FERGUSON COMMISSION MEETING

RECORD OF PROCEEDINGS

MARCH 25, 2015

SHEET METAL WORKERS' HALL
2319 Chouteau Avenue
St. Louis, MO  63103

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

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

CO-CHAIRS:
Rev. Starsky Wilson
Rich McClure

MEMBERS:
Rev. Traci deVon Blackmon
Daniel Isom
Scott Negwer
Bethany A. Johnson-Javois
Gabriel E. Gore
Brittany N. Packnett
Rose A. Windmiller
Rasheen Aldridge, Jr.
Grayling Tobias
Becky James-Hatter
Felicia Pulliam
Sgt. Kevin Ahlbrand
Patrick Sly
Truman Robert "T.R." Carr
Byron Watson
(Whereupon, the hearing began at 5:29 p.m.)

(Invocation by Reverend Sean Jones)

CHAIRMAN WILSON: Thank you Reverend Jones.

Tonight we begin, we're going to continue a conversation that we have been committed to for our community as the Commission's work focuses on developing policy recommendations that seek to address the root causes of systematic and structural inequities in our region. As we listen and learn from the current realities of many of our citizens, most critically coming from the voices of young people who will no longer tolerate the current state of affairs. We as a region must confront our reality that racism is an underlying root cause issue that must be addressed at multiple levels: Individual, cultural, institutional and structural. We recognize that St. Louis is an international city and that its many cultures are at the core of what makes this region great. The events that resulted in the formation of this commission, the root causes that we are charged with addressing and the data around those root causes paint a very specific picture. The reality of the disparities of tension between our African
American and white citizens. In keeping with our charge this is where our work will focus, specifically the work tonight. It is clear, however, that learning some empathy, respect and equity can only benefit us all.

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

I'll make one note as I acknowledge our guest for tonight. The Commission was very intentional in its language. The language of the executive order calls for us to study racial and ethnic relations. We believe that language was insufficient for the goals that we need to set for ourselves and so recognizing that we want to be focused on a specific outcome in all of our recommendations we're very intent to note that our work will focus on racial equity. We also noted even in some conversation of challenge about whether we would ever reconcile, honor that conversation, that reconciliation was also an
appropriate goal for us to cast before the region and for ourselves in our work. And so we're pleased tonight that we will hear from and I'll introduce in just a moment one of those experts, we think about national models and that we'll consider over the next few months, Mr. William Buster, the director of Mississippi and New Orleans programs from the Kellogg Foundation who will share with us information about one of the frameworks that may be considered, the American Healing Initiative of the Kellogg Foundation.

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

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

One national columnist called on us to think about the questions of racial disparities and racial equity in terms of empathy and putting ourselves in the situation of others and imagining ourselves if only for moments what it feels like to be in their shoes. He also called on us as a
country and us as a region to think about moral imagination and how we engage ourselves in the ethical framework from which we come, the faith base in which we find ourselves building our lives upon and to use that moral and faith-based imagination to understand why these issues are serious and compelling and require our intentional and intensive action.

And so as our working groups have gone through the policy frameworks of the last 100 plus days it's been clear that underlying each one of them whether it sits in law enforcement relations or child wellbeing and educational and equality or economic opportunity, or municipal court reform, municipal government issues and underlying each of them are issues of race and structural bias that we have to face and confront and so it was natural to move through that process and now come to this point in the Commission's work where we would now say to our community and to ourselves and to the larger region, policy makers, that it's time for us to understand this need individually, structurally and institutionally. And so to start that a discussion about national framework and national learning on racial
reconciliation and racial equity issues and racial
healing is a natural base and this will be a
constant theme that will run through much of our
work as Starsky said over the next month or two so
we're glad to have Mr. William Buster here to talk
about the America's Healing Initiative, help spur
that conversation. And so tonight's agenda I think
you will find engaging and you will find that these
are in fact the compelling issues of our time and
of our day.

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

I'm sorry, Monique. I apologize.

Monique Thomas.

MS. THOMAS: Thank you.
Good evening everyone. Sounds good.

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

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

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

So the test question is what is your favorite color? Okay. What is your favorite color? A, black; B, brown; C, blue; D is green, E
is orange, F is purple, G is red, H is white and J is other. So right now the polling is closed, you can see at the top hand corner, now that it's green it's indicating that polling is open. So select the answer choice that corresponds with your truth. About 15 seconds. Feel free, you can change your answer, it's the last answer that's entered, that will be the answer.

Polling is now closed.

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

Does anyone have any questions?

Pretty straightforward.

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

Polling is closed. It's now open. Seven seconds.
Okay. So about 50 percent of you are from St. Louis City and four out of 10 of you are from the County.

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

AUDIENCE MEMBER: What if you're retired?

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

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

Okay. Polling is open. About 10 seconds left.

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

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

Polling is now open. 10 seconds.
Okay, polling is closed.

54 percent female, 46 percent male.

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

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

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

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

Polling is open. Five seconds.

All right. So we have 65 and older, 55 and older is represented about nearly 60 percent
of the room. Okay. And nearly equally distributed between 22 and 54.

Okay. Ready for the next question.

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

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

Okay.

AUDIENCE MEMBER: What was the question?

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

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

AUDIENCE MEMBER: Will there be more meetings?

MS. THOMAS: Yes. There will be more meetings.
Okay. So many of you this is your first time, nearly 50 percent, and then we have 40 percent who's done at least one to four.

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

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

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

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

Next question. I think reverse discrimination exists. I think reverse discrimination exists. A, strongly disagree; B, disagree; C, unsure; D, agree; E, strongly agree.

I think reverse discrimination exists. If you're unsure of the definition you can put unsure.

About 10 seconds left. Polling's
closed.

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

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

Polling is open. About 10 seconds left.

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

Statement: It is important to focus on black-white relations given the racial demographics of this region. Excuse me, of the region. I'll state it again. It is important to focus on black-white relations given the racial demographics of the region. A, strongly disagree; B, agree; C, unsure; D, agree; E, strongly agree. Polling is open.
Okay. So a majority either agree or strongly agree that it's important to focus on black-white relations given the racial demographics of the region.

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

Polling is now open. About 15 seconds left.

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

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

Polling is open. About 10 seconds.

Polling's closed.

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

Next question. The achievements of the civil rights era successfully eliminated racial
barriers and created an even playing field. A, strongly disagree; B, disagree; C, unsure; D, agree; E, strongly agree.

Polling is now open. 10 seconds.

Polling's closed.

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

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

Polling is open. 10 seconds.

Polling is closed.

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

Next question. White people in the United States enjoy benefits and privileges that people of color do not have. I'll repeat. White people in the United States enjoy benefits and
privileges that people of color do not have. A, strongly disagree; B, agree; C, unsure; D, agree; E, strongly agree.

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

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

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

Polling is open. Seven seconds.

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

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

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

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

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

Thank you.

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

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

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

Thank you for continuing to pass down the polling information, pass it all the way down
the aisle to your left. Thank you very much.

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

Perfect.

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

Public discussion. The open mic
sessions could be summarized as follows: Those
that provided comment talked about employment and
jobs as very important, business and
entrepreneurship, housing and transportation. So
out of those four buckets we broke into small
groups and we asked the question what factors are
most important to accessing opportunities, so
that's how we operationalize economic
opportunities, accessing opportunity and the top
three answers to your rank, job skills and
training, employment and income and transportation
but you'll notice in that pie that we also have
housing, health and wellness and other factors.
Public open mic comments could be
summarized within four buckets, living wage is
critical, that there are too many working poor in
our communities and many working poor voiced their
personal concerns and their experience. We had a
young man that said that St. Louis is a tale of two
wallets, rich and poor divide, that there is
opportunity that people wherever they are and
wherever they fall are doing the best they can with
what they have or in the deficit of what they don't
have and that we need to be focused on systematic
inequity, access to capital is important and we
heard voices particularly saying in all of our work
continue please not to forget about north county,
and financial literacy, having access to capital,
understanding how to manage finances is so
important, building wealth is important and
business ownership especially among the African
American community is important.
Employment and jobs insights. The
question that we posed in the small groups, what
issues do we face as a region that concern these
topics and you can see above what the responses
were. Minority participation and in particular the
plight of ex-offenders, there is no space to enter
back and to integrate in and to become empowered
and restored. Wage stagnation and income inequity,
you can see there power and poverty is mentioned
and this final bullet was patronage and "Good Ol'
Boy" networks, economic mobility is tied to
relationships, it's not what you know it's --

AUDIENCE MEMBERS: Who you know.

COMMISSIONER JOHNSON-JAVOIS:

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

Under the heading of Business &
Entrepreneurship Insights the question what issues
do we face as a region concerning business and
entrepreneurship and we see here that from the
feedback from the communities
race/underrepresentation of people of color is an
issue. Communities of color have fatigue from
microaggressions, struggle not just personally but
in the context of business environments, strained
access to capital, lack of education and capacity
building. I note that we'll just point out in the
feedback innovative concepts such as incubators
don't feel inclusive to all people at all times and
we captured that feedback.

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

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

So now we're moving from meeting 6
into meeting 7, the last meeting that we had at
Missouri History Museum, the initial racial and
ethnic discussion in our breakouts, you'll see here
that we asked the question after our first 100 days of learning report and the responses, we asked them based on the report and what we're hearing and what we're learning together what are we doing, what have we learned, what have you learned and what are you doing differently? You can see here two to three attendees in our last session believed racial and ethnic relations will always be problematic, took a poll again today but we find that here in St. Louis almost six out of 10 are optimistic and they're actually more optimistic than the results from the Gallup poll.

