 racism is, they want to know what healing work is  
20 but most importantly they want to know how to get  
21 at the work so I'm going to try to give examples  
22 and hopefully when the opportunity presents itself  
23 with the Commission they'll ask further questions  
24 for clarity, so just a little overview of that.

25           So the vision of the Kellogg

1 Foundation. We envision a nation that marshals its  
2 resources to assure that all children have an  
3 equitable and promising future, a nation where all  
4 children thrive.

5           The Kellogg Foundation supports  
6 children. Our mission is to support children,  
7 families and communities as they strengthen and  
8 create conditions that propel vulnerable children  
9 to achieve success as individuals and as  
10 contributors to the greater community and society.  
11 That is our vision and initiative.

12           So understanding and defining racial  
13 equity. The Kellogg Foundation in 2007 mandated,  
14 the board mandated that the Foundation was going to  
15 be committed to being a foundation of an effective  
16 anti-racist organization that promotes racial  
17 equity, that happened in 2007. But before that the  
18 Foundation had worked for a couple of decades on  
19 different aspects of the work, diversity,  
20 inclusion, those types of things but in 2007 they  
21 came to grips with the reality that this country  
22 had some unfinished business. We needed to  
23 acknowledge that racists played a part particularly  
24 as it relates to the Kellogg Foundation because  
25 we're more focused on children, that children are

1 having to live throughout that legacy and without  
2 addressing racism and the impacts on growth of  
3 children we're not going to really be able to deal  
4 with some of the underlying issues that children in  
5 vulnerable communities face in this nation.

6           Why, why do we care about racial  
7 equity? We invest in community and national  
8 organizations whose innovative and effective  
9 programs foster racial healing and through  
10 action-oriented research and public policy work we  
11 are helping translates insights into strategies and  
12 sustainable solutions. Again, like I said, we  
13 believe that it's absolutely important that in  
14 order for us to help children thrive this is one of  
15 the legs, this is one of the legs of the stool that  
16 we have to deal with.

17           So the Kellogg Foundation funds in  
18 areas of education, health, food health and  
19 wellbeing, economic security with racial equity  
20 running throughout the framework of that. That's  
21 why it's important for us.

22           What do we mean by racial equity?  
23 And you can read it but I'll pick out some  
24 highlights. So racial equity refers to the  
25 principles of fairness and justice. Racial equity

1 work describes actions designed to address historic  
2 burdens as well as remove present day barriers to  
3 equal opportunity. That is the Kellogg Foundation  
4 perspective. You may have your own, it may be  
5 important for this community to define what racial  
6 equity means for itself. This is the Kellogg  
7 Foundation framework, we believe that it was  
8 important for us to kind of own something, we  
9 needed to be able to tell people what we meant and  
10 why we were doing what we were doing in the  
11 communities which we've supported. But it's  
12 important that maybe you want to raise those things  
13 for yourselves.

14 So, I will be definitive about a  
15 couple of things, this is one of my favorite slides  
16 in telling you what racial equity is not so I can  
17 tell you what my opinion is but I am definitely of  
18 what it is not. Racial equity is not diversity.  
19 Diversity is variety. Racial equity is not  
20 inclusion, though inclusion is a good thing,  
21 inclusion equals representation. Racial equity is  
22 not equality, equality means sameness. Racial  
23 equity equals fairness and justice. Pure and  
24 simple. So if you take a look at the picture  
25 there, so you got the kids watching the baseball

1 game and they are all equal on the left, each one  
2 of them have a box, that's equal, right, that's  
3 fair, right? But one of the kids can't see the  
4 game at all, the other barely sees it, the other  
5 one sees it just fine. Equality means, equity,  
6 excuse me, equity means that everybody gets to  
7 watch the game at the same time they same way.

8           Some of our definitions of healing.  
9 I've been asked that question several times, what  
10 do we mean by healing? So real quick I'll go  
11 straight to the heart of it. Racial healing means  
12 to restore to wholeness, to repair the damage and  
13 to set right. Wholeness, repair and setting right  
14 is what we came to support through our racial  
15 healing work. Implicit bias, that's the word that  
16 you'll hear academics throw around, I say it a lot,  
17 you'll hear me say it throughout this evening.  
18 Implicit bias is the automatic association of the  
19 stereotypes and we have some research and I'll  
20 raise it up a little later that talks about merits.  
21 Implicit bias is one of those things I think that  
22 we really need to begin to understand. We have  
23 this operating system working behind our ears,  
24 working behind our eyes constantly, like the  
25 operating system in a computer, it works in the

1 background. Implicit bias tells us without us even  
2 thinking I fear that person. I don't know what  
3 that person's going to do to me. As a teacher I  
4 may come in a classroom and say yep, all the kids  
5 on this side of the room are going to pass and all  
6 the kids on this side are going to fail. We do it.  
7 As a police officer I see a person of interest, my  
8 narrative in the back of my mind my tells me that a  
9 person of interest usually is that young black  
10 male. It's implicit. Okay. No intent behind it.  
11 That's what makes it so dangerous. So implicit  
12 bias is one of those things that we need to begin  
13 to understand as communities, and then structural  
14 racism, that's one of the things in talking we  
15 throw around a lot. I think it is absolutely  
16 necessary to deal with some of those things but the  
17 way in which I think about it and many of the  
18 Foundation thinks about it is you have to go  
19 through a process of healing while you're dealing  
20 with some of these very nefarious issues around  
21 structural racism and our definition is the  
22 interaction among institutions, policies and  
23 practices that inevitably perpetuates barriers to  
24 opportunities and racial disparities. Again, these  
25 are the Kellogg Foundation's definitions.

1                   So America Healing. I've been asked  
2 to come here and talk a little bit about what we  
3 did and why we did what we did. In 2009 the  
4 Kellogg Foundation, excuse me, the Kellogg  
5 Foundation over decades have been a champion of  
6 diversity, inclusion, racial equity and healing.  
7 For decades the Foundation has understood that many  
8 vulnerable children are children of color and has  
9 focused attention on particular needs of these  
10 children and these families. In 2009 the  
11 Foundation launched America Healing Initiative, a  
12 strategy for pursuing racial healing and racial  
13 equity designed to raise awareness, to repair and  
14 to heal historical wrongs and dismantle systems  
15 that continue to perpetuate structural racism.  
16 Built on the understanding that making progress  
17 would require thoughtful, systematic interventions  
18 aimed at individuals, organizations, communities  
19 and public institutions in order to change  
20 thinking, practices, system of accountability at  
21 every level, local, state, regional, tribal and  
22 national.

23                   So to sum that up. We did it because  
24 we believe that communities need to work on some  
25 things together. It's essential. We, as we looked

1 in 2009 at the ways in which we wanted to support  
2 work to improve children's lives we decided that  
3 let's help communities begin to tackle some of  
4 these issues that they're dealing with that they've  
5 been afraid to or haven't had the capacity to do,  
6 that's another word you'll hear about. It takes,  
7 this is a muscle, if you haven't built it up, if  
8 you haven't learned how to work together, how to  
9 talk together you can't go out there and solve the  
10 problems. So capacity is another one of those  
11 issues. We came to support organizations and  
12 communities to come together and do some of this  
13 work and we believe that we've been able to see  
14 some things that have happened around the country  
15 that are very positive.

16 I have a quote from a thought leader  
17 and a mentor of mine, John Powell, if you thought  
18 this was easy. I think, John says, I think we have  
19 to be uncomfortable with the present racial  
20 arrangement. I think we have to be willing to be  
21 uncomfortable, willing to demand more of ourselves  
22 and more of our country and willing to make the  
23 invisible visible.

24 This work isn't easy, that's one of  
25 the key learnings that we learned, it may seem like



1 it's a natural learning but consistently that is  
2 one of the things that I want people to understand.  
3 This is uneasy work. People are going to be hurt,  
4 upset, happy, sad, all of the emotions as you go  
5 through this process of trying to heal and  
6 understand how we can work together to improve our  
7 community.

8           So I always tell people when I've  
9 done site visits and asked them how the work is  
10 going and they're telling me oh, it's great, we've  
11 had this amount of meetings and we were working on  
12 these issues and we got a plan and I'm listening  
13 and I'm sitting and I'm trying, because I know  
14 there's some key words I want to hear and if I  
15 never hear yeah, in that one meeting somebody  
16 turned a table over and walked out of the room and  
17 then they came back and we worked through, that is  
18 when the work happens. Nothing in this universe  
19 happens without friction, it's a natural law. So  
20 don't be afraid of the uncomfortableness, know that  
21 there's going to be opportunities for people to get  
22 upset with one another but in that moment if you  
23 have good facilitation, that's what I mean, that's  
24 why capacity is so important, if you have the  
25 capacity to struggle through those moments

1 uncomfortableness and tension and frustration there  
2 is something better on the other side, that's  
3 another aspect of the work that we've learned.

4           In the American Healing work we have  
5 four objectives. We wanted to support and create  
6 public accountability and transform communications.  
7 Communications is key. We wanted to support and  
8 expand the capacity of community-based efforts.  
9 This work can not happen unless it happens with  
10 groups coming together, individuals, organizations,  
11 institutions. We wanted to intensify  
12 access-oriented research and analysis. One of the  
13 things that we found is that when you talk about  
14 racism and dealing with structural racism people  
15 with eyes begin to glaze over because a lot of the  
16 times the language is framed from the perspective  
17 of emotion and feeling, I think, I feel, all those  
18 kind of things. One of the things that we found  
19 that help people understand is that if you know the  
20 data, if you understand the reality of the data,  
21 because there's real information out there, it's  
22 not just emotion, it's not just what I think. I  
23 was telling a group earlier today I live in the  
24 state of Mississippi now and there's a troubling  
25 trend that I've uncovered through data. 51 percent

1 of all children, all black children, 51 percent, of  
2 all black children in the state of Mississippi live  
3 in poverty. That's the majority of black children  
4 in the state. 30 years black people will be the  
5 majority in the state of Mississippi, do the math.  
6 At some point the majority of the citizens in the  
7 state of Mississippi will live in poverty. That's  
8 an unsustainable way of living. So lean into  
9 action-oriented research, not just data for data  
10 sake, something that we can use.

11 Our fourth objective was to  
12 strengthen advocacy for both public policy and  
13 systems change. It's important that while you're  
14 building the capacity of leaders to learn how to  
15 articulate the opportunity, their grievance and the  
16 opportunity, it's absolutely essential that you  
17 have an eye towards very specific things, there are  
18 things that we need to be working on. One of the  
19 things that somebody asked me earlier today and I  
20 hear often is what happens first, the healing or  
21 the structural overload, what do you do, what  
22 happens? And what we found is the healing is the  
23 way to open up the door to really understand and  
24 create a common language, a common way of thinking  
25 but if you come together just for the sake of

1 healing without an agenda to solve an issue people  
2 lose interest. You have to have something that  
3 you're trying to do. I heard about the tables or  
4 the different working groups that you have, that is  
5 the work, so each one of those tables could have a  
6 healing aspect of the work infused into it.  
7 Something that points towards a solvable solution.  
8 So healing is great, we need to work on it but we  
9 need to tie it towards real policy and systems  
10 change. We heal together so we can go solve  
11 something together is how I like to think of it.

