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FERGUSON COMMISSION

RECORD OF PROCEEDINGS

AUGUST 7, 2015

CENTER FOR WORKFORCE INNOVATION

3344 Pershall Road

St. Louis, MO 63135

Reported by: Suzanne Benoist, RPR, CSR

1 APPEARANCES

2

3 CO-CHAIRS:

4 Reverend Starsky Wilson

5 Mr. Rich McClure

6

7 MANAGING DIRECTOR:

8 Ms. Bethany Johnson-Javois

9

10 COMMISSION MEMBERS:

11 Rev. Traci deVon Blackmon

12 Mr. Daniel Isom

13 Ms. Felicia Pulliam

14 Ms. Becky James-Hatter

15 Mr. T.R. Carr

16 Ms. Brittany Packnett

17 Mr. Byron Watson

18 Mr. Rasheen Aldridge

19 Ms. Rose Windmiller

20 Mr. Scott Negwer

21

22

23 STAFF:

24 Ms. Karishma Furtado

25 Ms. Nicole Hudson

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(Whereupon, the meeting began at 12:41 p.m.)

5

MANAGING DIRECTOR JOHNSON-JAVOIS:

6

Good afternoon everyone, and to the Commissioners.

7

For those that don't know me I'm managing director

8

Bethany Johnson-Javois, I'd like to start by

9

calling this meeting to order, this portion of the

10

meeting starting with roll call. If you will at

11

this time Commissioners let me know that you're

12

present.

13

Reverend Starsky Wilson.

14

CHAIRMAN WILSON: Present.

15

MANAGING DIRECTOR JOHNSON-JAVOIS:

16

Rich McClure.

17

CHAIRMAN MCCLURE: Present.

18

MANAGING DIRECTOR JOHNSON-JAVOIS:

19

Kevin Ahlbrand is joining us by phone. Is Kevin on

20

the phone? We need to get him on the phone.

21

MANAGING DIRECTOR JOHNSON-JAVOIS:

22

Rasheen Aldridge, Jr.

23

COMMISSIONER ALDRIDGE: Present.

24

MANAGING DIRECTOR JOHNSON-JAVOIS:

25

Traci Blackmon.

1 COMMISSIONER BLACKMON: Present.
2 MANAGING DIRECTOR JOHNSON-JAVOIS:
3 T.R. Carr.
4 COMMISSIONER CARR: Present.
5 MANAGING DIRECTOR JOHNSON-JAVOIS:
6 Gabe Gore is excused.
7 Becky James-Hatter.
8 COMMISSIONER JAMES-HATTER: Present.
9 MANAGING DIRECTOR JOHNSON-JAVOIS:
10 Daniel Isom.
11 COMMISSIONER ISOM: Present.
12 MANAGING DIRECTOR JOHNSON-JAVOIS:
13 Scott Negwer.
14 COMMISSIONER NEGWER: Present.
15 MANAGING DIRECTOR JOHNSON-JAVOIS:
16 Brittany Packnett.
17 COMMISSIONER PACKNETT: Present.
18 MANAGING DIRECTOR JOHNSON-JAVOIS:
19 Felicia Pulliam.
20 COMMISSIONER PULLIAM: Present.
21 MANAGING DIRECTOR JOHNSON-JAVOIS:
22 Pat Sly is excused.
23 Byron Watson.
24 COMMISSIONER WATSON: Present.
25 MANAGING DIRECTOR JOHNSON-JAVOIS:

1 And Rose Windmiller.

2 COMMISSIONER WINDMILLER: Present.

3 MANAGING DIRECTOR JOHNSON-JAVOIS: At
4 this time I'm asking if poet laureate Michael
5 Castro would join us by giving us the invocation.

6 MR. CASTRO: Thank you. I want to
7 thank the Commission for their efforts. I and our
8 whole community are looking forward to your
9 recommendations and hopeful they would be enacted
10 and lead to needed changes.

11 I want to offer two poems this
12 afternoon, two brief poems. This is called Double
13 Kwansaba After Michael Brown.

14 When police are the threat who's
15 there to protect. When walking in the street can
16 get you busted, shot or beat just for being black,
17 talking back, looking wrong or looking strong how
18 can we really be a viable city where people can
19 live in harmony. A free country with tanks in the
20 street who or what do they defeat. No good results
21 only bad. Fear is what drives us mad and fear the
22 root of hate becomes the police state. Instead of
23 tear gas hear us. Let's relate for a start human
24 to human, heart to heart.