Public open mic comments were in three specific areas that we tried to capture and summarize before you. There's a call for accountability and implementation in three areas. Justice can look like transparency and accountability, going back interestingly enough to the Commission and our value system that we've adopted. Commission must push to get recommendations implemented so it's beyond writing things on paper but thinking of implementation, Commission has admirable ambitions and heavy charge. Thank you for acknowledging that community.
Second, racial profiling regardless of income. Educate myself and children about racially motivated arrests was a common theme that we captured throughout the subgroups. Racial profiling is not limited to poverty and this last piece, dialogue on systemic racism is needed, that we need to say the word race, that we need to be able to articulate racism, what it is, we need to be able to understand the definition, need to have conversation and take it beyond conversation and we also said that with white allies we employ and encourage you to continue to do the work with us.

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

So the question was asked what stands in the way of realizing racial and ethnic
reconciliation? Interestingly enough it was said there's no space for healing. Fragmentation and segregation exacerbate our issues. The high school question defines our community and it means something, it means something race, it means something class, it means something that separates, not connects us. History and institutional policy and need for power within the black community. Black people need to get out of our own way.

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

Other key considerations, look to youth as the future. Youth must be a priority, they are our hope. We must plan with a vision, 10 years, 20 years, longer from now and create common ground. Developing a sense of brotherhood and
sisterhood and what spaces do we have to heal and actually get to know each other.

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

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

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

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

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

MR. BRANDY: Hello everyone. Today
I'd like to talk about what has been allotted to this movement and I'd like to point to all the different areas in which money has been allotted to this movement and I think that as many educated people that are involved with this movement that we could have came together and possibly pooled the money that has been given in reference to this movement and all these issues that need to be addressed and we wouldn't have to ask for jobs, we could create our own jobs. We could have bought our own stores, we could have created our own economical advantage but we're so divided and that's what we have to get rid of, we have to get rid of the division that exists in our community and we have to come together and with that economical standpoint we'll be able to voice, we'll have a voice. Believe it or not they'll listen when you start affecting that money.

Thank you.

DR. HIGGENBOTTOM: Good evening. I want to talk about, I saw something on the board here today, talking about black and whites and I need to say this to our group. We got a shot, one shot at it to get it right. I'm not black and I'm not an African American, I am an American, I'm a
descendant of American slaves. We're here to help
the community, we first have to identify the group
it is that we're trying to heal. It is so
important, black is a color, white is a color, it
is not a nationality, it's not cultures, we are
Americans. I'm a descendant of American slaves and
the American slave culture has been struggling ever
since the Civil War. She didn't get no type of
economic emancipation, no type of guidance to
mainstream America, she was rushed into the
industrial age so the American slave culture has
been struggling. Not black American, not African
American, the American slave culture and we have to
address that piece because she didn't get paid,
slavery was business, it wasn't personal, it was
business, America needed someone to build this
nation. The Indians certainly wasn't going to do
it so they went to Africa and brought the seed here
and it was deposited in these plantations. These
are not black people, they're not African American,
African American is an immigration term that they
gave in 1952 by the United States Immigration,
those whites and blacks that came here to America
and once they got certified they gave them the
title African American.
Here's what I'm saying to you family, the American slave culture needs two things, it's an identity crisis, we have to address that, we've been called slaves, colored, negro, black, African American, which one is it? Why so many name changes? Until we address the identify crisis that we are descendants of American slaves things are not going to change for us. We need to be told the truth and we have to have a systematic A-B-C-D flight plan, I mean economic plan that leads us right into the mainstream America.

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

MR. GONZALEZ: My name is Phil Gonzalez, I may look white but I'm Hispanic, I'm a one dropper, I grew up in Cochran Apartments, I live in West County. How did I get there? I was an apprentice painter which was opened up by the Federal government suing the unions to allow blacks, Hispanics into the union and train us, a skill, but I got a segway from him about after the Civil War the problem is not, it's fundamental to the U.S. Constitution, it's an unfinished document. The English world trying to enslave the Americans,
we cast them off and the founding fathers did the best they could because there were slave owners and there were white people that wanted and black people that wanted everybody to be free. The Constitution gives no power to the people, all we have is voting. If we're just going to change judges and not change the laws then we're not going to have freedom. When two percent of the people in this country take 70 percent of the wealth, remember Highway 270, but yet up until this year, last year, 2014, they were paying less than 16 percent in taxes. 16 percent. Romney paid less than 14 percent on his millions. We have to take, pass laws to get the people the power to enforce laws. You got a prosecutor, there's a term called procuratorial discretion, we got a president that's going to naturalize 5 million illegal immigrants who steal my work and your work. They don't work on farms, they're hanging drywall and in Harlem the employment rate for African Americans is 50 percent for those between 18 and 55. Did you know that? Be coming for them.

Thank you. Change the laws.

MS. FRANKS: State your name and what pat of the city you're from.
MR. WEBB: Hi, I'm Bennett Webb, I live in Affton. Social injustice, corporate greed, that's why I'm here. 1990s, I bought a $10 million insurance company, terminated the contract with the insurance agent because it sold insurance to African Americans. That's what the court case says, that's what the court voted on, that's what they agreed on in the City of St. Louis. They also covered several other agents but there's some funds so nobody cared so, but what did the insurance commissioner of Missouri do about this? Absolutely nothing. This agent contacted him before he took the company to court and said what can you do to help me, you build a court case and you'll win. So my point is you get a hold, do you know the color of your daughter's car because you have to have a car to go to work and have insurance to get a car and if this company won't sell it to African Americans they're being sent to buy insurance at other places that's less, that's not as good and certainly more money and the young kids can't afford this so they can't go to work, can't get a house. I am sick and tired of the trickle down stuff, trickle down, it's Good Ol' Boy authority in
Columbia, Missouri saying how these people are going to deal with us. They got to be paying somebody in the government to let this stuff go on. 

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

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

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

Darren Wilson killed Michael Brown, Jr. That is a fact which no one disputes. No matter what the criminal justice or civil justice system does or does not do the death of Michael Brown, Jr. is a wound which needs to be healed. Some people who are not peaceful protesters hurled insults, spit and other objects at law enforcement personnel. This is a wound which needs to be healed. Law enforcement personnel hurled tear gas at protesters, this is a wound which needs to be healed. Some individuals looted stores, set
fires to businesses, this is a wound which needs to be healed.

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

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

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

MS. FRANKS: I believe we have time for two more. We are going to have Ricky Jackson. And after Ricky we will have George Jones.
No? Let's go with Ron Jackson.

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

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

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

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

I think that's enough. Less than two minutes.
MR. JACKSON: Hello, Ron Jackson. I see some of my diversity training buddies in the room so I want to make an argument that all of us need to be in a room in a facilitated session talking about race because meetings are nice, big meetings are nice but it doesn't touch your soul and looking at somebody, listening to them, getting to know them, hearing their stories, that's the way we're going to move this agenda forward and the groups that need to do it is all the political leaders, the business leaders, the religious leaders, they're already doing some of this but the leadership has to get in touch with their own attitudes and beliefs about race and racism and fairness, equity and justice. So, you know, we can have a lot of meetings, in fact I told Brittany at the last meeting that the Commission needs to have diversity training workshops and she said we're going to do that. I see Rudy here in the room but you know we've got NCCJ, we've got the Diversity Awareness Partnership, we got the Anti-Defamation League, we got the Equity Group, we've got groups right here in St. Louis that do the work and are really good at it and we need to pull them in and organize our communities, our leadership around
sitting down, looking eye to eye and I'll just tell
you now 20 years ago Focus St. Louis Confluence at
the time had a big conference, they invited the
mayor, the political leaders, the business leaders,
religious leaders to a conference, a weekend
classroom from Friday afternoon to Sunday noon,
two days, and the leadership had to talk about it
and at the end of it they had to make a commitment,
they had to sign a form saying this is what I'm
going to do in my organization or agency to address
this when I get back. So, you know, we have to get
in on the ground folks, it's on the ground work and
we have to make a commitment and you know the thing
about it? It costs money so whether we want to
change the agenda in St. Louis or keep doing what
we doing what are we going to get? Same thing,
right? And what's that the definition of?

AUDIENCE: Insanity.

MR. JACKSON: Thank you very much.

MS. FRANKS: That you all for
speaking, we do definitely appreciate your
commentary as these meetings are here for you all
and we definitely want to hear from the community.
Now I will go ahead and Reverend
Starkey will introduce our presenter for tonight.
CHAIRMAN WILSON: Thank you very much for those who have shared today for giving your perspective and sharing and guiding us. So you know, we continue to hear your voices and look to make sure we integrate this.

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

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

As we have noted we want to turn our attention to sharing some models for the
communities providing a bit of a framework for us
to move forward for our community. We are pleased
that one of those models is represented in our
cornerstone conversation today and has been in dialogue not
only with philanthropic leaders in this community
but also meeting with some of the aforementioned
organizations of tomorrow and meeting with more
leaders in the community later this week are
representatives from Kellogg Foundation working on
their American Healing Initiative.  