12                   So I want to give an example of one  
13 of our key organizations in the state of  
14 Mississippi, this is the William Winter Institute.  
15 William Winter was the governor of Mississippi in  
16 the early '80s, Governor Winter now I just was  
17 meeting with him last week, Governor Winter is 92  
18 years old, still drives himself around, is a very  
19 powerful person. Governor Winter if you know a  
20 little bit of the story about Myrlie Evers when she  
21 came back to the state of Mississippi in the early  
22 '80s Governor Winters was the governor to ask her  
23 forgiveness for what the state of Mississippi did  
24 to her husband, Medgar Evers. He was a champion  
25 for racial equity. He came to the understanding

1 that there was no solving the issues in Mississippi  
2 if you did not struggle with race and not just  
3 struggle with it, but beat it. So the William  
4 Winter Institute has a very specific process, they  
5 call it the Community Compass, they call it the  
6 Healing Table that they have. They convene tables,  
7 they actually start with conversations but the  
8 Community Compass helps people understand the  
9 direction that they're going in so very clearly  
10 articulated in the work that they do and they've  
11 kind of used it, they've used support from the  
12 Kellogg Foundation to lay the framework for this.  
13 So they look at the pyramid, this is a three-legged  
14 stool of attitude, behavior and condition, these  
15 are the things that they're trying to address  
16 specifically but they had to raise up and if you  
17 can't see those things I'll read them for you.  
18 They had to raise up, there were some benchmarks  
19 along the way that they had to have communities  
20 understand and I'll go through each of these and  
21 expound on them.

22 So denial and ignorance, that's at  
23 the beginning of where most communities begin.  
24 Then there's awareness of the issue. I think St.  
25 Louis, you're pretty aware of some of the issues

1 and you're learning more. There's the opportunity  
2 for relationship building, that is absolutely  
3 essential and then there's collaboration and then  
4 ultimately transformation and inclusion. But this  
5 is not a linear line so some of the things can  
6 happen before others, some you may loop back around  
7 and get back to another issue that you have  
8 ignorance about so think of it as a circle feeding  
9 in upon itself.

10 So phase one for the Community  
11 Compass, first they have a very intentional way in  
12 which the community is contacted, they do one on  
13 ones in the communities, single group identity  
14 work, multi-racial group from the start. It has to  
15 be. Step one, preparation and pre-assignment for  
16 the first collective community meeting so they do  
17 the one-on-ones, they understand essentially what's  
18 happening in that community before the first  
19 meeting and then with the community effort they've  
20 been invited, after a core community of leaders  
21 because that's the other piece you have to be clear  
22 about, it doesn't take everybody, it takes a  
23 committed few who are connected individuals.  
24 I talked earlier today about analysis, I'm into  
25 network analysis. In every community, every

1 community without fail there are individuals that  
2 are key to solving a problem. You all know who  
3 they are, you may not like to call on them, you may  
4 not like to admit that they're key but they're key.  
5 Traditional leaders. There are also people in  
6 neighborhoods and communities and households that  
7 are keys to certain neighborhoods. There are  
8 leaders in those houses that you know. Ms. So and  
9 So, Mr. So and So or that young person, you know  
10 who the leaders are so you have to involve them and  
11 get an understanding of them from the very  
12 beginning. The activity here is intelligence  
13 gathering and what they do is they, the data that's  
14 gathered, because again this is action-oriented  
15 research, it's community demographics, population,  
16 what kinds of conflict may have been going on,  
17 police, school, those kinds of things, school  
18 problems, there have been similar efforts to this  
19 before, it's always key. Talked about earlier that  
20 there's been work that's happened here, you got to  
21 know what's happened already and build upon that.  
22 Have these individuals met as a group before, what  
23 are the demographic makeups of the city boards and  
24 councils, you got to know that stuff and what does  
25 the last 12 years look like by way of demographic,

1 what's happened, where have people moved to, it's  
2 important to understand these things. Engage the  
3 people, engage them in talking about their  
4 community, ask them the questions, tell the story.  
5 There's research out now that speaks specifically  
6 to how people change. Data is good but story is  
7 best. The human brain is wired to make change  
8 based on stories that they can tell us. That's why  
9 narrative is so powerful, that's why implicit bias  
10 works so well because you have told yourself a  
11 story. I wish I had more time to talk about that  
12 but narrative and telling stories is I think one of  
13 the most powerful tools that you can utilize in  
14 doing this work.

15                   Phase two. When we talk about  
16 awareness. First receptive group meeting, ask them  
17 about their community and listen to the stories  
18 that emerge. Try to have a diary, document the  
19 story. It's important to tell the history, tell  
20 the story and select these stories. A metric of  
21 success will be how later stories differ from the  
22 initial stories because what you ask people to do  
23 is tell their racial story, what is your  
24 understanding, how do you experience race and  
25 hopefully through that process of awareness you



1 begin to kind of move away from what brought you to  
2 a room to a new reality. Doesn't happen overnight.  
3 They are quick to explain that they need at least,  
4 at least a two year commitment to just have these  
5 conversations.

6 I told a story earlier today about  
7 work that happened in Mississippi around Emmett  
8 Till, happened in the '50s. It wasn't until about  
9 20 years ago that community began to have  
10 conversations about the murder of Emmett Till and  
11 they didn't even talk about the murder of Emmett  
12 Till first, they talked about the courthouse where  
13 the trials took place. They talked about that  
14 being a center, an opportunity for the community to  
15 kind of come around because the downtown area was  
16 beginning to be in decay so these two individuals,  
17 African American man, white man began to have these  
18 conversations about how they could address the ills  
19 of what happened in that community. They knew it  
20 was going to take a long time, they began that  
21 process talking amongst themselves and they brought  
22 more people, the William Winter Institute actually  
23 helped them with some of this work. About seven  
24 years ago they launched the Emmett Till Commission  
25 and that was the opportunity for them to have

1 people tell their story. There were African  
 2 American men who actually saw Emmett Till being  
 3 taken and they couldn't do anything about it.  
 4 Their families had to hear these stories, their  
 5 families had to deal with the pain that these men  
 6 had. There were white families, white family  
 7 members who knew that their uncle, their  
 8 grandfather, their brother had taken part in the  
 9 murder and they couldn't say anything because they  
 10 feared ostracization from their community, from  
 11 their family. I know it's easy to say you should  
 12 have said something, when your family's at stake  
 13 these people understood and they had an opportunity  
 14 to begin to work through that, heal together. So  
 15 this past Saturday, so I told you 20 years ago,  
 16 this past Saturday they actually opened up the  
 17 courthouse, they worked on it this long, the  
 18 courthouse now is an official community center and  
 19 the Emmett Till Commission is continuing its work  
 20 but if it hadn't been for those people telling  
 21 their stories they wouldn't be able to begin that  
 22 process.

23 Now is it perfect, have they solved  
 24 all the problems in that community, no they have  
 25 not but they have a core of people in that

1 community that believe that first they had to  
2 acknowledge what happened, the tragedy, the trauma  
3 that happened in that community. Took them almost  
4 what, over 50 years to get to this point but they  
5 did it.

6 Phase three of the Community Compass  
7 which is relationships. It's important to have  
8 diverse groups, again willingness to commit to at  
9 least two years, 20 to 25 folks ready to do a  
10 retreat, talk about that, it's absolutely essential  
11 at some point, at some point there's going to have  
12 to be a group of all of us that comes together and  
13 begins to kind of set the trajectory about what  
14 we're going to do to actually solve, to first  
15 create some healing amongst ourselves, create  
16 stronger relationships and to tackle some of these  
17 key issues. There has to be a willingness to admit  
18 that there are things that you don't know about  
19 your community, there are things that you'll learn  
20 about your community that are hurtful. Leaders who  
21 are open and able to take the risks need to inspire  
22 and support others, you'll need that, you'll need  
23 leaders who are open to developing their  
24 leadership, guide by values and that the  
25 guideposts, this is through the relationships forum

1 and through the retreat objectives, these are some  
2 of their key understandings of what it takes to  
3 happen when they come together is creation of a  
4 safe space. Got to be able to have a safe space.  
5 Now it may have difficult conversations but it's  
6 okay to have a difficult conversation if you know  
7 you're in a safe place.

8 Guidelines for interaction, you got  
9 to have the rules, we're going to do this like this  
10 consistently. Begin practice of sharing stories in  
11 order to build relationships, again telling those  
12 stories.

13 Understand what the work is going to  
14 require, don't sugar coat it. This is a long, hard  
15 road. And then deepen those relationships, use  
16 that time to kind of really truly work on those  
17 relationships, come out of there prepared to take  
18 the next step. Hopefully at that point after a  
19 couple of years and you've been working on very  
20 little things, built some relationships, you've had  
21 some action wins and you've done some work, you can  
22 begin to really understand how you formulate phase  
23 four which is the collaboration, activities within  
24 the collaboration is to begin to have four one day  
25 workshops in the community, share the tools. This

1 is where you begin to build the leaders in the  
2 community to be the ones who want to be the  
3 ambassadors, take this work out. So you've had a  
4 core of leaders then they begin to work with other  
5 leaders, again this whole notion of network  
6 analysis, you have the nodes and they begin to work  
7 with others. Activities are continued in this  
8 aspect of collaboration, relationship building is  
9 still important and also planning for community  
10 actions. Community actions. Not just  
11 conversations, you have to do something or else you  
12 will lose people.

13                   And then finally, as we stated before  
14 is transformation and inclusion of other aspects of  
15 the community and that's when you have, you've  
16 taken your agenda to the city council, you've taken  
17 it to the county commissioners, you've taken it to  
18 the mayors, you've taken it to the school system  
19 and the transformation begins to happen because you  
20 have a core of individuals in that community that  
21 are, that have gone through a process together, now  
22 they're ready to deal with one another.

23                   Now that's their process and I didn't  
24 share everything that they do but that's the key  
25 aspect of the work.

1                   There's something I'd like to add at  
2 this point about this. Each community takes its  
3 own racial rhythm so what works in one community,  
4 how they do it in one community, the process is in  
5 steps may not work for your community so you get,  
6 you have to have a clear understanding of what your  
7 rhythm is. I told a story earlier today about in  
8 the community I grew up in in Kannapolis, North  
9 Carolina, right next to Charlotte, home of Dale  
10 Earnhardt, in Kannapolis there was a cultural norm  
11 that on Saturday nights in one part of town,  
12 downtown loop, white kids drove their cars around  
13 that loop, black kids didn't drive their cars  
14 around that loop, black kids went and parked  
15 somewhere and had conversations and did what they  
16 do. That was normal. Nobody told us we couldn't  
17 do it, that's just what it was, that was the rhythm  
18 of that community until some young people said I'm  
19 going to drive my car around the loop. It was just  
20 that simple. And that was more disruptive than you  
21 may think because that had been established for 50  
22 years. Black kids don't come downtown on Saturday  
23 nights, just didn't. Now nobody goes downtown now,  
24 I guess once we found out that it really wasn't  
25 that fun, people just kind of left it alone. But

1 it's important, don't shy away from what you know  
2 is a cultural norm in this community, deal with  
3 that stuff. It's uncomfortable, it's uncomfortable  
4 because what it causes you to understand is that  
5 there is a level of fear and ignorance that we  
6 allow to command us. If you begin to deal with  
7 some of those issues of those cultural norms and  
8 understand the rhythm of your community there's  
9 nothing that you can't accomplish, there's nothing  
10 that you can't uncover because you're willing to  
11 deal with the very things that have kept you apart.

12           So all of the examples that you'll  
13 see over the next several months, this and others,  
14 understand that you have to tailor it to your  
15 community but the key aspect that I think is  
16 resonated throughout the place that I have seen and  
17 the work that I've been a part of is that it takes  
18 time.