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

In William's role he's responsible
for leadership and vision program centralization,
design, planning and management and coordination
and communication, evaluation of all policy
programming and learning, of grant making in
Mississippi and New Orleans. He supports and
facilitates work in community exchange process
within the region in alignment with the Foundation's external partners in the region. He also provides leadership and guidance to work around the Foundation's work with the Executives Alliance for Expanded Opportunities for Boys and Young Men of Color and coordinates their work and spent some time previously working with black farmers in the regions that he is responsible for, their nutrition and food initiatives.

His background although he notes he is a historian you may find that he is a historian, how he shares information, his Bachelor's degree is in history from North Carolina's Agricultural and Technical University Greensboro, he holds a Masters degree in development policy and practice from the University of New Hampshire and also completed Harvard University's JFK School of Government's Executive Leadership Training Program. All that to say I have found to be a helpful guide in his work in finding our way to ethnic goals within our community to some of the national initiatives where there's interest in this area so we're pleased that our presenter tonight that will share with us for about a half hour and then take some questions from Commissioners as they seem to deepen their
understanding in this framework, Mr. William
Buster. So please welcome him.

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

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

So the Kellogg Foundation, we believe
in facilitation, we facilitate the opportunity for
organizations to do the work that they do in
communities so I'm not going to spend a lot of time
talking about the Kellogg Foundation, I'm going to
talk about some of the work that we're supporting.

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

So the vision of the Kellogg
Foundation. We envision a nation that marshals its resources to assure that all children have an equitable and promising future, a nation where all children thrive.

The Kellogg Foundation supports children. Our mission is to support children, families and communities as they strengthen and create conditions that propel vulnerable children to achieve success as individuals and as contributors to the greater community and society.

That is our vision and initiative.

So understanding and defining racial equity. The Kellogg Foundation in 2007 mandated, the board mandated that the Foundation was going to be committed to being a foundation of an effective anti-racist organization that promotes racial equity, that happened in 2007. But before that the Foundation had worked for a couple of decades on different aspects of the work, diversity, inclusion, those types of things but in 2007 they came to grips with the reality that this country had some unfinished business. We needed to acknowledge that racists played a part particularly as it relates to the Kellogg Foundation because we're more focused on children, that children are
having to live throughout that legacy and without
addressing racism and the impacts on growth of
children we're not going to really be able to deal
with some of the underlying issues that children in
vulnerable communities face in this nation.

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

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

What do we mean by racial equity?
And you can read it but I'll pick out some
highlights. So racial equity refers to the
principles of fairness and justice. Racial equity
work describes actions designed to address historic burdens as well as remove present day barriers to equal opportunity. That is the Kellogg Foundation perspective. You may have your own, it may be important for this community to define what racial equity means for itself. This is the Kellogg Foundation framework, we believe that it was important for us to kind of own something, we needed to be able to tell people what we meant and why we were doing what we were doing in the communities which we've supported. But it's important that maybe you want to raise those things for yourselves.

So, I will be definitive about a couple of things, this is one of my favorite slides in telling you what racial equity is not so I can tell you what my opinion is but I am definitely of what it is not. Racial equity is not diversity. Diversity is variety. Racial equity is not inclusion, though inclusion is a good thing, inclusion equals representation. Racial equity is not equality, equality means sameness. Racial equity equals fairness and justice. Pure and simple. So if you take a look at the picture there, so you got the kids watching the baseball
game and they are all equal on the left, each one of them have a box, that's equal, right, that's fair, right? But one of the kids can't see the game at all, the other barely sees it, the other one sees it just fine. Equality means, equity, excuse me, equity means that everybody gets to watch the game at the same time they same way.

Some of our definitions of healing.

I've been asked that question several times, what do we mean by healing? So real quick I'll go straight to the heart of it. Racial healing means to restore to wholeness, to repair the damage and to set right. Wholeness, repair and setting right is what we came to support through our racial healing work. Implicit bias, that's the word that you'll hear academics throw around, I say it a lot, you'll hear me say it throughout this evening.

Implicit bias is the automatic association of the stereotypes and we have some research and I'll raise it up a little later that talks about merits. Implicit bias is one of those things I think that we really need to begin to understand. We have this operating system working behind our ears, working behind our eyes constantly, like the operating system in a computer, it works in the
background. Implicit bias tells us without us even thinking I fear that person. I don't know what that person's going to do to me. As a teacher I may come in a classroom and say yep, all the kids on this side of the room are going to pass and all the kids on this side are going to fail. We do it. As a police officer I see a person of interest, my narrative in the back of my mind my tells me that a person of interest usually is that young black male. It's implicit. Okay. No intent behind it. That's what makes it so dangerous. So implicit bias is one of those things that we need to begin to understand as communities, and then structural racism, that's one of the things in talking we throw around a lot. I think it is absolutely necessary to deal with some of those things but the way in which I think about it and many of the Foundation thinks about it is you have to go through a process of healing while you're dealing with some of these very nefarious issues around structural racism and our definition is the interaction among institutions, policies and practices that inevitably perpetuates barriers to opportunities and racial disparities. Again, these are the Kellogg Foundation's definitions.
So America Healing. I've been asked to come here and talk a little bit about what we did and why we did what we did. In 2009 the Kellogg Foundation, excuse me, the Kellogg Foundation over decades have been a champion of diversity, inclusion, racial equity and healing. For decades the Foundation has understood that many vulnerable children are children of color and has focused attention on particular needs of these children and these families. In 2009 the Foundation launched America Healing Initiative, a strategy for pursuing racial healing and racial equity designed to raise awareness, to repair and to heal historical wrongs and dismantle systems that continue to perpetuate structural racism. Built on the understanding that making progress would require thoughtful, systematic interventions aimed at individuals, organizations, communities and public institutions in order to change thinking, practices, system of accountability at every level, local, state, regional, tribal and national.

So to sum that up. We did it because we believe that communities need to work on some things together. It's essential. We, as we looked
in 2009 at the ways in which we wanted to support
work to improve children's lives we decided that
let's help communities begin to tackle some of
these issues that they're dealing with that they've
been afraid to or haven't had the capacity to do,
that's another word you'll hear about. It takes,
this is a muscle, if you haven't built it up, if
you haven't learned how to work together, how to
talk together you can't go out there and solve the
problems. So capacity is another one of those
issues. We came to support organizations and
communities to come together and do some of this
work and we believe that we've been able to see
some things that have happened around the country
that are very positive.

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

This work isn't easy, that's one of
the key learnings that we learned, it may seem like
it's a natural learning but consistently that is one of the things that I want people to understand. This is uneasy work. People are going to be hurt, upset, happy, sad, all of the emotions as you go through this process of trying to heal and understand how we can work together to improve our community.

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

In the American Healing work we have
four objectives. We wanted to support and create
public accountability and transform communications.
Communications is key. We wanted to support and
expand the capacity of community-based efforts.
This work can not happen unless it happens with
groups coming together, individuals, organizations,
institutions. We wanted to intensify
access-oriented research and analysis. One of the
things that we found is that when you talk about
racism and dealing with structural racism people
with eyes begin to glaze over because a lot of the
times the language is framed from the perspective
of emotion and feeling, I think, I feel, all those
kind of things. One of the things that we found
that help people understand is that if you know the
data, if you understand the reality of the data,
because there's real information out there, it's
not just emotion, it's not just what I think. I
was telling a group earlier today I live in the
state of Mississippi now and there's a troubling
trend that I've uncovered through data. 51 percent
of all children, all black children, 51 percent, of all black children in the state of Mississippi live in poverty. That's the majority of black children in the state. 30 years black people will be the majority in the state of Mississippi, do the math. At some point the majority of the citizens in the state of Mississippi will live in poverty. That's an unsustainable way of living. So lean into action-oriented research, not just data for data sake, something that we can use.

Our fourth objective was to strengthen advocacy for both public policy and systems change. It's important that while you're building the capacity of leaders to learn how to articulate the opportunity, their grievance and the opportunity, it's absolutely essential that you have an eye towards very specific things, there are things that we need to be working on. One of the things that somebody asked me earlier today and I hear often is what happens first, the healing or the structural overload, what do you do, what happens? And what we found is the healing is the way to open up the door to really understand and create a common language, a common way of thinking but if you come together just for the sake of
healing without an agenda to solve an issue people lose interest. You have to have something that you're trying to do. I heard about the tables or the different working groups that you have, that is the work, so each one of those tables could have a healing aspect of the work infused into it. Something that points towards a solvable solution. So healing is great, we need to work on it but we need to tie it towards real policy and systems change. We heal together so we can go solve something together is how I like to think of it.

So I want to give an example of one of our key organizations in the state of Mississippi, this is the William Winter Institute. William Winter was the governor of Mississippi in the early '80s, Governor Winter now I just was meeting with him last week, Governor Winter is 92 years old, still drives himself around, is a very powerful person. Governor Winter if you know a little bit of the story about Myrlie Evers when she came back to the state of Mississippi in the early '80s Governor Winters was the governor to ask her forgiveness for what the state of Mississippi did to her husband, Medgar Evers. He was a champion for racial equity. He came to the understanding
that there was no solving the issues in Mississippi if you did not struggle with race and not just struggle with it, but beat it. So the William Winter Institute has a very specific process, they call it the Community Compass, the call it the Healing Table that they have. They convene tables, they actually start with conversations but the Community Compass helps people understand the direction that they're going in so very clearly articulated in the work that they do and they've kind of used it, they've used support from the Kellogg Foundation to lay the framework for this. So they look at the pyramid, this is a three-legged stool of attitude, behavior and condition, these are the things that they're trying to address specifically but they had to raise up and if you can't see those things I'll read them for you. They had to raise up, there were some benchmarks along the way that they had to have communities understand and I'll go through each of these and expound on them.