19           I went to New Orleans a few days  
20 after Hurricane Katrina, it will be 10 years ago in  
21 September and I'm still there supporting work down  
22 there and so is all the other communities but there  
23 was an aspect of the work that had to happen that  
24 started with rebuilding but then they began to deal  
25 with some very structural issues that have kept

1 people apart in that community. They're still at  
2 it so in New Orleans the 300th anniversary of that  
3 city will be in 2018 and they're saying now because  
4 they've been working on this for years by 2018 they  
5 want to be able to announce to the world that New  
6 Orleans is a city that's focused on its children,  
7 that's dealt with its very unique racial past.  
8 That's the frame that they set out for themselves,  
9 there's a lot of skepticism in the community about  
10 whether they can do it but they set a clear  
11 objective. 10 years, by 2018 it will be 13 years  
12 and they know that it's going to take even more  
13 time so do not believe, don't disvalue yourself of  
14 the notion that when the report comes out, the  
15 report is going to be due in what, September?  
16 That's really, that's first floor. Then the work  
17 really begins. You need another aspect of the work  
18 that's consistent across all communities that I've  
19 spoken to have to have an anchor. So I talked  
20 about network analysis, know as the information and  
21 the leaders are touching on this if they don't have  
22 a touchstone, if they don't have a place in which  
23 it's collecting information, directing meetings,  
24 disseminating information, doing analysis, heck,  
25 organizing baby-sitting, if you don't have an



1 anchor this can't work. That causes a whole other  
2 conversation because we're dealing with the  
3 nonprofit industrial complex, you've got to deal  
4 with that because you need it, it costs money, like  
5 you said it does, you're going to have to have  
6 staff, that's just the reality because all of you  
7 got jobs, somebody has to be minding the store so  
8 anchor organizations.

9                   So I want to get to some of the  
10 things that we've began to learn, talked a little  
11 bit about implicit bias already, so I'll go  
12 straight to this. So we've talked a little bit  
13 about implicit bias and we'll get to one other  
14 thing I want to share with you.

15                   So a few years ago the Foundation,  
16 well for decades the Foundation has worked on  
17 issues related to young men and boys of color.  
18 That was actually the frame that we came here after  
19 the killing of Michael Brown and the issues related  
20 to police and young men of color, we believe that  
21 that was a frame for us to kind of articulate and  
22 at least enter and try to share information,  
23 weren't coming here to do any work but we wanted to  
24 share and help. Our CEO wrote an op-ed several, a  
25 couple months ago and it was ran in the paper here,

1 I've been here a couple of times and talked with  
2 folks but for us when we did this racial healing  
3 work and equity work we began to understand that  
4 there was some key aspect of this work related to  
5 young men and boys of color. Not to say, very  
6 clearly, not to say that there are not issues that  
7 young girls of color face each and every day. We  
8 recognize that we are dealing with a very acute  
9 issue that the aspect of there are times in which a  
10 boy of color may leave home and he may never come  
11 back home again. So recommendations out of the  
12 racial healing work that we did was to transform  
13 the narrative so I wanted to talk a little bit  
14 about this history and identity are tied up in  
15 social narratives, it's absolutely key to this work  
16 and understanding this so the core focus was  
17 changing the conditions on the grounds for young  
18 men of color through community-based organizations  
19 and building comprehensive networks to support that  
20 extends from birth until death, again we wanted to  
21 use a data driven approach, key intervention  
22 points, best practices to support this change is  
23 change the racial narrative, we began to understand  
24 that that was one of the key things we needed work  
25 on. So tell better stories from these sources.

1 Young people, young people have dynamic ways in  
2 which they can tell their own narrative. We have  
3 to incorporate their narrative into the better  
4 narrative of the community as a whole. Listen to  
5 some of these dynamic young people. I heard a  
6 story today about a young man who talked about  
7 Teach For America saved his life, that's an  
8 absolutely essential narrative that has to be  
9 shared consistently. Have to radically alter the  
10 story, the story of young men, we have to stop it  
11 now. When you hear a story, so I'll tell this to  
12 all of you, I deputize all of you this evening, if  
13 you listen to a news story or see an article in the  
14 newspaper that talks about young men of color,  
15 particularly young males and they paint the story,  
16 they don't call them predators, they don't  
17 necessarily call them monsters but they don't view  
18 them as children. If you can't see a child for  
19 being a child then there's no way in the world that  
20 you can create a narrative and an understanding, a  
21 body of work that's going to actually help the  
22 community. It's consistent. If you don't see  
23 children as children then you can't work together  
24 to solve the problems of children. You immediately  
25 shut down that arc of the story, you share.

1 Because one of the key aspects of this work that we  
2 found in talking to young people is that they  
3 internalize their stories. We held some youth  
4 group meetings in the state of Mississippi and in  
5 New Orleans and there was a key thing that kids  
6 kept saying, young people kept saying to us, we  
7 know when we go into a classroom whether or not a  
8 teacher likes us. They've internalized the fact  
9 that that teacher's not going to teach them.  
10 So I'm a child, what do I think when I think  
11 somebody doesn't like you, I'm going to show you  
12 how much I don't like you. That's what children  
13 do. They don't know, they're not going to solve  
14 the problem by saying teacher can we have a  
15 conversation about how I feel when you were talking  
16 to me, that's just not how it happens. So  
17 understand that they are internalizing, watching  
18 all the stories then you got to help people. I  
19 think that's another aspect of the healing work  
20 that's very critical, blame the chain, that gets  
21 you something but ultimately it's incentives,  
22 helping people understand that this is, we've  
23 coined the phrase racial equity is an economic boon  
24 for people. Got to frame it for people that it's  
25 an incentive to deal with some of these issues and

1 when you're talking about journalists and the media  
2 folks help to incentivize them with good stories,  
3 that's all we need is good stories. All the  
4 journalism folks in the room can you tell a bad  
5 story and keep a job? No, you can't. So  
6 incentivize people.

7 So we have some very clear  
8 recommendations on the work of implicit bias as  
9 well. I'll share just a couple of these.

10 So in our implicit bias work what we  
11 felt was important for our communities to do is  
12 understand while implicit biases are durable they  
13 are not permanent. Openly acknowledge the biases  
14 and then directly challenge and refute them. I  
15 deputized you all to do that. Exposing one self to  
16 different images and assumptions. Be active in  
17 challenging your own biases. It's actually quite  
18 interesting if you take the day, just spend one day  
19 and recognize the ways in which you catch yourself  
20 thinking about something in a certain way,  
21 challenge yourself and then build personal and  
22 professional relationships across racial  
23 differences, it's absolutely essential. It's not  
24 the end all be all, it's not our objective here to  
25 say hey, I've got a white friend, that's good and

1 we should have friends across different racial  
2 barriers but that's just the beginning.

3           Those are some of the recommendations  
4 that we felt could help people overcome implicit  
5 bias.

6           Just real quickly on community level  
7 strategies, and actually I think there was a  
8 handout in your folders that actually goes in depth  
9 in this so I'm not going to speak about this in  
10 depth about intra and inter group strategies, just  
11 want to raise this one up very quickly. One  
12 particular aspect of community level strategies,  
13 nurturing intra-racial healing and collaboration.  
14 And I didn't say inter, intra, work with folks that  
15 look like you to heal the stuff that you all are  
16 dealing with. There's some ugly stuff in each of  
17 our neighborhoods, our communities, our white  
18 community, our black community, we got to talk  
19 about that stuff. We got to deal and heal with  
20 from those things. Intra healing, racial healing  
21 is absolutely essential to this work. Almost, some  
22 people believe that, some people believe that you  
23 can't do interracial healing unless you are dealing  
24 with intra-racial disparities. And then you can do  
25 the work around increasing across cultural

1 awareness and understanding. But we have, there's  
2 a handout in your packets I think people have  
3 access to that's up on the website I know  
4 definitely that talks about the different community  
5 strategies that you can utilize.

6           Then, so what does success look like?  
7 Racial equity is the condition that would be  
8 achieved if one's racial identity no longer  
9 predicted in a term, in a structural sense. I  
10 heard a stat today that says in certain zip codes  
11 that are 10 miles apart the life expectancy dips 18  
12 years. That's unsustainable, we can't have that in  
13 our community. How one fails, when we use the term  
14 racial equity we are thinking about racial equity  
15 as one part of racial injustice and thus we also  
16 include work to address root causes of inequity,  
17 not just their manifestation. This includes  
18 elimination of policies, practices, attitudes and  
19 cultural messages, talk that driving around the  
20 room that reenforce differential outcomes about  
21 race or fail to eliminate them.

22           So that's our framework, that's our  
23 view of the work and we've been supporting  
24 organizations to do this work for the past several  
25 years, intentionally since 2009 but even before

1 that we've been supporting this and think that it's  
2 work that is going to help this community and you  
3 have a lot more learning to do, this is just one  
4 conversation from one individual, there are lots of  
5 leaders in this country that can help you deal with  
6 some of these issues.

7 So thank you very much for allowing  
8 me to share some of the information with you this  
9 evening.

10 CHAIRMAN MCCLURE: William thank you  
11 very much. Extraordinarily helpful. And we want  
12 to take some time to process what you've told us  
13 and so Scott if I can ask you to help us grab a  
14 couple of mics so we're going to open this for  
15 commissioner questions first, we'll ask the  
16 audience indulgence and let the commissioners probe  
17 here a bit with William and then we'll take a few  
18 moments just to have a couple of audience questions  
19 if we can move them through and then we'll break  
20 out into some groups so we can process this in  
21 smaller groups.

22 So William let me just start off if  
23 you could just take a quick moment and talk over  
24 this 10 years in New Orleans post Katrina what two  
25 or three things stand out as things that worked as



1 you have dealt with the healing process?

2 MR. BUSTER: I think the first thing  
3 that I think actually has led to some real  
4 substantive change around healing is that the  
5 communities started with community revitalization.  
6 After the building the community back, physically  
7 building because they lost a lot of the physical  
8 aspect but that led immediately to economic  
9 opportunity so New Orleans I think is rated one of  
10 the top entrepreneurial cities in the country. No,  
11 not the top, that's because there was very specific  
12 work that happened at the very beginning post  
13 Katrina that incentivized through organizations and  
14 businesses that incentivized so surroundings  
15 invested in first physical infrastructure and then  
16 the economic opportunity that needed to take place.  
17 But one of the things, what's clear about that is  
18 what we lost and this is where the healing work is  
19 so important is that not all people have  
20 experienced the economic boon in the same way so  
21 the healing work now is going back and saying you  
22 know what, in our 10 year reflexion what are we  
23 going to do next to make sure that all young people  
24 in this community can benefit from the economic  
25 boon so I would predict in New Orleans over the

1 next five years what you'll see is very intentional  
2 ways in which community colleges are engaged  
3 because there's a whole aspect of work where the  
4 businesses, several larger industries, the power  
5 companies, those kinds of things, the companies are  
6 working with community colleges to say look, we  
7 need 10,000 workers by this date, can you help us,  
8 we want them to be indigenous, we want them to be  
9 from New Orleans so in the next five years you'll  
10 see an actual pipeline of young people coming out  
11 of high school, going into community colleges  
12 getting actually very good paying jobs for their  
13 families moving forward. But that's come about as  
14 the healing work began because the healing work's  
15 identified that hey, not everybody's experiencing  
16 identifying the gap so the work of our working  
17 group is in the economic mobility.

18 CHAIRMAN MCCLURE: Okay. Great.

19 Commissioner questions?

20 Felicia?

21 COMMISSIONER PULLIAM: I have a  
22 question. That was really good, thank you so much.

23 When you started off talking about  
24 whether or not that we may have to define for  
25 ourselves based on cultural norms what the

1 community broadly understands racial equity to be  
2 can you outline a situation where a community's  
3 actually done that or do most people just accept  
4 the definition because it makes sense to me?

5 MR. BUSTER: Yeah. So in Sunflower  
6 County, Mississippi, it's in the Delta, actually  
7 not too far from here, I just realized 55 is the  
8 same 55 that goes to Mississippi. Sunflower  
9 County, the community there was dealing with some  
10 Mississippi Delta issues, long, deep issues and so  
11 for them equity meant dealing with some things that  
12 other communities that move way past, so in that  
13 community what I think they were struggling with is  
14 people were saying hey, you got to have better  
15 schools, you got to have jobs and all this kind of  
16 stuff and let that be what drives you toward equity  
17 and success in your community. But what they  
18 finally have come to saying we have to deal with  
19 the fact that some of these folks in this community  
20 own plantations, your families own plantations and  
21 I don't mean in the 1800s, I'm talking plantations  
22 in the '50s, you know, because I hear people say I  
23 was born on so and so's plantation, literally, I  
24 still hear people say that so equity for them meant  
25 dealing with that very difficult conversation of

1 where power existed and where it still exists.  
2 White folks as they call them got the power  
3 literally. They can stop me from being able to eat  
4 in my community if they want to. So they've  
5 defined that for themselves. Whereas another  
6 community probably wouldn't be dealing with those  
7 very same issues.

8 I hope that's helpful.

9 COMMISSIONER PULLIAM: That was  
10 helpful. I have a different question but I'm  
11 sharing.

12 CHAIRMAN MCCLURE: Other questions  
13 from the commissioners?

14 Okay Felicia, back to you.

15 COMMISSIONER PULLIAM: So I  
16 understand from Bethany that you, she's outlined  
17 for you the structure that we're working under, the  
18 commissioners and co-chairs of working groups.  
19 When you refer to the nodes in my mind that meant  
20 the working groups and when you talked about  
21 ambassadors I'm wondering if the members of the  
22 working groups that are helping us get to these  
23 critical recommendations, if there's a way to  
24 translate them into ambassadorship?

25 MR. BUSTER: I think that could work.

1 I actually think the commissioners themselves  
2 should view themselves as nuances as well, as key  
3 cogs in this network of change. Working groups can  
4 be that but the leadership of these commissions can  
5 actually help go a long way with that. But of  
6 course I think the working group members, you got  
7 to own this stuff working group members, you have  
8 to be the folks that go out and tells the good  
9 things, not just the bad stuff or the stuff that  
10 you complain about but be ambassadors to get more  
11 people involved.

12 CHAIRMAN MCCLURE: Let me just probe  
13 on that just a little bit longer because I  
14 interpreted your node analogy in a macro sense that  
15 our region, our communities have nodes of  
16 collaboration, they have nodes of power structures,  
17 they have nodes associated with geography or  
18 function and that we needed to look at where those  
19 were and engage them in this process of healing.  
20 Is that true or did I misread that?

21 MR. BUSTER: Now you didn't misread  
22 that. One of the things that I failed to say that  
23 I think is actually critical that you recognize  
24 there is a critical power structure here that has  
25 to be engaged. What I found throughout all of the

1 communities that I've talked about and work that  
2 I've experienced and read about is that when  
3 there's been sustainable success, not just success  
4 or instant success but sustainable success those  
5 substantial power structures have been engaged and  
6 have been turned over to the broader sense and so  
7 there are folks, there are institutions that are  
8 key, there are individuals that are key, I always  
9 kind of raise that, there are some folks in St.  
10 Louis, you all can name them, that are key to  
11 success, they have to be engaged, they absolutely  
12 have to be engaged in this because one of the  
13 things that I've learned in all of the work that I  
14 have seen is that rarely have I seen a community  
15 where people didn't care about that community.  
16 They may care about it a different way but the  
17 mastery of a leader, the mastery of these nodes is  
18 finding what that person or that key individual  
19 understands about why they want to see something  
20 good happen and tapping into that.

21 CHAIRMAN MCCLURE: I think the  
22 polling initially showed an underlying optimism  
23 that we can be better.

24 Other Commissioners?

25 Scott.

1                   COMMISSIONER NEGWER: Is there a  
2 stability issue with this? It all sounds good but  
3 this is St. Louis, a large city and you can talk  
4 about a county Sunflower, Mississippi, I haven't  
5 heard of that happening before.

6                   MR. BUSTER: Only 13,000 people.

7                   COMMISSIONER NEGWER: Yeah, this is  
8 2.8 million, can you press that issue?

9                   MR. BUSTER: You know, I have seen  
10 the city of Seattle, perfect example, where it  
11 started very locally, neighborhoods, people talking  
12 about issues of race even though it's not that much  
13 of a difference in race but it's very key that they  
14 began to have these conversations, they've actually  
15 produced a lot of information if you want to look  
16 up the city of Seattle, the city itself has  
17 produced a lot of this information and what  
18 happened to that city is because of that ground  
19 work that happened, folks talking with one another,  
20 doing some healing, dealing with some of the  
21 structural past, particularly there around native  
22 Americans and white communities that actually found  
23 itself into city government, city government itself  
24 began to be, city council began to be an advocate  
25 for sustainable change in that community so there

1 are actually policies now in the city of Seattle  
2 around very explicit ways in which they do  
3 contracts with the city, very explicit ways in  
4 which schools are managed and relationships, how  
5 they're built, the school systems, the  
6 transportation systems are all based upon these  
7 policies that actually fed up from the community  
8 about what they needed do to heal racial inequity  
9 so I think a city can do it. Seattle may be  
10 different from most cities but I think it's  
11 possible but to your point it is a very local work,  
12 it is a very, this work here, the people in this  
13 room can take 15 years to work this out, they  
14 really, that's just the honest reality but if you  
15 don't have an eye towards systematic policy change,  
16 systems change when you take all of this goodwill  
17 and work that you've done and move it into city  
18 systems then the people won't be able to feel it  
19 but I do believe that it's possible.

20 CHAIRMAN MCCLURE: Thank you for the  
21 candor.

22 Okay. One last commissioner question  
23 and then I'm going to ask if there's a burning  
24 question from someone in the audience we'll take  
25 it.



1 Traci?

2 COMMISSIONER BLACKMON: Thank you for  
3 sharing. If I understand Kellogg's format  
4 correctly you identify certain areas that you work  
5 in, correct?

6 MR. BUSTER: Yeah.

7 COMMISSIONER BLACKMON: Geographic  
8 areas that you work in.

9 MR. BUSTER: Yes.

10 COMMISSIONER BLACKMON: I'm  
11 interested in hearing from you what are the  
12 requirements for those geographic areas and when  
13 you committed to those geographic areas, this is a  
14 B part of the question, do you see those same type  
15 of dynamics happening here in St. Louis and the C  
16 part of the question is when you commit what is the  
17 average length of time that you are in that area to  
18 affect change?

19 MR. BUSTER: So the board picked  
20 those places over five years ago and they said  
21 these are places that we want to be for at least a  
22 generation, 25 years, they named the number, at  
23 least 25 years. They have not identified a  
24 criteria about which we expanded it to be quite  
25 honest with you.

1                   COMMISSIONER BLACKMON: I'm not  
2 asking about your stance, I'm asking if the  
3 criteria that was used to identify those regions,  
4 if you laid that criteria in St. Louis is St.  
5 Louis, because my understanding is that Kellogg  
6 chose very crisis places, they were critical  
7 places, Mississippi, New Orleans, you know, sink or  
8 swim kind of places. I'm asking you if that  
9 criteria, if we're there yet and then I'm asking  
10 you if we are what is the average amount of time  
11 because I think in St. Louis as in everywhere else  
12 that people want to rush to healing and rush to  
13 solutions and this work took a long time, it took a  
14 long time for St. Louis to get this messed up, it's  
15 going to take a long time for St. Louis to get this  
16 right.

17                   MR. BUSTER: We picked those places  
18 because we already had long time, long term  
19 relationships.

20                   COMMISSIONER BLACKMON: Okay.

21                   MR. BUSTER: In Mississippi for  
22 instance we've been funding there since the 1940s,  
23 New Mexico the same way, we've been funding there  
24 for decades, so. What was key for us is that we  
25 weren't going in without some basis of

1 understanding of those needs. We're a national  
2 foundation, international foundation and one of the  
3 key learnings has been you can't go somewhere where  
4 you don't know anything about it, you can't be  
5 helpful, you actually might cause more harm so we  
6 went to places that we thought that we had some  
7 basis to build upon.

8 Now, to your point, to your second  
9 question about the St. Louis area, I think all of  
10 you would say that you are. I see some key  
11 aspects, I actually see what I'm seeing is a  
12 response to crisis, a struggle to understand which  
13 way to turn, that's something that I see  
14 consistently when communities begin to deal with  
15 some of these kinds of issues. What you have left  
16 to do is to say, to identify what specific needs  
17 you're going to solve. Now you have some areas  
18 that you're going to work but what's going to  
19 change and what does healing look like is one of  
20 the things. You have to be there for the long  
21 term. You have to be there, we're there for 25  
22 years now.

23 CHAIRMAN MCCLURE: T.R. do have you a  
24 quick one?

25 COMMISSIONER CARR: This question may

1 be a little specific but one concern I have has to  
2 deal with economic development and jobs in the city  
3 of Ferguson. Because of dealing with the unrest a  
4 number of minority-owned businesses were destroyed,  
5 a number of others have lost customers and so the  
6 real question is what strategies would you  
7 recommend or approaches we can take to be sure that  
8 we don't see the outflow of jobs, the outflow of  
9 businesses that provide services to the residents  
10 of Ferguson and north county? That's a real  
11 structure and my concern is people will be moving  
12 away and that's going to exacerbate the problem.

13 MR. BUSTER: That's a tough question.  
14 And I don't know if I have an answer but I will say  
15 this: This is where I think action-oriented  
16 research comes in. So one of the things that I've  
17 learned is that the rhythm about how things happen  
18 in the community rarely change and so just like  
19 there may be an outflow that outflow is captured  
20 somewhere else probably in this community so I  
21 don't know if it's so much trying to stop it, I  
22 think you should but doing the research or the data  
23 collection that helps people understand what are  
24 the business opportunities because I think as one  
25 industry of something may move or close there may

1 be opportunities for others so actually having very  
2 detailed research, that's where you have to call on  
3 your universities here to kind of step up and say  
4 give us an economic analysis for the next 15, 20  
5 years for north county or for the city and help us  
6 with what trends are being set because what you  
7 should do then is direct people whether they're  
8 entrepreneurs or whether they're folks looking for  
9 jobs towards those trends but it has to be a very  
10 well thought out data based understanding about  
11 what the opportunities are but that question right  
12 there I think actually requires longer  
13 conversation. I just want to be clear. I didn't  
14 answer it well, so.

15 CHAIRMAN MCCLURE: Let me ask the  
16 audience's indulgence, if you have a question for  
17 him he's going to be here, also the work groups  
18 will give you an opportunity to pose some questions  
19 and bring them back as part of the work group  
20 reports but we've let this go long because there's  
21 such a wealth of knowledge here and such tremendous  
22 experience and we're learning from what's worked  
23 and what has worked so well all the way from Battle  
24 Creek by way of Jackson, Mississippi. Thank you  
25 again, let's thank him.

1                   We're going to take 20 minutes in the  
2 small groups, we're going to ask you to move  
3 quickly through them, Jerrica Franks is going to  
4 come and give you instructions and we're going to  
5 move them efficiently so talk expeditiously and  
6 briskly and Jerrica will help us there.