So denial and ignorance, that's at the beginning of where most communities begin. Then there's awareness of the issue. I think St. Louis, you're pretty aware of some of the issues
and you're learning more. There's the opportunity for relationship building, that is absolutely essential and then there's collaboration and then ultimately transformation and inclusion. But this is not a linear line so some of the things can happen before others, some you may loop back around and get back to another issue that you have ignorance about so think of it as a circle feeding in upon itself.

So phase one for the Community Compass, first they have a very intentional way in which the community is contacted, they do one on ones in the communities, single group identity work, multi-racial group from the start. It has to be. Step one, preparation and pre-assignment for the first collective community meeting so they do the one-on-ones, they understand essentially what's happening in that community before the first meeting and then with the community effort they've been invited, after a core community of leaders because that's the other piece you have to be clear about, it doesn't take everybody, it takes a committed few who are connected individuals. I talked earlier today about analysis, I'm into network analysis. In every community, every
community without fail there are individuals that are key to solving a problem. You all know who they are, you may not like to call on them, you may not like to admit that they're key but they're key. Traditional leaders. There are also people in neighborhoods and communities and households that are keys to certain neighborhoods. There are leaders in those houses that you know. Ms. So and So, Mr. So and So or that young person, you know who the leaders are so you have to involve them and get an understanding of them from the very beginning. The activity here is intelligence gathering and what they do is they, the data that's gathered, because again this is action-oriented research, it's community demographics, population, what kinds of conflict may have been going on, police, school, those kinds of things, school problems, there have been similar efforts to this before, it's always key. Talked about earlier that there's been work that's happened here, you got to know what's happened already and build upon that. Have these individuals met as a group before, what are the demographic makeups of the city boards and councils, you got to know that stuff and what does the last 12 years look like by way of demographic,
what's happened, where have people moved to, it's important to understand these things. Engage the people, engage them in talking about their community, ask them the questions, tell the story. There's research out now that speaks specifically to how people change. Data is good but story is best. The human brain is wired to make change based on stories that they can tell us. That's why narrative is so powerful, that's why implicit bias works so well because you have told yourself a story. I wish I had more time to talk about that but narrative and telling stories is I think one of the most powerful tools that you can utilize in doing this work.

Phase two. When we talk about awareness. First receptive group meeting, ask them about their community and listen to the stories that emerge. Try to have a diary, document the story. It's important to tell the history, tell the story and select these stories. A metric of success will be how later stories differ from the initial stories because what you ask people to do is tell their racial story, what is your understanding, how do you experience race and hopefully through that process of awareness you
begin to kind of move away from what brought you to
a room to a new reality. Doesn't happen overnight.
They are quick to explain that they need at least,
at least a two year commitment to just have these
conversations.

I told a story earlier today about
work that happened in Mississippi around Emmett
Till, happened in the '50s. It wasn't until about
20 years ago that community began to have
conversations about the murder of Emmett Till and
they didn't even talk about the murder of Emmett
Till first, they talked about the courthouse where
the trials took place. They talked about that
being a center, an opportunity for the community to
kind of come around because the downtown area was
beginning to be in decay so these two individuals,
African American man, white man began to have these
conversations about how they could address the ills
of what happened in that community. They knew it
was going to take a long time, they began that
process talking amongst themselves and they brought
more people, the William Winter Institute actually
helped them with some of this work. About seven
years ago they launched the Emmett Till Commission
and that was the opportunity for them to have
people tell their story. There were African
American men who actually saw Emmett Till being
taken and they couldn't do anything about it.
Their families had to hear these stories, their
families had to deal with the pain that these men
had. There were white families, white family
members who knew that their uncle, their
grandfather, their brother had taken part in the
murder and they couldn't say anything because they
feared ostracization from their community, from
their family. I know it's easy to say you should
have said something, when your family's at stake
these people understood and they had an opportunity
to begin to work through that, heal together. So
this past Saturday, so I told you 20 years ago,
this past Saturday they actually opened up the
courthouse, they worked on it this long, the
courthouse now is an official community center and
the Emmett Till Commission is continuing its work
but if it hadn't been for those people telling
their stories they wouldn't be able to begin that
process.
Now is it perfect, have they solved
all the problems in that community, no they have
not but they have a core of people in that
community that believe that first they had to
acknowledge what happened, the tragedy, the trauma
that happened in that community. Took them almost
what, over 50 years to get to this point but they
did it.

Phase three of the Community Compass
which is relationships. It's important to have
diverse groups, again willingness to commit to at
least two years, 20 to 25 folks ready to do a
retreat, talk about that, it's absolutely essential
at some point, at some point there's going to have
to be a group of all of us that comes together and
begins to kind of set the trajectory about what
we're going to do to actually solve, to first
create some healing amongst ourselves, create
stronger relationships and to tackle some of these
key issues. There has to be a willingness to admit
that there are things that you don't know about
your community, there are things that you'll learn
about your community that are hurtful. Leaders who
are open and able to take the risks need to inspire
and support others, you'll need that, you'll need
leaders who are open to developing their
leadership, guide by values and that the
guideposts, this is through the relationships forum
and through the retreat objectives, these are some
of their key understandings of what it takes to
happen when they come together is creation of a
safe space. Got to be able to have a safe space.
Now it may have difficult conversations but it's
okay to have a difficult conversation if you know
you're in a safe place.

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

Understand what the work is going to
require, don't sugar coat it. This is a long, hard
road. And then deepen those relationships, use
that time to kind of really truly work on those
relationships, come out of there prepared to take
the next step. Hopefully at that point after a
couple of years and you've been working on very
little things, built some relationships, you've had
some action wins and you've done some work, you can
begin to really understand how you formulate phase
four which is the collaboration, activities within
the collaboration is to begin to have four one day
workshops in the community, share the tools. This
is where you begin to build the leaders in the community to be the ones who want to be the ambassadors, take this work out. So you've had a core of leaders then they begin to work with other leaders, again this whole notion of network analysis, you have the nodes and they begin to work with others. Activities are continued in this aspect of collaboration, relationship building is still important and also planning for community actions. Community actions. Not just conversations, you have to do something or else you will lose people.

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

Now that's their process and I didn't share everything that they do but that's the key aspect of the work.
There's something I'd like to add at this point about this. Each community takes its own racial rhythm so what works in one community, how they do it in one community, the process is in steps may not work for your community so you get, you have to have a clear understanding of what your rhythm is. I told a story earlier today about in the community I grew up in in Kannapolis, North Carolina, right next to Charlotte, home of Dale Earnhardt, in Kannapolis there was a cultural norm that on Saturday nights in one part of town, downtown loop, white kids drove their cars around that loop, black kids didn't drive their cars around that loop, black kids went and parked somewhere and had conversations and did what they do. That was normal. Nobody told us we couldn't do it, that's just what it was, that was the rhythm of that community until some young people said I'm going to drive my car around the loop. It was just that simple. And that was more disruptive than you may think because that had been established for 50 years. Black kids don't come downtown on Saturday nights, just didn't. Now nobody goes downtown now, I guess once we found out that it really wasn't that fun, people just kind of left it alone. But
it's important, don't shy away from what you know

is a cultural norm in this community, deal with

that stuff. It's uncomfortable, it's uncomfortable

because what it causes you to understand is that

there is a level of fear and ignorance that we

allow to command us. If you begin to deal with

some of those issues of those cultural norms and

understand the rhythm of your community there's

nothing that you can't accomplish, there's nothing

that you can't uncover because you're willing to

deal with the very things that have kept you apart.

So all of the examples that you'll

see over the next several months, this and others,

understand that you have to tailor it to your

community but the key aspect that I think is

resonated throughout the place that I have seen and

the work that I've been a part of is that it takes

time.

I went to New Orleans a few days

after Hurricane Katrina, it will be 10 years ago in

September and I'm still there supporting work down

there and so is all the other communities but there

was an aspect of the work that had to happen that

started with rebuilding but then they began to deal

with some very structural issues that have kept
people apart in that community. They're still at
it so in New Orleans the 300th anniversary of that
city will be in 2018 and they're saying now because
they've been working on this for years by 2018 they
want to be able to announce to the world that New
Orleans is a city that's focused on its children,
that's dealt with its very unique racial past.
That's the frame that they set out for themselves,
there's a lot of skepticism in the community about
whether they can do it but they set a clear
objective. 10 years, by 2018 it will be 13 years
and they know that it's going to take even more
time so do not believe, don't disvalue yourself of
the notion that when the report comes out, the
report is going to be due in what, September?
That's really, that's first floor. Then the work
really begins. You need another aspect of the work
that's consistent across all communities that I've
spoken to have to have an anchor. So I talked
about network analysis, know as the information and
the leaders are touching on this if they don't have
a touchstone, if they don't have a place in which
it's collecting information, directing meetings,
disseminating information, doing analysis, heck,
organizing baby-sitting, if you don't have an
anchor this can't work. That causes a whole other conversation because we're dealing with the nonprofit industrial complex, you've got to deal with that because you need it, it costs money, like you said it does, you're going to have to have staff, that's just the reality because all of you got jobs, somebody has to be minding the store so anchor organizations.

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

So a few years ago the Foundation, well for decades the Foundation has worked on issues related to young men and boys of color. That was actually the frame that we came here after the killing of Michael Brown and the issues related to police and young men of color, we believe that that was a frame for us to kind of articulate and at least enter and try to share information, weren't coming here to do any work but we wanted to share and help. Our CEO wrote an op-ed several, a couple months ago and it was ran in the paper here,
I've been here a couple of times and talked with folks but for us when we did this racial healing work and equity work we began to understand that there was some key aspect of this work related to young men and boys of color. Not to say, very clearly, not to say that there are not issues that young girls of color face each and every day. We recognize that we are dealing with a very acute issue that the aspect of there are times in which a boy of color may leave home and he may never come back home again. So recommendations out of the racial healing work that we did was to transform the narrative so I wanted to talk a little bit about this history and identity are tied up in social narratives, it's absolutely key to this work and understanding this so the core focus was changing the conditions on the grounds for young men of color through community-based organizations and building comprehensive networks to support that extends from birth until death, again we wanted to use a data driven approach, key intervention points, best practices to support this change is change the racial narrative, we began to understand that that was one of the key things we needed work on. So tell better stories from these sources.
Young people, young people have dynamic ways in which they can tell their own narrative. We have to incorporate their narrative into the better narrative of the community as a whole. Listen to some of these dynamic young people. I heard a story today about a young man who talked about Teach For America saved his life, that's an absolutely essential narrative that has to be shared consistently. Have to radically alter the story, the story of young men, we have to stop it now. When you hear a story, so I'll tell this to all of you, I deputize all of you this evening, if you listen to a news story or see an article in the newspaper that talks about young men of color, particularly young males and they paint the story, they don't call them predators, they don't necessarily call them monsters but they don't view them as children. If you can't see a child for being a child then there's no way in the world that you can create a narrative and an understanding, a body of work that's going to actually help the community. It's consistent. If you don't see children as children then you can't work together to solve the problems of children. You immediately shut down that arc of the story, you share.
Because one of the key aspects of this work that we found in talking to young people is that they internalize their stories. We held some youth group meetings in the state of Mississippi and in New Orleans and there was a key thing that kids kept saying, young people kept saying to us, we know when we go into a classroom whether or not a teacher likes us. They've internalized the fact that that teacher's not going to teach them. So I'm a child, what do I think when I think somebody doesn't like you, I'm going to show you how much I don't like you. That's what children do. They don't know, they're not going to solve the problem by saying teacher can we have a conversation about how I feel when you were talking to me, that's just not how it happens. So understand that they are internalizing, watching all the stories then you got to help people. I think that's another aspect of the healing work that's very critical, blame the chain, that gets you something but ultimately it's incentives, helping people understand that this is, we've coined the phrase racial equity is an economic boon for people. Got to frame it for people that it's an incentive to deal with some of these issues and
when you're talking about journalists and the media folks help to incentivize them with good stories, that's all we need is good stories. All the journalism folks in the room can you tell a bad story and keep a job? No, you can't. So incentivize people.

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

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

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

Just real quickly on community level strategies, and actually I think there was a handout in your folders that actually goes in depth in this so I'm not going to speak about this in depth about intra and inter group strategies, just want to raise this one up very quickly. One particular aspect of community level strategies, nurturing intra-racial healing and collaboration. And I didn't say inter, intra, work with folks that look like you to heal the stuff that you all are dealing with. There's some ugly stuff in each of our neighborhoods, our communities, our white community, our black community, we got to talk about that stuff. We got to deal and heal with from those things. Intra healing, racial healing is absolutely essential to this work. Almost, some people believe that, some people believe that you can't do interracial healing unless you are dealing with intra-racial disparities. And then you can do the work around increasing across cultural
awareness and understanding. But we have, there's a handout in your packets I think people have access to that's up on the website I know definitely that talks about the different community strategies that you can utilize.

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

So that's our framework, that's our view of the work and we've been supporting organizations to do this work for the past several years, intentionally since 2009 but even before
that we've been supporting this and think that it's 
work that is going to help this community and you 
have a lot more learning to do, this is just one 
conversation from one individual, there are lots of 
leaders in this country that can help you deal with 
some of these issues.

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

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

So William let me just start off if 
you could just take a quick moment and talk over 
this 10 years in New Orleans post Katrina what two 
or three things stand out as things that worked as
you have dealt with the healing process?

MR. BUSTER: I think the first thing that I think actually has led to some real substantive change around healing is that the communities started with community revitalization. After the building the community back, physically building because they lost a lot of the physical aspect but that led immediately to economic opportunity so New Orleans I think is rated one of the top entrepreneurial cities in the country. No, not the top, that's because there was very specific work that happened at the very beginning post Katrina that incentivized through organizations and businesses that incentivized so surroundings invested in first physical infrastructure and then the economic opportunity that needed to take place. But one of the things, what's clear about that is what we lost and this is where the healing work is so important is that not all people have experienced the economic boon in the same way so the healing work now is going back and saying you know what, in our 10 year reflexion what are we going to do next to make sure that all young people in this community can benefit from the economic boon so I would predict in New Orleans over the
next five years what you'll see is very intentional ways in which community colleges are engaged because there's a whole aspect of work where the businesses, several larger industries, the power companies, those kinds of things, the companies are working with community colleges to say look, we need 10,000 workers by this date, can you help us, we want them to be indigenous, we want them to be from New Orleans so in the next five years you'll see an actual pipeline of young people coming out of high school, going into community colleges getting actually very good paying jobs for their families moving forward. But that's come about as the healing work began because the healing work's identified that hey, not everybody's experiencing identifying the gap so the work of our working group is in the economic mobility.

CHAIRMAN MCCLURE: Okay. Great.

Commissioner questions?

Felicia?

COMMISSIONER PULLIAM: I have a question. That was really good, thank you so much. When you started off talking about whether or not that we may have to define for ourselves based on cultural norms what the
community broadly understands racial equity to be
can you outline a situation where a community's
actually done that or do most people just accept
the definition because it makes sense to me?

MR. BUSTER: Yeah. So in Sunflower
County, Mississippi, it's in the Delta, actually
not too far from here, I just realized 55 is the
same 55 that goes to Mississippi. Sunflower
County, the community there was dealing with some
Mississippi Delta issues, long, deep issues and so
for them equity meant dealing with some things that
other communities that move way past, so in that
community what I think they were struggling with is
people were saying hey, you got to have better
schools, you got to have jobs and all this kind of
stuff and let that be what drives you toward equity
and success in your community. But what they
finally have come to saying we have to deal with
the fact that some of these folks in this community
own plantations, your families own plantations and
I don't mean in the 1800s, I'm talking plantations
in the '50s, you know, because I hear people say I
was born on so and so's plantation, literally, I
still hear people say that so equity for them meant
dealing with that very difficult conversation of
where power existed and where it still exists.
White folks as they call them got the power
literally. They can stop me from being able to eat
in my community if they want to. So they've
defined that for themselves. Whereas another
community probably wouldn't be dealing with those
very same issues.
I hope that's helpful.
COMMISSIONER PULLIAM: That was
helpful. I have a different question but I'm
sharing.
CHAIRMAN MCCLURE: Other questions
from the commissioners?
Okay Felicia, back to you.
COMMISSIONER PULLIAM: So I
understand from Bethany that you, she's outlined
for you the structure that we're working under, the
commissioners and co-chairs of working groups.
When you refer to the nodes in my mind that meant
the working groups and when you talked about
ambassadors I'm wondering if the members of the
working groups that are helping us get to these
critical recommendations, if there's a way to
translate them into ambassadorship?
MR. BUSTER: I think that could work.
I actually think the commissioners themselves should view themselves as nuances as well, as key cogs in this network of change. Working groups can be that but the leadership of these commissions can actually help go a long way with that. But of course I think the working group members, you got to own this stuff working group members, you have to be the folks that go out and tells the good things, not just the bad stuff or the stuff that you complain about but be ambassadors to get more people involved.

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

MR. BUSTER: Now you didn't misread that. One of the things that I failed to say that I think is actually critical that you recognize there is a critical power structure here that has to be engaged. What I found throughout all of the
communities that I've talked about and work that I've experienced and read about is that when there's been sustainable success, not just success or instant success but sustainable success those substantial power structures have been engaged and have been turned over to the broader sense and so there are folks, there are institutions that are key, there are individuals that are key, I always kind of raise that, there are some folks in St. Louis, you all can name them, that are key to success, they have to be engaged, they absolutely have to be engaged in this because one of the things that I've learned in all of the work that I have seen is that rarely have I seen a community where people didn't care about that community. They may care about it a different way but the mastery of a leader, the mastery of these nodes is finding what that person or that key individual understands about why they want to see something good happen and tapping into that.

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

Other Commissioners?

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

MR. BUSTER: Only 13,000 people.

COMMISSIONER NEGRE: Yeah, this is 2.8 million, can you press that issue?