7                   MS. FRANKS: Thank you.

8                   So quickly I just want to direct you,  
9 we have four breakout sessions this evening, group  
10 one you will have Anthony Beasley, Dewitt Campbell  
11 and Kyra Banks, they are all walking over here  
12 right now, we ask a few of you just all move over  
13 here.

14                   Group two is in this corner, we are  
15 going to have Dave Martino and Billy Mayo and they  
16 would work this group two over here.

17                   Group three is Amy Hunter and Rob  
18 Good, they are going to work group three right here  
19 in the middle and then lastly group four, Kenneth  
20 Pruitt and Maxine Birdsong, so if you just all  
21 quickly and we are just going to elaborate a little  
22 bit more on the topic this evening of racial  
23 inequality and then this is an opportunity for  
24 everyone just kind of to give their input on  
25 today's topic and have more of a personal

1 discussion. And if you do have questions for the  
2 presenter we do have Post-It notes right here,  
3 Monique if you want to leave a question or if you  
4 would like someone to contact you just leave your  
5 information with Monique.

6 (Whereupon, the Breakout sessions were held)

7 COMMISSIONER JOHNSON-JAVOIS: Okay,  
8 thank you so much for spending time in these  
9 smaller groups, I really want to thank the  
10 facilitators who volunteered their time tonight and  
11 I want to ask you please if you had good  
12 facilitation put your hands together for your  
13 facilitators to acknowledge their work. These  
14 aren't always easy conversations to have and it's a  
15 skill set to facilitate so thank you so much for  
16 your time and attention.

17 We're transitioning now back into the  
18 economic portion of our business. At this time  
19 particularly I'm calling on each commissioner if  
20 you would please to take your seat back in the  
21 front.

22 CHAIRMAN MCCLURE: Okay. Let's  
23 please reassemble quickly, if we can have the  
24 commissioners come back up front right away.

25 Okay, we're going to proceed, I think

1 we have almost everybody up front so audience this  
2 is the Commission's working part of the meeting so  
3 we're going to have the Commission handle  
4 discussion during this part of the meeting. If you  
5 have questions or things that you would like to be  
6 addressed the Post-It notes or the website are the  
7 best way to do it or certainly feel free to talk to  
8 any one of us afterwards.

9           So Commissioners we have three  
10 working groups who have been diligent and been  
11 working very hard to put recommendations and calls  
12 for actions together, you have them in writing in  
13 front of you, they're going to be on the screen so  
14 the audience can see them and, they're already  
15 posted on the website so folks can see them. We're  
16 going to take about 10 minutes per working group,  
17 we have three to report, we're going to follow the  
18 normal process where the co-chairs will make the  
19 report to you, we'll ask for a motion to adopt the  
20 recommendations, need a second of course, we'll  
21 have discussion among the Commission and then move  
22 forward to take action on the recommendations and  
23 we'll do that for each of the three working groups.

24           So first up is Citizen-Law  
25 Enforcement Relations and Commissioner Dan Isom and



1 Commissioner Brittany Packnett are going to handle  
2 that.

3

4 COMMISSIONER PACKNETT: Thank you  
5 Rich.

6 So the, so our Citizen and Law  
7 Enforcement Relations group met on Monday, we had a  
8 number of folks who were repeat attendees and this  
9 is our working group membership but we had a number  
10 of members of the public who have been continuously  
11 engaging and we're very thankful for that.

12 So recently we just submitted the  
13 interim report to the President from his 21st  
14 Century Policing Task Force on March the 2nd so one  
15 of the things that we've been very careful to do is  
16 figure out where there is currently alignment  
17 between the task force work and the work of the  
18 Commission specifically in the citizen relationship  
19 and law enforcement working group and then also to  
20 figure out places in the task force report that we  
21 should actually look to for an expansion of our  
22 efforts so what other additional things should we  
23 prioritize. So what you're seeing in front of you  
24 what current alignment exists, on the left side you  
25 see the six essential pillars of the 21st Century

1 Policing Task Force and on the right, or my right  
2 rather you see the current preliminary priorities  
3 of the working group.

4           There are some additional places that  
5 we discovered from the task force report that are  
6 relevant for us to color in the working group in  
7 coming meetings so one is the use of technology.  
8 Body worn cameras have been a very hot topic but  
9 also that we are thinking about all kinds of  
10 technology that is currently created and that could  
11 be created that collect that kind of audio, visual,  
12 biometric data and also the very important privacy  
13 issues that come with that, privacy for law  
14 enforcement, privacy for citizens and how to  
15 actually ensure that those protections are written  
16 in statute. Actually in number 2, clarify an  
17 actual definition of community policing, we heard I  
18 think at a second meeting some important academic  
19 reflections on what community policing can look  
20 like and the definitions that the task force had  
21 and the witnesses that came forward had received a  
22 great deal of information that can all be found in  
23 that report so it would be critical for the  
24 Commission to define what we believe community  
25 policing to be based on the input of our community.

1                   Number 3 is officer wellness.  
2   Obviously during some of the very most difficult  
3   days of Ferguson this was something that we needed  
4   to discuss, very long shifts in a dangerous job can  
5   lead to difficult decision making and so we want to  
6   make sure that we are considering this particular  
7   issue.

8                   Number 4, the task force does talk a  
9   great deal about an approach to mass demonstration  
10   and prioritizing and training and policies and  
11   protocols for mass demonstration, deescalation,  
12   demilitarization, so that is detailed in the task  
13   force and should be explored through the working  
14   group and number 5, from the task force actually  
15   looking at not just the prosecution but the  
16   investigation of officer-involved shootings and  
17   in-custody deaths so the task force actually goes  
18   so far as to recommend independent and external  
19   prosecutors and independent and external  
20   investigators and in not just officer-involved  
21   shootings but in-custody deaths, so training also  
22   and things like that that don't involve a gun but  
23   are deaths that occur when someone is in the  
24   custody of an officer.

25                  Additional items that came up during

1 our Monday meeting from members of the community  
2 including special training for deescalation not  
3 just in mass demonstration but also when you are  
4 engaging with people from vulnerable communities  
5 and particularly people with mental illness and  
6 also developing a specific model for cultural  
7 training and alternative to use of force. We've  
8 kind of heard very broadly the topic of implicit  
9 bias and other elements of cultural sensitivity but  
10 really looking at highly successful national or  
11 local models for training that can be implemented  
12 and also looking at how we train people to use  
13 alternative ways to control a suspect instead of  
14 always opting for use of force.

15 COMMISSIONER ISOM: I would just open  
16 it up for questions.

17 CHAIRMAN MCCLURE: Why don't we get a  
18 motion on the floor first?

19 COMMISSIONER ISOM: I motion to  
20 accept these recommendations from the  
21 police-citizen community relations group, working  
22 group.

23 CHAIRMAN MCCLURE: Okay. So I  
24 understand what you're asking for here Dan and  
25 Brittany is the Commission's approval to proceed to

1 explore, to address these areas. There's not a  
2 specific as you said Brittany a definition of  
3 community policing yet but this is now in the scope  
4 of what you're doing?

5 COMMISSIONER ISOM: Right, these are  
6 broad areas that we've identified as priorities and  
7 we will go back to the ongoing group and flush out  
8 the details of these items.

9 CHAIRMAN MCCLURE: Questions or  
10 discussion from members of the Commission?

11 COMMISSIONER CARR: Is it  
12 appropriate, I appreciate the work that you've  
13 done, it looks really solid, could we amend the  
14 motion to conduct a survey of, county wide looking  
15 at resident's attitudes towards citizen police and  
16 may even include citizen municipal court? We need  
17 hard data and that could really help to guide this  
18 so I would like to propose a favorable amendment to  
19 not only adopting this thing but we're agreeing  
20 that we will commission a public opinion poll to  
21 assess this attitude.

22 COMMISSIONER ISOM: I would be in  
23 favor of that amendment. I think it's important  
24 that we do, as we do this work we do have as we  
25 talked about earlier baseline data on relationships

1 between police and the community and what that  
2 looks like across different communities. It's not  
3 the same everywhere but we do need to know where  
4 those relationships are very poor and in areas  
5 where the relationship is pretty good so I think  
6 that would be a great idea.

7 CHAIRMAN MCCLURE: Traci.

8 COMMISSIONER BLACKMON: Where is it  
9 that we don't know that? Where is that we don't  
10 know that police and community relationships are  
11 shot and where is this that we don't know that  
12 they're fine?

13 COMMISSIONER ISOM: Well, I think we  
14 know through testimony and that's important, that  
15 people tell their stories about what's happened in  
16 their community and we've heard a lot of that. But  
17 I think through a survey we will be able to define  
18 that a little bit better, right? And we will be  
19 able to actually see data that says in this  
20 particular neighborhood versus this other  
21 neighborhood these relationships are, need to  
22 improve, right?

23 COMMISSIONER PACKNETT: So I'd like  
24 to amend the amendment if I could and actually open  
25 up the opportunity to collect I would just say more

1 broadly information so when I think about the topic  
2 of this evening and I think about the barriers in  
3 certain communities to actually collecting what we  
4 call hard data as the testimonies that we've  
5 continued to hear over the last seven months are  
6 not appropriate enough or like he said provide  
7 opportunity for quantitative information and we  
8 need to make sure that however we are collecting,  
9 continuing to collect information that we are not  
10 unduly and even unintentionally restricting certain  
11 people from being involved in the process because  
12 the way that we set it up is not culturally  
13 sensitive and so I worry about surveys because  
14 everybody's not going to fill out a piece of paper  
15 because they're distressful of the body that is  
16 putting the piece of paper in front of them already  
17 which is why we're here, all right? So I want to  
18 make sure that we broaden that word of collecting  
19 information enough such that we don't unduly  
20 exclude marginalized people.

21 COMMISSIONER CARR: That would be  
22 pretty much a friendly amendment because we want to  
23 not only have the, the qualitative data we want to  
24 have the quantitative data as well, we want all  
25 information we can get, citizen, police and

1 administrative courts.

2 CHAIRMAN MCCLURE: I want to come  
3 back to Traci but Starsky and I have discussed  
4 this, we don't want to get to a point where the  
5 Commission needs to approve every research project,  
6 we want to have the flexibility for co-chairs to  
7 design that, say this is what we need for the work  
8 of our group and consider the points that we made,  
9 work with the managing director to work with the  
10 process and everything we do to get the right  
11 research at the right time so I think the direction  
12 of the discussion will be constructive but I don't  
13 think we need to have the last part of the motion.

14 Okay. We have a motion on the floor  
15 with regard to these recommendations and a second.

16 All in favor please say aye.

17 And opposed.

18 Okay. So let's move on to Municipal  
19 Courts and we're going to have T.R. and Traci to  
20 please handle this one.

21 Thank you Dan and Brittany.

22 AUDIENCE MEMBER: I have a comment.  
23 There is a hole in this agenda in terms of  
24 oversight, accountability and transparency that was  
25 in the discussion and not brought forth to the



1 Commission and so in terms of how this stuff is  
2 compiled and generalized and sanitized when it  
3 comes to this Commission it gets to be a real  
4 serious issue in terms of the consensus going  
5 forward.

6 CHAIRMAN WILSON: So I think what we  
7 will attempt to do is note, we had a bit of this  
8 conversation at the last session. We begin to roll  
9 and commit, so part of what was just considered,  
10 I'll say two things. Number one, we note as just a  
11 process point we continue to roll and we will  
12 continue to hear from committees, you've not heard  
13 a final report from any of the working groups,  
14 we'll continue to identify these issues and as they  
15 are ready for the co-chairs to bring them forward.