MR. BUSTER: You know, I have seen the city of Seattle, perfect example, where it started very locally, neighborhoods, people talking about issues of race even though it's not that much of a difference in race but it's very key that they began to have these conversations, they've actually produced a lot of information if you want to look up the city of Seattle, the city itself has produced a lot of this information and what happened to that city is because of that ground work that happened, folks talking with one another, doing some healing, dealing with some of the structural past, particularly there around native Americans and white communities that actually found itself into city government, city government itself began to be, city council began to be an advocate for sustainable change in that community so there
are actually policies now in the city of Seattle around very explicit ways in which they do contracts with the city, very explicit ways in which schools are managed and relationships, how they're built, the school systems, the transportation systems are all based upon these policies that actually fed up from the community about what they needed do to heal racial inequity so I think a city can do it. Seattle may be different from most cities but I think it's possible but to your point it is a very local work, it is a very, this work here, the people in this room can take 15 years to work this out, they really, that's just the honest reality but if you don't have an eye towards systematic policy change, systems change when you take all of this goodwill and work that you've done and move it into city systems then the people won't be able to feel it but I do believe that it's possible.

CHAIRMAN MCCLURE: Thank you for the candor.

Okay. One last commissioner question and then I'm going to ask if there's a burning question from someone in the audience we'll take it.
COMMISSIONER BLACKMON: Thank you for sharing. If I understand Kellogg's format correctly you identify certain areas that you work in, correct?

MR. BUSTER: Yeah.

COMMISSIONER BLACKMON: Geographic areas that you work in.

MR. BUSTER: Yes.

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

MR. BUSTER: So the board picked those places over five years ago and they said these are places that we want to be for at least a generation, 25 years, they named the number, at least 25 years. They have not identified a criteria about which we expanded it to be quite honest with you.
COMMISSIONER BLACKMON: I'm not asking about your stance, I'm asking if the criteria that was used to identify those regions, if you laid that criteria in St. Louis is St. Louis, because my understanding is that Kellogg chose very crisis places, they were critical places, Mississippi, New Orleans, you know, sink or swim kind of places. I'm asking you if that criteria, if we're there yet and then I'm asking you if we are what is the average amount of time because I think in St. Louis as in everywhere else that people want to rush to healing and rush to solutions and this work took a long time, it took a long time for St. Louis to get this messed up, it's going to take a long time for St. Louis to get this right.

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

COMMISSIONER BLACKMON: Okay.

MR. BUSTER: In Mississippi for instance we've been funding there since the 1940s, New Mexico the same way, we've been funding there for decades, so. What was key for us is that we weren't going in without some basis of
understanding of those needs. We're a national
foundation, international foundation and one of the
key learnings has been you can't go somewhere where
you don't know anything about it, you can't be
helpful, you actually might cause more harm so we
went to places that we thought that we had some
basis to build upon.

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

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

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

MR. BUSTER: That's a tough question. And I don't know if I have an answer but I will say this: This is where I think action-oriented research comes in. So one of the things that I've learned is that the rhythm about how things happen in the community rarely change and so just like there may be an outflow that outflow is captured somewhere else probably in this community so I don't know if it's so much trying to stop it, I think you should but doing the research or the data collection that helps people understand what are the business opportunities because I think as one industry of something may move or close there may
be opportunities for others so actually having very
detailed research, that's where you have to call on
your universities here to kind of step up and say
give us an economic analysis for the next 15, 20
years for north county or for the city and help us
with what trends are being set because what you
should do then is direct people whether they're
entrepreneurs or whether they're folks looking for
jobs towards those trends but it has to be a very
well thought out data based understanding about
what the opportunities are but that question right
there I think actually requires longer
conversation. I just want to be clear. I didn't
answer it well, so.

CHAIRMAN MCCLURE: Let me ask the
audience's indulgence, if you have a question for
him he's going to be here, also the work groups
will give you an opportunity to pose some questions
and bring them back as part of the work group
reports but we've let this go long because there's
such a wealth of knowledge here and such tremendous
experience and we're learning from what's worked
and what has worked so well all the way from Battle
Creek by way of Jackson, Mississippi. Thank you
again, let's thank him.
We're going to take 20 minutes in the small groups, we're going to ask you to move quickly through them, Jerrica Franks is going to come and give you instructions and we're going to move them efficiently so talk expeditiously and briskly and Jerrica will help us there.

MS. FRANKS: Thank you.

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

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

Group three is Amy Hunter and Rob Good, they are going to work group three right here in the middle and then lastly group four, Kenneth Pruitt and Maxine Birdsong, so if you just all quickly and we are just going to elaborate a little bit more on the topic this evening of racial inequality and then this is an opportunity for everyone just kind of to give their input on today's topic and have more of a personal
discussion. And if you do have questions for the 
presenter we do have Post-It notes right here,
Monique if you want to leave a question or if you 
would like someone to contact you just leave your 
information with Monique.

(Whereupon, the Breakout sessions were held)

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

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

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

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

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

So first up is Citizen-Law
Enforcement Relations and Commissioner Dan Isom and
Commissioner Brittany Packnett are going to handle that.

Commissioner Packnett: Thank you Rich.

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

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

There are some additional places that we discovered from the task force report that are relevant for us to color in the working group in coming meetings so one is the use of technology. Body worn cameras have been a very hot topic but also that we are thinking about all kinds of technology that is currently created and that could be created that collect that kind of audio, visual, biometric data and also the very important privacy issues that come with that, privacy for law enforcement, privacy for citizens and how to actually ensure that those protections are written in statute. Actually in number 2, clarify an actual definition of community policing, we heard I think at a second meeting some important academic reflections on what community policing can look like and the definitions that the task force had and the witnesses that came forward had received a great deal of information that can all be found in that report so it would be critical for the Commission to define what we believe community policing to be based on the input of our community.
Number 3 is officer wellness.

Obviously during some of the very most difficult days of Ferguson this was something that we needed to discuss, very long shifts in a dangerous job can lead to difficult decision making and so we want to make sure that we are considering this particular issue.

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

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

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

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

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

CHAIRMAN MCCLURE: Okay. So I
understand what you're asking for here Dan and
Brittany is the Commission's approval to proceed to
explore, to address these areas. There's not a
specific as you said Brittany a definition of
community policing yet but this is now in the scope
of what you're doing?

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

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

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

COMMISSIONER ISOM: I would be in
favor of that amendment. I think it's important
that we do, as we do this work we do have as we
talked about earlier baseline data on relationships
between police and the community and what that looks like across different communities. It's not the same everywhere but we do need to know where those relationships are very poor and in areas where the relationship is pretty good so I think that would be a great idea.

CHAIRMAN MCCLURE: Traci.

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

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

COMMISSIONER PACKNETT: So I'd like to amend the amendment if I could and actually open up the opportunity to collect I would just say more
broadly information so when I think about the topic of this evening and I think about the barriers in certain communities to actually collecting what we call hard data as the testimonies that we've continued to hear over the last seven months are not appropriate enough or like he said provide opportunity for quantitative information and we need to make sure that however we are collecting, continuing to collect information that we are not unduly and even unintentionally restricting certain people from being involved in the process because the way that we set it up is not culturally sensitive and so I worry about surveys because everybody's not going to fill out a piece of paper because they're distressful of the body that is putting the piece of paper in front of them already which is why we're here, all right? So I want to make sure that we broaden that word of collecting information enough such that we don't unduly exclude marginalized people.

COMMISSIONER CARR: That would be pretty much a friendly amendment because we want to not only have the, the qualitative data we want to have the quantitative data as well, we want all information we can get, citizen, police and
CHAIRMAN MCCLURE: I want to come back to Traci but Starsky and I have discussed this, we don't want to get to a point where the Commission needs to approve every research project, we want to have the flexibility for co-chairs to design that, say this is what we need for the work of our group and consider the points that we made, work with the managing director to work with the process and everything we do to get the right research at the right time so I think the direction of the discussion will be constructive but I don't think we need to have the last part of the motion.

Okay. We have a motion on the floor with regard to these recommendations and a second. All in favor please say aye.

And opposed.

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

Thank you Dan and Brittany.

AUDIENCE MEMBER: I have a comment.

There is a hole in this agenda in terms of oversight, accountability and transparency that was in the discussion and not brought forth to the
Commission and so in terms of how this stuff is compiled and generalized and sanitized when it comes to this Commission it gets to be a real serious issue in terms of the consensus going forward.

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

The second thing I'll note that in the content of what was just presented both in the presidential task force report and on the priorities from the work group there was identified I think it was the third or fourth element down that created legal maintenance of power of civilian oversight within the task force with the work group report that allowed the task force report, working group priorities that aligned with the task force report and so that was there and there's more to
kind of continue to get at that so I encourage you
to access the slides and their content for that but
I know there's more meat in the work group, there
will always be more meat in the work group than
there will be here. But that again is not the
foundation, we're moving priorities and continuing
to roll these forward but appreciate your opinion.
Commissioner Carr.

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

Now, we say that in the context
because we know that there is reforms in process in
the legislature so we're saying what currently
exists is not adequate and we want to take the
lessons we've learned from the current legislation
which it doesn't work for any new legislation which
comes through so this is really important for the
new legislation that clears the House and the
Senate in Jefferson City. Develop alternatives to
imprisonment and fines for failure to appear and
other minor issues. Provide for an ability to pay
hearing before an individual can be detained or
otherwise penalized for failure to do so. Create a
uniform list of rights and procedural options and
consequences across municipalities. We think this
is really important because individuals begin to
come in to a municipal court and they're unfamiliar
with the process, the rules and procedures that are
followed and we believe they need to be informed,
uniformly across, we have what is it, 82, 85
municipal courts depending on how you count, we
want a uniform list of the rights and procedural
options that are made to individuals as they enter
a municipal court.

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

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

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

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

We came up with several policy
reforms, I'll do this first screen, Traci will do
the remaining. One priority is to enforce state
established cap on traffic fine revenue that a
municipality may collect, clarify reporting
requirement, enforce responsibility and we are referencing Senate Bill No. 5, we want to include any unintended consequences and they are, that may result to calls of action with accountability of the Missouri Legislature.

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

COMMISSIONER BLACKMON: Good evening Commissioners.

So as you might imagine with the complexities of municipal courts as with the complexity of most of the work groups we have differing of opinions and different ways of looking at things and so in our last working group session one of the ways that was suggested that we might approach this work is rather than trying to come up with the solutions to the problems we face start from a ground place of asking the question how might we imagine fair and just governance aimed at restoring community trust through our municipal court system. In other words if we could imagine that this is an opportunity for us to imagine what
might that look like. There is a slide that goes
with that and you'll find that the bullet points
have question marks to them because these are
issues that we know that we need to explore to come
to that solution.

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

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

Consolidated courts with full time
staff. The reason for that being we have
municipalities that have part-time staff and judges
and lawyers, we have lawyers that are operating as
judges in some municipalities and then go two
blocks down the street and they're the prosecutor.

Unfairly biases the process. At the same time we
understand that we're dealing with municipalities
that do not have the financial undergirding to
support full-time courts but what might it look
like if consolidating municipal courts, there are some who say abolish them all together but even if we didn't do that consolidating them to larger groups how might we be able to adequately impact having full-time courts with full-time judges that don't have to moonlight other places and we can look at that and say that has to be done through legislature. We can look at it and say we can try to ask the Supreme Court to intervene but we've spent all this day talking about learning how to talk to one another and learning how to dialogue and I would suggest that if we began using those tools, municipality to municipality that perhaps there is a case that could be made to bring those municipalities voluntarily to the table together. In other words if you have five municipalities paying a part-time June $20,000 a year, you can make a financial case as to why it makes sense for them to consolidate into one large court system, just the court, not the municipalities in totality, and save money in their individual municipalities and better serve the people that we are addressing. I'm not saying that's the solution, I'm just offering it as a suggestion, I'm a preacher so I always offer suggestions.
Properly funded and staff courts with judges and lawyers void of completing allegiances, I think I just talked about that. A reevaluation of the point system, some people think that the point system should be softened so that it is not so easy to lose your license, especially when you are collecting tickets like it's the lottery.

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

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

Priority area is the next slide I think. Priority area. Develop alternatives to imprisonment and fines for failure to appear and other issues. And the calls to action that we are looking for that is no jail for minor traffic violations or other minor infractions. Address failure to appear charge. In other words if you are absent from court why not just get a warrant and not another ticket plus a warrant? Address failure to appear suspensions. And accountability
as you can see listed Missouri Legislature, Missouri Circuit Courts and the municipalities themselves.

Next slide please.

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

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

So if we create a uniform system of
fines then we know how much everything costs across the board. We cut out some of the additional charges that are being charged in some of our poor municipalities that we're not seeing in larger municipalities. And I just want to add that -- is there another slide? I think we're done.

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

Can we have -- do we do a motion?

Motion to approve?

CHAIRMAN WILSON: Do we have a second?

So we have a motion and second. Do we have some discussion regarding the recommendations, particularly the calls to action
from the municipal courts and governance work group?

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

COMMISSIONER CARR: We are.

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

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

CHAIRMAN WILSON: Other questions?

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

COMMISSIONER BLACKMON: Then you're
going to jail.

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

CHAIRMAN WILSON: I wanted to ask a question --

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

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

COMMISSIONER WINDMILLER: I can't hear you.

COMMISSIONER CARR: We have not had input from the insurance industry about that but that's an issue we want to investigate. We know there being issues with the current point system as it's in place, we also know there may be issues
with modifying and changing that point system so
before we move on saying it should be this or
changed we want more and more information. We need
some hard data.

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

COMMISSIONER CARR: The short answer
is no. We have lots of lawyers who are stepping up
to the plate to be involved in this working group
and those are some of the things that we will be
looking at. We found out at the last working group
that there is already an entity in place in
Missouri, the acronym is OSCA and it's an entity
that exists solely to monitor municipal court
systems. They can do a complete evaluation of
municipal court and give recommendations. It
appears that they have done that in Chesterfield,
they have done that in Wentzville, they have done
that in the areas who can afford it or maybe have
the connections right now and so one of the things
we're looking at additionally is how to get more
funding for that organization that already exists,
that we're told they do an excellent job and to put
some teeth behind their recommendations. They
don't have enforcement power but they have the
ability to give you an accurate review of the
municipal court.

CHAIRMAN MCCLURE: You all have done
a great job and this has been true of all the
working groups that I had a chance to sit in on
part of your meeting but you had municipal
officials and court clerks and the law clinic and
folks there that have been impacted and you got
input from all of them. There is a cross cutting
theme that I would ask that you all take a look at
in the next round and that is this question of
enforceability and accountability. You've got the
words here that I think are a great start because
we found out the 30 percent wasn't being enforced.
We know that the Missouri rules and statutes on
ability to pay and alternatives to fines, community
service are pretty good if they were actually
implemented and enforced. So I think a question to
pose is what enforcement mechanism is it and it
relates a little bit to Ken's question perhaps, the
auditor may have some authority, the attorney
general may have some authority, clearly the
circuit court, the presiding judge under the
direction of the Supreme Court was able to take
over the Ferguson municipal court and so we know
there is substantial power there so this cross
cutting theme of enforceability and accountability
I think could be something to push on but thank you
for your good work.

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

CHAIRMAN WILSON: Thanks for both
commissioners. I also want to ask a clarifying
question. You have on most of the calls to action
pretty clear action about what you want done, the
desired outcome. Related to failure to appear
charges and failure to appear suspensions the
language is a bit more neutral, you ask that they
be addressed, not that they be eliminated, not that
they be consolidated so I just want to give some
opportunity to be thoughtful about what is the
verb, what would be the desired outcome related to
failure to appear charges and suspensions under
that specific call to action?

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

COMMISSIONER CARR: One thing also is
that failure to appear warrants are utilized
differently across the municipalities in St. Louis
County so it would be probably at this stage
inappropriate to make a blanket statement once you
sow such a diverse application of this particular
process and we went to find out exactly what's
being done in all these courts, that's why we did
not address it.

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

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

CHAIRMAN WILSON: Absolutely.

COMMISSIONER BLACKMON: The publicity
and the targeting for municipal courts has been on
traffic but the issue can't be just to fix the
traffic issue because there is a deformed entity
that, there's a deformity in the way we're
operating our municipal courts and so if we just
address the traffic entity then the revenue gouging
will show up somewhere else and the community is
very aware of that and very determined that we fix
this problem from its root and not just pull off
the visible leaves. We don't want to then see
people being sanctioned for ordinances on their
homes or their property to make up for the revenue
that they can't get from traffic tickets.

CHAIRMAN WILSON: That's a great
point.

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

Opposed?

Any an abstentions?

Motion carries.

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

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

COMMISSIONER JAMES-HATTER: Good
evening Commissioners and thank you very much for
giving us this time. Our work group has met two
times, our meetings are scheduled through summer
and we've had a really great showing of our
community in each one of our meetings. So I think
the priorities that we're going to present tonight
are not only a reflection of the work group itself
but clearly the community that's been involved in
these meetings.

We are focused tonight in our
recommendations really on the transfer law and
Senate Bill 1 and House Bill 42 is where we are
tonight in our recommendations. But before Dr.
Tobias and I go through these recommendations I do
want to tell you that there is an enormous amount
of work in process on child well-being reminding
everyone that is zero to 25 and it is ranging from
mental health to food to physical health to how
social services are working together and the list
goes on and on so that body of work is in play as
we speak. But for tonight if we could just
recognize the members of the group that are made up
of certainly leaders in education both in the, as
superintendents we certainly have leaders in the
university area that are in the business of
education, we are grateful to have individuals in
the mental health field, leaders in this country
working on these issues and so we have just been
absolutely pleased with the level of work that our
work group is putting forward at this time.
So going right to our priority areas.
If we could skip through and go straight to the
priority areas. Thank you.
The first one that I would like to
speak to is the issue of he know ensuring
accountability for students and I would just like
to remind everyone that our job in this work group
is to be about kids and to make sure that our kids
are getting what they need. So the very first
ting that we looked at that, there were actually
four big issues that our work group and the
community that was in the room pointed out that
they really wanted us to speak to and the first one
is to remind everyone that the idea of district
accreditation and school accreditation and so we
recognized both of those, that districts need to be
accredited, or unaccredited but schools within
those districts also must be accredited or
unaccredited. So in the case where a school
district is unaccredited but it has schools within
the district that are accredited our group and the
community that was participating was in favor of
first a child being able to stay within their
district but have the choice to move to an
accredited school. So that is the first
recommendation, or the first call to action.