16 The second thing I'll note that in  
17 the content of what was just presented both in the  
18 presidential task force report and on the  
19 priorities from the work group there was identified  
20 I think it was the third or fourth element down  
21 that created legal maintenance of power of civilian  
22 oversight within the task force with the work group  
23 report that allowed the task force report, working  
24 group priorities that aligned with the task force  
25 report and so that was there and there's more to

1 kind of continue to get at that so I encourage you  
2 to access the slides and their content for that but  
3 I know there's more meat in the work group, there  
4 will always be more meat in the work group than  
5 there will be here. But that again is not the  
6 foundation, we're moving priorities and continuing  
7 to roll these forward but appreciate your opinion.

8 Commissioner Carr.

9 COMMISSIONER CARR: Our working group  
10 met last week and we identified the following  
11 preliminary priorities: One is to enforce the  
12 current state cap on traffic fine revenue that a  
13 municipality may collect. We need to not only  
14 enforce the current ones but clarify the reporting  
15 requirement, specify enforcement responsibility,  
16 including definition of traffic revenue.

17 Now, we say that in the context  
18 because we know that there is reforms in process in  
19 the legislature so we're saying what currently  
20 exists is not adequate and we want to take the  
21 lessons we've learned from the current legislation  
22 which it doesn't work for any new legislation which  
23 comes through so this is really important for the  
24 new legislation that clears the House and the  
25 Senate in Jefferson City. Develop alternatives to

1 imprisonment and fines for failure to appear and  
2 other minor issues. Provide for an ability to pay  
3 hearing before an individual can be detained or  
4 otherwise penalized for failure to do so. Create a  
5 uniform list of rights and procedural options and  
6 consequences across municipalities. We think this  
7 is really important because individuals begin to  
8 come in to a municipal court and they're unfamiliar  
9 with the process, the rules and procedures that are  
10 followed and we believe they need to be informed,  
11 uniformly across, we have what is it, 82, 85  
12 municipal courts depending on how you count, we  
13 want a uniform list of the rights and procedural  
14 options that are made to individuals as they enter  
15 a municipal court.

16                   Based on the second municipal courts  
17 and governing the work group session we issued a  
18 number of calls to action which were concurrent.  
19 Again, no jail for minor traffic violations and  
20 other minor infractions. Address failure to appear  
21 charges and suspension, this is a major issue in  
22 some municipal courts because failure to appear  
23 results in bench warrants for arrest and people get  
24 caught in to a round robin.

25                   Create a uniform fine schedule with

1 an analysis of ability to pay in advance. Right  
2 now fines can vary from municipality to  
3 municipality and we believe that a uniform fine  
4 schedule is something that should be pursued in St.  
5 Louis County.

6 Another issue deals with consolidation of  
7 violations per traffic stop depending on what  
8 happens you may get one or 10, we believe we should  
9 begin to examine violations per traffic stop so  
10 that there is a little less I guess what one might  
11 call arbitrary decisions in citing violations.

12 Reevaluate the point system, the  
13 point system has an ability to retain their drivers  
14 licence and if they lose their license they lose  
15 ability to maintain their job so the current point  
16 system does need to be reevaluated. And sharing  
17 responsibility with community service oversight for  
18 municipalities that do not have the capacity to  
19 engage in effective community service as an  
20 alternative mechanism to pay for fines.

21 We came up with several policy  
22 reforms, I'll do this first screen, Traci will do  
23 the remaining. One priority is to enforce state  
24 established cap on traffic fine revenue that a  
25 municipality may collect, clarify reporting

1 requirement, enforce responsibility and we are  
2 referencing Senate Bill No. 5, we want to include  
3 any unintended consequences and they are, that may  
4 result to calls of action with accountability of  
5 the Missouri Legislature.

6 One of the key issues is being able  
7 to address this issues of traffic revenue as a  
8 major source of revenue for municipalities. We  
9 believe that traffic revenue should be there for  
10 law enforcement, not for main source of revenue.

11 COMMISSIONER BLACKMON: Good evening  
12 Commissioners.

13 So as you might imagine with the  
14 complexities of municipal courts as with the  
15 complexity of most of the work groups we have  
16 differing of opinions and different ways of looking  
17 at things and so in our last working group session  
18 one of the ways that was suggested that we might  
19 approach this work is rather than trying to come up  
20 with the solutions to the problems we face start  
21 from a ground place of asking the question how  
22 might we imagine fair and just governance aimed at  
23 restoring community trust through our municipal  
24 court system. In other words if we could imagine  
25 that this is an opportunity for us to imagine what

1 might that look like. There is a slide that goes  
2 with that and you'll find that the bullet points  
3 have question marks to them because these are  
4 issues that we know that we need to explore to come  
5 to that solution.

6                   The first is what does the  
7 independent operation of a judicial court look  
8 like? We need a judicial branch of government that  
9 operates independently and that is not influenced  
10 unduly by connections with the other branches of  
11 government, that is a problem that we are facing in  
12 our municipalities.

13                   Oversight of municipal courts that  
14 ensure accountability and transparency, what might  
15 that look like?

16                   Consolidated courts with full time  
17 staff. The reason for that being we have  
18 municipalities that have part-time staff and judges  
19 and lawyers, we have lawyers that are operating as  
20 judges in some municipalities and then go two  
21 blocks down the street and they're the prosecutor.  
22 Unfairly biases the process. At the same time we  
23 understand that we're dealing with municipalities  
24 that do not have the financial undergirding to  
25 support full-time courts but what might it look

1 like if consolidating municipal courts, there are  
2 some who say abolish them all together but even if  
3 we didn't do that consolidating them to larger  
4 groups how might we be able to adequately impact  
5 having full-time courts with full-time judges that  
6 don't have to moonlight other places and we can  
7 look at that and say that has to be done through  
8 legislature. We can look at it and say we can try  
9 to ask the Supreme Court to intervene but we've  
10 spent all this day talking about learning how to  
11 talk to one another and learning how to dialogue  
12 and I would suggest that if we began using those  
13 tools, municipality to municipality that perhaps  
14 there is a case that could be made to bring those  
15 municipalities voluntarily to the table together.  
16 In other words if you have five municipalities  
17 paying a part-time June \$20,000 a year, you can  
18 make a financial case as to why it makes sense for  
19 them to consolidate into one large court system,  
20 just the court, not the municipalities in totality,  
21 and save money in their individual municipalities  
22 and better serve the people that we are addressing.  
23 I'm not saying that's the solution, I'm just  
24 offering it as a suggestion, I'm a preacher so I  
25 always offer suggestions.

1 Properly funded and staff courts with  
2 judges and lawyers void of completing allegiances,  
3 I think I just talked about that. A reevaluation  
4 of the point system, some people think that the  
5 point system should be softened so that it is not  
6 so easy to lose your license, especially when you  
7 are collecting tickets like it's the lottery.

8 Share responsibility and community  
9 service oversight for municipalities without  
10 capacity and courts that enforce laws without a  
11 responsibility for revenue generation.

12 Those are questions that we think we  
13 must explore in order to address the overarching  
14 question of what does it look like to live in a  
15 society that has a just court system.

16 Priority area is the next slide I  
17 think. Priority area. Develop alternatives to  
18 imprisonment and fines for failure to appear and  
19 other issues. And the calls to action that we are  
20 looking for that is no jail for minor traffic  
21 violations or other minor infractions. Address  
22 failure to appear charge. In other words if you  
23 are absent from court why not just get a warrant  
24 and not another ticket plus a warrant? Address  
25 failure to appear suspensions. And accountability



1 as you can see listed Missouri Legislature,  
2 Missouri Circuit Courts and the municipalities  
3 themselves.

4 Next slide please.

5 Provide for an ability to pay hearing  
6 before any individual can be detained or otherwise  
7 penalized for failure to do so. And this would be  
8 helped with the uniform fine schedule with an  
9 analysis of ability to pay in advance so when you  
10 receive the fine from the court the court would be  
11 mandated to enter into that conversations with you  
12 about ability to pay and to leave, have you leave  
13 court with a viable, doable way of satisfying your  
14 debt.

15 The next area is to create uniform  
16 list of rights and procedural options and  
17 consequences across municipalities. The call to  
18 action would be to consolidate violations per stop,  
19 oftentimes people now according to the information  
20 we have you may get stopped for one thing and end  
21 up with six or seven tickets. I don't know how we  
22 consolidate that but that is what our work will be  
23 about, trying to figure out what works and soften  
24 the point system is there as well.

25 So if we create a uniform system of

1 fines then we know how much everything costs across  
2 the board. We cut out some of the additional  
3 charges that are being charged in some of our poor  
4 municipalities that we're not seeing in larger  
5 municipalities. And I just want to add that -- is  
6 there another slide? I think we're done.

7 I just want to add that we are very  
8 cognizant that it's going to be a long process in  
9 municipal courts because we also have  
10 municipalities that are functioning quite well  
11 because their tax base is such that they don't have  
12 a need to depend upon municipalities for revenue  
13 generation and they don't have a desire to have  
14 their system change so even as we begin to talk  
15 about race we must talk about the intersectionality  
16 of oppression. Race overlaying with poverty which  
17 makes for a whole different picture for some of  
18 these municipalities.

19 Can we have -- do we do a motion?  
20 Motion to approve?

21 CHAIRMAN WILSON: Do we have a  
22 second?

23 So we have a motion and second. Do  
24 we have some discussion regarding the  
25 recommendations, particularly the calls to action

1 from the municipal courts and governance work  
2 group?

3 COMMISSIONER JAMES-HATTER: If you  
4 could go back to the first call for action, I just  
5 want to make sure -- that one. Where it's talking  
6 enforce the state established cap, I understand  
7 obviously the 30 percent that's on the books right  
8 now. Can you tell me why we're not suggesting the  
9 adoption of something else?

10 COMMISSIONER CARR: We are.

11 COMMISSIONER BLACKMON: A call to  
12 action is to strengthen S.B. 5 which is what's  
13 being considered now which would decrease that cap  
14 I believe to 10 percent and it's looking like it  
15 will probably end up being somewhere around 15  
16 percent.

17 COMMISSIONER JAMES-HATTER: I'm  
18 sorry, I didn't get the S.B. 5. Thank you.

19 CHAIRMAN WILSON: Other questions?

20 COMMISSIONER PULLIAM: I have a  
21 questions about court accessibility because I  
22 personally got a notice from a municipality  
23 requesting that I appear in court on a Wednesday  
24 morning at 10 a.m. I can't do that and I don't --

25 COMMISSIONER BLACKMON: Then you're

1 going to jail.

2 I think that we addressed that in the  
3 conversation that we're going to have about  
4 consolidated municipal courts so if have you a  
5 consolidated municipal court then you hopefully  
6 would be able to have the revenue to hire a  
7 full-time judge and full-time lawyers and that  
8 would impact the court's schedule.

9 CHAIRMAN WILSON: I wanted to ask a  
10 question --

11 CHAIRMAN WINDMILLER: I have a  
12 question actually, it's really not about the call  
13 to action so much as about input from the insurance  
14 industry on the point system. Have you had any?  
15 Have we had any input from the insurance industry  
16 and where do we think that's going to stand?

17 COMMISSIONER CARR: We have not had  
18 input, that's something we want to investigate.

19 COMMISSIONER WINDMILLER: I can't  
20 hear you.

21 COMMISSIONER CARR: We have not had  
22 input from the insurance industry about that but  
23 that's an issue we want to investigate. We know  
24 there being issues with the current point system as  
25 it's in place, we also know there may be issues

1 with modifying and changing that point system so  
2 before we move on saying it should be this or  
3 changed we want more and more information. We need  
4 some hard data.