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

And then the last one was mandate
accountability to the receiving school districts.
So in the laws that are being considered right now
under the transfer law if a student wants to leave,
leave an unaccredited school district and go to a receiving school district and the receiving school district has the ability to set the fee, as it is right now, then if they only charge them 70 percent of the fee they set the receiving school district is not required to be accountable up to five years. We think the issue is accountability so either the home district is accountable or the receiving school district is accountable but we accept no language that says you get the funds and the child but you're not accountable for either one and there is a layer that says if it's 90 percent then we're not accountable for one year. I do not think that our work group would agree with anything that would set that the adults should not be accountable for children. And I think the last recommendation that, or last call to action that we would have is that we adopt a, the Vic fee, the calculation of 7,200 as the maximum rate in the transfer and I'm going to turn it over to Dr. Tobias to do the last one and then of course we'll take questions.

COMMISSIONER TOBIAS: Thank you.

The next priority area is to strengthen the capacity of school districts to implement policy. And the call to action is to
ensure that the members of the assistance teams are qualified, based on their past performance in failing districts with similar circumstances and omit or change language to may consider the recommendations of the assistance teams. And the accountability is the Missouri legislature.

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

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

CHAIRMAN WILSON: Is there a motion
to approve the Child Well-Being and Equity calls to action?

We have motion and a second.

Any questions or discussion?

Commissioner Packnett?

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

COMMISSIONER TOBIAS: Someone said the short answer. The short answer is yes. We are seeing disproportionate application of discipline all over the county in fact. I think Sunday for
example there was a huge article which spoke to that point.

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

COMMISSIONER TOBIAS: I think I see this this way: Districts would try to include certain students who have multiple disciplinary infarctions, maybe not Safe Schools Act violations, and so in an effort to make it equitable if a child is not going to be permitted to a school in the current school district they should not be permitted to attend a school in the transfer school district, in another school district and so -- I was going to say an issue for me is what we call the repeat offenders but for the major Safe Schools Act violations, those are incidents of violent behavior and those students would be excluded no matter where they attend school, for example some
of those violations would be like first or second
degree murder. First or second degree murder or
first or second degree burglary or many violent
offenses like that.

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

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

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

Thank you.

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

COMMISSIONER JAMES-HATTER: So if a student is in an unaccredited school district and they want to go to another accredited school district the school district, the receiving school district, sets its own fee at this point. They can
say we are not going to charge you 100 percent,
we're going to charge you 70 percent and if we
charge you 70 percent we are not accountable for
that child's performance for five years. Yeah,
like hold that. So a kid could be in 1st grade and
it's five years or 7th grade is five years or a
freshman, so this is what we're saying is that you
can not accept students, children, and the money
and say we can't be held accountable. So we see no
language, not even the 90 percent that's proposed,
we'll charge you 90 percent of our fee and we're
not accountable for a year, we don't see that you
can ever as a school district and as an adult as
long as we have these accountabilities when the
children come we have to be accountable.

CHAIRMAN MCCLURE: I want to commend
you for --

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

CHAIRMAN MCCLURE: I want to commend
you for tackling this, I think one of the
definitions of unflinching in our charge is to be
and speak to gaps where no one else is really
calling out this issue and as far as I know this
provision that we object to was in the bill last
year that passed and was vetoed. It is in this
year's bill and I don't see a hue and cry of people
saying what you're saying tonight which is wait a
minute, what do you mean these kids aren't
important? I mean your focus on the child and the
accountability for the education of that child is
spot on and I think we need put an explanation
point on this in Jefferson City and say we need to
fix this in this bill.

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

CHAIRMAN WILSON: Commissioner
Blackmon.

COMMISSIONER BLACKMON: I'm on this
imaging what's possible and I'm also on this
intersectionality of oppression so I'm curious as
to whether or not this work group has given any
thought, any thought to the vast discrepancy,
economically, in our neighborhoods that impact our
school districts and whether or not there's been
any thought in my pie in the sky way if we really
care about all children and a lot of the money not
school districts is coming out of property values which is not the same across the board has there been any conversation about suggesting a consolidated pool of money for education where every child gets the same amount of money allocated no matter where they live?

COMMISSIONER JAMES-HATTER:

Commissioner I can assure you that there are robust conversations about the way public school is funded on the property tax issue and to that end we have had conversations but we are in touch with lining up experts around the country that understand this to advice us so it is very much on the table and we have some of those experts here in St. Louis that really understand public education funding and how do you navigate up the same issues that you're navigating on the municipal level, what would that look like and then how do we really get it done.

So the whole structure of financing public education is very much there.

COMMISSIONER BLACKMON: Thank you.

CHAIRMAN WILSON: We're going to close discussion here and ask the Commission, we do have a motion and a second on the floor related to advancing the calls to action related to the
transfer bills that are currently moving in the Missouri assembly from the Child Well-Being and Economic and Educational Equity work group.

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

Opposed?

Any abstention?

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

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

COMMISSIONER JOHNSON-JAVOIS:

Commissioners you have information in your packet and for the audience you can go to the
stlpositivechange.org website to access information
and Monique Thomas is getting ready to pull it up
as well.

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

On the expense side if you scroll
down a bit you can see how we itemized our budget,
our expenses right now are coming in four
categories, independent contractors, professional
feels, operations, and the bulk of the funding that
we are receiving is going toward the engagement, all of this. Tonight's meeting, the lights, the rental, everything that you're seeing, the court reporter and all of that is funded up under commission meetings, community engagement and independent contract on, the subtotal there is over 162,000 so our total expenses are a little over 446,000 and we have 187,000 remaining, again anticipating additional funding to come in.

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

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

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

Hearing none with thanks to the staff for their great stewardship, guidance and this
update just call for, call the question for acceptance of the financial support. All those in favor notifying by saying aye.

Opposed nay.

Any abstentions?

Thank you very much.

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

We would invite you to stand if you would, we recognize that this is difficult work, we begin this work always with an invocation, we believe that in as many models and as many approaches and as many challenges that we have and the things that we have to explore these are good but one common grounding that Rich and I have that we brought into this work is the grounding of faith and centering on a power that we believe it will be necessary in this work as well. Honoring that this
is different for different people we invite you at the close of these meetings to just center in on whatever that power is for you, whether it is a faith in God, whether it is a faith in the capacity to bring the best of our community's energies. We continued to close in a bit of silence for centering that we may energize others for the work ahead so we invite you to a period of silence and centering.

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

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

I, SUZANNE BENOIST, Certified Shorthand Reporter, do hereby certify that there came before me the above-referenced parties, that the proceeding was translated and proofread using computer-aided transcription, and the above transcript of proceedings is a true and accurate transcript of my notes as taken at the time of said event.

I further certify that I am neither attorney nor counsel for nor related nor employed by any of the parties to the action in which this examination is taken; further, that I am not a relative or employee of any attorney or counsel employed by the parties hereto or financially interested in this action.

Dated this 26th day of March, 2015.

___________________________
SUZANNE BENOIST, RPR, CCR, CSR-IL
FERGUSON COMMISSION MEETING 3/25/2015

64:23 95:3,8,18 104:7
collection 84:23
collective 54:16
colleges 74:2,6 74:11
colored 29:4
Columbia 32:1
columnist 5:20
comes 17:10,19 59:12 64:14 84:16 97:3 98:23
comfortable 18:17,19
command 63:6
commend 40:9 124:16,22
comment 7:13 19:18 34:11 96:22 113:15
commentary 36:22
comments 20:5 23:13
commissioners 18:14 32:10 39:25 40:14
commitments 77:4
commit 59:8 81:16 97:9
committees 97:12
common 24:3 25:24 51:24,24 130:22
communication 38:22
communications 50:6,7
community's 75:2 131:5
community-based 50:8 66:18
companies 74:5,5
company 31:5,14 31:19
Compass 41:13 53:5,8 54:11 59:6
compelling 6:7 7:9
compiled 97:2
complain 77:10
complete 109:21
completed 39:16
completing 104:2
complex 65:3
complexities 101:14
complexity 101:15
comprehensive 66:19
comprised 119:16
computer 45:25
computer-aided 132:7
concepts 22:1
concern 21:1 84:1,11
concerning 21:17
concerns 20:9
conclude 7:16
concluded 131:14
concludes 26:4
concurrent 99:18
condition 53:14 71:7
conditions 42:8 66:17
conduct 93:14
conference 36:3 36:5,6
confident 14:6,9
conflict 55:16
Confluence 36:2
confront 3:15 6:17
connected 22:20 54:23
connections 102:10 110:1
connects 25:7
consensus 97:4
consequences 99:6 101:3 105:17
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>subgroups 24:4</td>
<td>submitted 89:12</td>
<td>substantial 78:5</td>
<td>111:7</td>
<td>substantive 73:4</td>
<td>subtotal 129:6</td>
<td>suburban 119:18</td>
</tr>
<tr>
<td>sugar 60:14</td>
<td>suggest 103:12</td>
<td>112:24</td>
<td>suggested 101:18</td>
<td>suggesting 107:8</td>
<td>126:3</td>
<td>suggestion 103:24</td>
</tr>
<tr>
<td>53:6</td>
<td>tackle 48:3 59:16</td>
<td>59:17</td>
<td>targeting 113:18</td>
<td>task 89:14,17,20</td>
<td>90:1,5,20 91:8</td>
<td>91:12,14,17</td>
</tr>
<tr>
<td>71:4</td>
<td>targeting 113:18</td>
<td>task 89:14,17,20</td>
<td>90:1,5,20 91:8</td>
<td>91:12,14,17</td>
<td>97:18,22,23,24</td>
<td>tax 106:11</td>
</tr>
<tr>
<td>116:6 118:22</td>
<td>123:15 126:21</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>