5 COMMISSIONER AHLBRAND: Question.  
6 And I may have missed it and maybe we have not  
7 missed it yet, have not delved into it enough but  
8 do we know what kind of things the presiding judge  
9 of St. Louis County can change as a matter of rules  
10 change and the Supremes, what they can change  
11 without going through legislation? Have we  
12 identified that yet?

13 COMMISSIONER CARR: The short answer  
14 is no. We have lots of lawyers who are stepping up  
15 to the plate to be involved in this working group  
16 and those are some of the things that we will be  
17 looking at. We found out at the last working group  
18 that there is already an entity in place in  
19 Missouri, the acronym is OSCA and it's an entity  
20 that exists solely to monitor municipal court  
21 systems. They can do a complete evaluation of  
22 municipal court and give recommendations. It  
23 appears that they have done that in Chesterfield,  
24 they have done that in Wentzville, they have done  
25 that in the areas who can afford it or maybe have

1 the connections right now and so one of the things  
2 we're looking at additionally is how to get more  
3 funding for that organization that already exists,  
4 that we're told they do an excellent job and to put  
5 some teeth behind their recommendations. They  
6 don't have enforcement power but they have the  
7 ability to give you an accurate review of the  
8 municipal court.

9 CHAIRMAN MCCLURE: You all have done  
10 a great job and this has been true of all the  
11 working groups that I had a chance to sit in on  
12 part of your meeting but you had municipal  
13 officials and court clerks and the law clinic and  
14 folks there that have been impacted and you got  
15 input from all of them. There is a cross cutting  
16 theme that I would ask that you all take a look at  
17 in the next round and that is this question of  
18 enforceability and accountability. You've got the  
19 words here that I think are a great start because  
20 we found out the 30 percent wasn't being enforced.  
21 We know that the Missouri rules and statutes on  
22 ability to pay and alternatives to fines, community  
23 service are pretty good if they were actually  
24 implemented and enforced. So I think a question to  
25 pose is what enforcement mechanism is it and it

1 relates a little bit to Ken's question perhaps, the  
2 auditor may have some authority, the attorney  
3 general may have some authority, clearly the  
4 circuit court, the presiding judge under the  
5 direction of the Supreme Court was able to take  
6 over the Ferguson municipal court and so we know  
7 there is substantial power there so this cross  
8 cutting theme of enforceability and accountability  
9 I think could be something to push on but thank you  
10 for your good work.

11 COMMISSIONER CARR: That's something  
12 that we're continuing to examine because quite  
13 frankly enforcement is the key and some of the  
14 legislation is very difficult to enforce. It  
15 doesn't specify the enforcement bed so those are  
16 things that we're looking at.

17 CHAIRMAN WILSON: Thanks for both  
18 commissioners. I also want to ask a clarifying  
19 question. You have on most of the calls to action  
20 pretty clear action about what you want done, the  
21 desired outcome. Related to failure to appear  
22 charges and failure to appear suspensions the  
23 language is a bit more neutral, you ask that they  
24 be addressed, not that they be eliminated, not that  
25 they be consolidated so I just want to give some

1 opportunity to be thoughtful about what is the  
2 verb, what would be the desired outcome related to  
3 failure to appear charges and suspensions under  
4 that specific call to action?

5 COMMISSIONER BLACKMON: So we left it  
6 vague for this particular time because as I  
7 mentioned at the beginning we have multiplicity of  
8 personalities and interests that are in our group  
9 and so in an effort to wait until we have that  
10 conversation fully and can adequately represent  
11 what the work group's desire is we didn't go any  
12 further. We have some things on the table, some of  
13 them would be eliminating all of the outstanding  
14 warrants of that as a good faith measure to build  
15 trust in the community and starting all over again,  
16 making failure to appear tickets go away and if you  
17 don't show up for court then you get a warrant but  
18 you're not penalized twice but all of those are  
19 still in the conversation whelm. There is a House  
20 Bill 962 that's going through the process right now  
21 that deals with fair and equitable municipal courts  
22 and we're also looking at that to see what parts we  
23 can support and what parts we might be able to  
24 suggest be strengthened.

25 COMMISSIONER CARR: One thing also is



1 that failure to appear warrants are utilized  
2 differently across the municipalities in St. Louis  
3 County so it would be probably at this stage  
4 inappropriate to make a blanket statement once you  
5 sow such a diverse application of this particular  
6 process and we went to find out exactly what's  
7 being done in all these courts, that's why we did  
8 not address it.

9 CHAIRMAN WILSON: Thank you very  
10 much. Are there questions from any other  
11 commissioners regarding the calls for action and  
12 recommendations from the Municipal Courts and  
13 Governance working group?

14 COMMISSIONER BLACKMON: Can I just  
15 make one more comment for the record?

16 CHAIRMAN WILSON: Absolutely.

17 COMMISSIONER BLACKMON: The publicity  
18 and the targeting for municipal courts has been on  
19 traffic but the issue can't be just to fix the  
20 traffic issue because there is a deformed entity  
21 that, there's a deformity in the way we're  
22 operating our municipal courts and so if we just  
23 address the traffic entity then the revenue gouging  
24 will show up somewhere else and the community is  
25 very aware of that and very determined that we fix

1 this problem from its root and not just pull off  
2 the visible leaves. We don't want to then see  
3 people being sanctioned for ordinances on their  
4 homes or their property to make up for the revenue  
5 that they can't get from traffic tickets.

6 CHAIRMAN WILSON: That's a great  
7 point.

8 With that said we do have a motion  
9 and a second on the recommendations on the calls to  
10 action for at Municipal Courts and Governance  
11 working group? If there's no more discussion all  
12 those in favor please notify by saying aye.

13 Opposed?

14 Any an abstentions?

15 Motion carries.

16 Thank you very much Commissioners  
17 Carr, Commissioner Blackmon for your leadership in  
18 this area.

19 We now have an update from the Child  
20 Well-Being and Educational Equity group by  
21 co-chairs Becky James-Hatter and Dr. Grayling  
22 Tobias.

23 COMMISSIONER JAMES-HATTER: Good  
24 evening Commissioners and thank you very much for  
25 giving us this time. Our work group has met two

1 times, our meetings are scheduled through summer  
2 and we've had a really great showing of our  
3 community in each one of our meetings. So I think  
4 the priorities that we're going to present tonight  
5 are not only a reflection of the work group itself  
6 but clearly the community that's been involved in  
7 these meetings.

8                   We are focused tonight in our  
9 recommendations really on the transfer law and  
10 Senate Bill 1 and House Bill 42 is where we are  
11 tonight in our recommendations. But before Dr.  
12 Tobias and I go through these recommendations I do  
13 want to tell you that there is an enormous amount  
14 of work in process on child well-being reminding  
15 everyone that is zero to 25 and it is ranging from  
16 mental health to food to physical health to how  
17 social services are working together and the list  
18 goes on and on so that body of work is in play as  
19 we speak. But for tonight if we could just  
20 recognize the members of the group that are made up  
21 of certainly leaders in education both in the, as  
22 superintendents we certainly have leaders in the  
23 university area that are in the business of  
24 education, we are grateful to have individuals in  
25 the mental health field, leaders in this country

1 working on these issues and so we have just been  
2 absolutely pleased with the level of work that our  
3 work group is putting forward at this time.

4 So going right to our priority areas.  
5 If we could skip through and go straight to the  
6 priority areas. Thank you.

7 The first one that I would like to  
8 speak to is the issue of he know ensuring  
9 accountability for students and I would just like  
10 to remind everyone that our job in this work group  
11 is to be about kids and to make sure that our kids  
12 are getting what they need. So the very first  
13 thing that we looked at that, there were actually  
14 four big issues that our work group and the  
15 community that was in the room pointed out that  
16 they really wanted us to speak to and the first one  
17 is to remind everyone that the idea of district  
18 accreditation and school accreditation and so we  
19 recognized both of those, that districts need to be  
20 accredited, or unaccredited but schools within  
21 those districts also must be accredited or  
22 unaccredited. So in the case where a school  
23 district is unaccredited but it has schools within  
24 the district that are accredited our group and the  
25 community that was participating was in favor of

1 first a child being able to stay within their  
2 district but have the choice to move to an  
3 accredited school. So that is the first  
4 recommendation, or the first call to action.

5           The second one is clearly to say  
6 accept students. If a student is moving from one  
7 school district, an unaccredited school district to  
8 a receiving school district there is language that  
9 says a receiving school district could deny a  
10 child's entry into that receiving school district  
11 based on behavioral issues that they could not be  
12 kicked out of their existing school district for  
13 and so we were not in favor, no student shall be  
14 denied the ability to transfer or excluded from a  
15 receiving school district when they can still stay  
16 in the home school district and the only way a  
17 receiving school district should be able to deem  
18 that child ineligible is if meets the safe  
19 standards, the safe schools violation which is the  
20 extreme issues that would also make them ineligible  
21 to go to their home school.

22           And then the last one was mandate  
23 accountability to the receiving school districts.  
24 So in the laws that are being considered right now  
25 under the transfer law if a student wants to leave,

1 leave an unaccredited school district and go to a  
2 receiving school district and the receiving school  
3 district has the ability to set the fee, as it is  
4 right now, then if they only charge them 70 percent  
5 of the fee they set the receiving school district  
6 is not required to be accountable up to five years.  
7 We think the issue is accountability so either the  
8 home district is accountable or the receiving  
9 school district is accountable but we accept no  
10 language that says you get the funds and the child  
11 but you're not accountable for either one and there  
12 is a layer that says if it's 90 percent then we're  
13 not accountable for one year. I do not think that  
14 our work group would agree with anything that would  
15 set that the adults should not be accountable for  
16 children. And I think the last recommendation  
17 that, or last call to action that we would have is  
18 that we adopt a, the Vic fee, the calculation of  
19 7,200 as the maximum rate in the transfer and I'm  
20 going to turn it over to Dr. Tobias to do the last  
21 one and then of course we'll take questions.

22 COMMISSIONER TOBIAS: Thank you.

23 The next priority area is to  
24 strengthen the capacity of school districts to  
25 implement policy. And the call to action is to

1 ensure that the members of the assistance teams are  
2 qualified, based on their past performance in  
3 failing districts with similar circumstances and  
4 omit or change language to may consider the  
5 recommendations of the assistance teams. And the  
6 accountability is the Missouri legislature.

7                   Now the language is, says something  
8 like strictly adhere to or must and so the issue  
9 is, or the question is are the members of the  
10 assistance team successful in working with either  
11 under performing or unaccredited or failing school  
12 districts. I think it's important for those  
13 members of the assistance teams to have a proper  
14 track record of working with turn around tissues.  
15 In the past typically the assistance teams are  
16 comprised of individuals from all over the state of  
17 Missouri, there could be rural participants, urban  
18 and suburban so we want to make sure that the  
19 members of the assistance team, teams, have a  
20 proven track record in turning around the school  
21 districts.

22                   So with that we ask for a motion to  
23 approve the calls for action for the Child  
24 Well-Being and Educational Equity work group.

25                   CHAIRMAN WILSON: Is there a motion

1 to approve the Child Well-Being and Equity calls to  
2 action?

3 We have motion and a second.

4 Any questions or discussion?

5 Commissioner Packnett?

6 COMMISSIONER PACKNETT: Two  
7 questions, one is about exception for children who  
8 would be disqualified from attending if they had  
9 violated the Safe Schools Act. Has the working  
10 group at all explored if they're, from my  
11 understanding part of the Safe Schools Act actually  
12 requires the school board to set policies of  
13 discipline and my worry is that the  
14 disproportionate nature of discipline that we see  
15 across our community based on race and gender would  
16 actually then be extended to this place if we don't  
17 consider something else so I'm wondering if the  
18 working group has heard any kind of expert  
19 testimony on how the Safe Schools Act has actually  
20 affected our community and if we are seeing those  
21 same disproportionate numbers locally?

22 COMMISSIONER TOBIAS: Someone said  
23 the short answer. The short answer is yes. We are  
24 seeing disproportionate application of discipline  
25 all over the county in fact. I think Sunday for



1 example there was a huge article which spoke to  
2 that point.

3 COMMISSIONER PACKNETT: Right. So  
4 then I'm wondering then given the, I guess it was  
5 technically a call to action so it says only  
6 students who have committed a Safe Schools  
7 violation will be ineligible for transfer, if we  
8 know that certain children are disproportionate are  
9 we extending the disproportionate nature of those  
10 violations to children who will then be ineligible  
11 to transfer?

12 COMMISSIONER TOBIAS: I think I see  
13 this this way: Districts would try to include  
14 certain students who have multiple disciplinary  
15 infarctions, maybe not Safe Schools Act violations,  
16 and so in an effort to make it equitable if a child  
17 is not going to be permitted to a school in the  
18 current school district they should not be  
19 permitted to attend a school in the transfer school  
20 district, in another school district and so -- I  
21 was going to say an issue for me is what we call  
22 the repeat offenders but for the major Safe Schools  
23 Act violations, those are incidents of violent  
24 behavior and those students would be excluded no  
25 matter where they attend school, for example some

1 of those violations would be like first or second  
2 degree murder. First or second degree murder or  
3 first or second degree burglary or many violent  
4 offenses like that.

5 COMMISSIONER PACKNETT: I guess maybe  
6 I'm asking a really technical question so it can be  
7 maybe up for consideration in different working  
8 group conversations because I'm thinking that  
9 portion of the Safe Schools Act that says there is  
10 some discretion for what is considered a violation  
11 by the school board so I'm not talking about the  
12 things that are kind of mandated and explicitly  
13 stated in the Act, I'm talking those policies that  
14 are set up by the individual school boards that we  
15 know affect certain children.

16 COMMISSIONER TOBIAS: Absolutely,  
17 that's a totally different issue. There is no  
18 exception with a violation of the Safe Schools Act  
19 violation but to your point yes, there should be  
20 some discussion in our work group about those local  
21 mandated, I think it's more of an implementation  
22 and an enforcement and a fair and equitable  
23 application of the local school board mandated  
24 enforcement of the policy. That's what I  
25 understand your question to be, not the Safe

1 Schools Act violation.

2 COMMISSIONER JAMES-HATTER: I think  
3 Dr. Tobias and Brittany, Commissioner Packnett,  
4 just to verify what we just heard is that the work  
5 group did not undertake the question about safe  
6 schools violation as it related to the ability for  
7 the district to set those and so raising that up I  
8 think back to what Dr. Tobias said we will  
9 absolutely take that back but at this moment the  
10 legislation is moving pretty fast and so our work  
11 group wanted to make sure that we weighed in and  
12 careful to shine the light on the things that we  
13 felt like were the issues that we really needed to  
14 focus on, so.

15 Thank you.

16 COMMISSIONER PULLIAM: I just have a  
17 question, I don't understand, I know that you want  
18 to stop it but what does that exactly mean,  
19 postponed accountability? I don't know what you're  
20 stopping.

21 COMMISSIONER JAMES-HATTER: So if a  
22 student is in an unaccredited school district and  
23 they want to go to another accredited school  
24 district the school district, the receiving school  
25 district, sets its own fee at this point. They can

1 say we are not going to charge you 100 percent,  
 2 we're going to charge you 70 percent and if we  
 3 charge you 70 percent we are not accountable for  
 4 that child's performance for five years. Yeah,  
 5 like hold that. So a kid could be in 1st grade and  
 6 it's five years or 7th grade is five years or a  
 7 freshman, so this is what we're saying is that you  
 8 can not accept students, children, and the money  
 9 and say we can't be held accountable. So we see no  
 10 language, not even the 90 percent that's proposed,  
 11 we'll charge you 90 percent of our fee and we're  
 12 not accountable for a year, we don't see that you  
 13 can ever as a school district and as an adult as  
 14 long as we have these accountabilities when the  
 15 children come we have to be accountable.

16 CHAIRMAN MCCLURE: I want to commend  
 17 you for --

18 COMMISSIONER TOBIAS: Just in terms  
 19 of the accountability to drive that point home that  
 20 means the student's test scores don't count for  
 21 that particular district.

22 CHAIRMAN MCCLURE: I want to commend  
 23 you for tackling this, I think one of the  
 24 definitions of unflinching in our charge is to be  
 25 and speak to gaps where no one else is really

1 calling out this issue and as far as I know this  
2 provision that we object to was in the bill last  
3 year that passed and was vetoed. It is in this  
4 year's bill and I don't see a hue and cry of people  
5 saying what you're saying tonight which is wait a  
6 minute, what do you mean these kids aren't  
7 important? I mean your focus on the child and the  
8 accountability for the education of that child is  
9 spot on and I think we need put an explanation  
10 point on this in Jefferson City and say we need to  
11 fix this in this bill.

12 COMMISSIONER JAMES-HATTER: Well it's  
13 ironic that we know how to count test scores but we  
14 don't know how to count kids.

15 CHAIRMAN WILSON: Commissioner  
16 Blackmon.

17 COMMISSIONER BLACKMON: I'm on this  
18 imagining what's possible and I'm also on this  
19 intersectionality of oppression so I'm curious as  
20 to whether or not this work group has given any  
21 thought, any thought to the vast discrepancy,  
22 economically, in our neighborhoods that impact our  
23 school districts and whether or not there's been  
24 any thought in my pie in the sky way if we really  
25 care about all children and a lot of the money not

1 school districts is coming out of property values  
2 which is not the same across the board has there  
3 been any conversation about suggesting a  
4 consolidated pool of money for education where  
5 every child gets the same amount of money allocated  
6 no matter where they live?

7 COMMISSIONER JAMES-HATTER:  
8 Commissioner I can assure you that there are robust  
9 conversations about the way public school is funded  
10 on the property tax issue and to that end we have  
11 had conversations but we are in touch with lining  
12 up experts around the country that understand this  
13 to advice us so it is very much on the table and we  
14 have some of those experts here in St. Louis that  
15 really understand public education funding and how  
16 do you navigate up the same issues that you're  
17 navigating on the municipal level, what would that  
18 look like and then how do we really get it done.  
19 So the whole structure of financing public  
20 education is very much there.

21 COMMISSIONER BLACKMON: Thank you.

22 CHAIRMAN WILSON: We're going to  
23 close discussion here and ask the Commission, we do  
24 have a motion and a second on the floor related to  
25 advancing the calls to action related to the

1 transfer bills that are currently moving in the  
2 Missouri assembly from the Child Well-Being and  
3 Economic and Educational Equity work group.

4 All those in favor of the  
5 recommendations and motion as stated please notify  
6 by saying aye.

7 Opposed?

8 Any abstentions?

9 Motion carries. So we thank the  
10 Commissioners James-Hatter and Tobias for your  
11 leadership and guidance in this area particularly  
12 as noted before in this swiftly moving conversation  
13 so we have occasion to weigh in for the  
14 discussions.

15 This closes out the portion for the  
16 working group updates, I did, we did skip one item  
17 on the agenda which is our financial update from  
18 our managing director, we will go over that  
19 quickly, we thank her for her leadership, guidance  
20 and great stewardship, now give attention to a  
21 financial update from our managing director Bethany  
22 Johnson-Javois.

23 COMMISSIONER JOHNSON-JAVOIS:

24 Commissioners you have information in your packet  
25 and for the audience you can go to the

1 stlpositivechange.org website to access information  
2 and Monique Thomas is getting ready to pull it up  
3 as well.

4           In the spirit of transparency which  
5 we committed to we're going to scroll down to show  
6 the budget. In our revenue category the state of  
7 Missouri to date has give us \$200,000, you can see  
8 the funding sources with 975,000 that is budgeted  
9 and that funding is on its way from the state of  
10 Missouri, we're happy to report that so the total  
11 is 975 for the revenue coming from the state of  
12 Missouri. We're grateful for all of the partners  
13 that have given us private support that totals  
14 \$150,000 and we have estimated in kind support from  
15 our community, from businesses, from organizations  
16 that have donated time, space, energy and other  
17 things that we've needed to the tune of over  
18 284,000 and that's probably on the low side. So we  
19 want to thank you for that which brings total  
20 revenue to \$634,000.

21           On the expense side if you scroll  
22 down a bit you can see how we itemized our budget,  
23 our expenses right now are coming in four  
24 categories, independent contractors, professional  
25 feels, operations, and the bulk of the funding that



1 we are receiving is going toward the engagement,  
2 all of this. Tonight's meeting, the lights, the  
3 rental, everything that you're seeing, the court  
4 reporter and all of that is funded up under  
5 commission meetings, community engagement and  
6 independent contract on, the subtotal there is over  
7 162,000 so our total expenses are a little over  
8 446,000 and we have 187,000 remaining, again  
9 anticipating additional funding to come in.

10 I just want to take a note to say I  
11 want to thank United Way on behalf of the  
12 Commission for serving as fiscal agent, I think  
13 Danielle, just left, but we still want to thank  
14 United Way for serving as fiscal agent and all  
15 their support ongoing.

16 I think at this time if commissioners  
17 would we should approve our budget.

18 CHAIRMAN WILSON: You probably didn't  
19 hear because I was moving this microphone around  
20 but commissioners, was this Commissioner Watson --  
21 Commissioners Blackmon and James-Hatter moved  
22 acceptance of this financial update related to the  
23 budget. Is there any further discussion?

24 Hearing none with thanks to the staff  
25 for their great stewardship, guidance and this

1 update just call for, call the question for  
2 acceptance of the financial support. All those in  
3 favor notifying by saying aye.

4 Opposed nay.

5 Any abstentions?

6 Thank you very much.

7 At this point we are prepared to  
8 close our meeting. We want to just say thank you  
9 to all of you for being here and sticking in  
10 through to the end with us. I think we were on our  
11 schedule, on our detailed schedule we were to close  
12 the meeting at 8:53, we apologize, it is currently  
13 8:58 and so for, we thank you for sticking in with  
14 us and your care for these matters that are so  
15 important to us.

16 We would invite you to stand if you  
17 would, we recognize that this is difficult work, we  
18 begin this work always with an invocation, we  
19 believe that in as many models and as many  
20 approaches and as many challenges that we have and  
21 the things that we have to explore these are good  
22 but one common grounding that Rich and I have that  
23 we brought into this work is the grounding of faith  
24 and centering on a power that we believe it will be  
25 necessary in this work as well. Honoring that this

1 is different for different people we invite you at  
2 the close of these meetings to just center in on  
3 whatever that power is for you, whether it is a  
4 faith in God, whether it is a faith in the capacity  
5 to bring the best of our community's energies. We  
6 continued to close in a bit of silence for  
7 centering that we may energize others for the work  
8 ahead so we invite you to a period of silence and  
9 centering.

10 In the spirit of gratitude and with  
11 hope for equity and reconciliation for our region  
12 we give you thanks and bid you good night.

13

14 (Whereupon, the hearing concluded at 9:01 p.m.)

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