25 This is called We Need To Talk.

1 I'm more than your idea, I am
2 tangible, touchable, a human being like you. We
3 breathe the same air, want the same things. We
4 need to talk. I am more than my skin tone, more
5 than the weight I bear, more than the clothes I
6 wear, more than my hair, more than who I sexually
7 prefer, more than my accented speech, hear me, we
8 need to talk. So get out of your closed mind, it's
9 claustrophobic in there, thoughts fester if they
10 can't expand. Let's meet, get out of your car,
11 come into the street, let's discover each other on
12 common ground. We need to talk. I say take off
13 your armor, put away your gun, don't just stare
14 into your smart phone, hello, or as they say in the
15 east Namaste and Savati, the God in you honors the
16 God in me. We need to talk.

17 CHAIRMAN WILSON: Good afternoon. My
18 name is Starsky Wilson, I am pleased to serve as
19 co-chair of the Commission and with this wonderful
20 body of people who committed such time to the work
21 of the region to co-chair with my friend and
22 brother Rich McClure and we are pleased that each
23 of you has joined us on today for this work that we
24 must indeed do together and on this unique occasion
25 about which we've been given to do so.

1 We are reminded today that we do this
2 work on the eve of the anniversary of the tragic
3 loss of Michael Brown to his parents, Leslie
4 McFadden and Michael Brown, Sr., to his colleagues
5 and community, those who are graduates of high
6 schools around this community in 2014 and each and
7 every one of us as any time there is a loss of one
8 the inescapable bond of mutuality is broken, we all
9 suffer such a loss. We do so with the hope of the
10 fact that we gather here a year later with a common
11 table still before us and a constant communication
12 and dialogue about the tragic issues, both the
13 urgent and immediate, but also the ongoing and
14 underlying that caused these things to happen. And
15 so as we do so we do not rush into the work today
16 without a pause to remember that which brought us
17 here and the reality of the difficulty of those
18 tragic circumstances, the voices of young people
19 who gathered in grieving and rose up in mourning to
20 call us all to these important issues. Inasmuch as
21 we remember that work we also know that this
22 weekend for many will be a time of organized
23 resistance and we do not disrespect that, we note
24 that sometimes we get to important policy
25 conversations based upon the cries of protests,

1 that has been the case here and so as others gather
2 to do so we note and we thank them for doing so
3 peacefully and exercising those rights that are
4 given as part of the great American tradition of
5 protect leading back to and beyond the Boston Tea
6 Party. So in as much there will be those that
7 resist and we make sure to remember we know that
8 we've got to talk for the sake of reconciliation
9 and so much of the work around this table is work
10 to the end of reconciliation but not domesticated,
11 not overly simplified or spiritualized but rather
12 knowing that reconciliation happens among equals,
13 that policy helps to make equitable circumstances
14 possible for our entire community and throughout
15 our region and so we are here having policy
16 discussions and making policy recommendations that
17 will get us to a more equitable and inclusive
18 society and region here in the St. Louis area.
19 We're pleased that you have been a part of that
20 work, many of you for the many open meetings that
21 we've had, some of you who have served on working
22 groups and, the Commissioners who are here as well.
23 So we're thankful for your time, we're also
24 thankful today uniquely for the presence of our
25 governor who has, who called and Commissioned this

1 body into being on November 18th, charged us to
2 work and has not been absent from the work but has
3 been constantly in communication and support
4 through his office hearing the recommendations that
5 are being progressed, hearing the opinions and the
6 perspectives of those in the working group and the
7 community as you spoke and providing an opportunity
8 to act. Most notably we suggest this week we saw
9 just yesterday, perhaps he'll speak to this as he
10 does in a moment, his response and ongoing
11 engagement around the police training that members
12 of the citizen-law enforcement working group led by
13 Brittany Packnett and Dan Isom made recommendations
14 regarding use of force standards, cultured
15 competency and officer wellness. In the just last
16 24 hours we've seen the active engagement of the
17 Governor on that recommendation, even following up
18 on the suggestions for municipal court reforms. So
19 we thank for him his presence and long-term
20 engagement in this work up and to this point and
21 that which we'll be committing on forward as well.

22 CHAIRMAN MCCLURE: Thank you to my
23 friend and partner in this working journey Starsky
24 Wilson and to my fellow Commissioners thank you for
25 your continuing hard work and very deep and

1 intensive engagement and to members of the
2 community who have come to be with us and in fact
3 over 2,200 of you plus have been at our 15
4 meetings, many of you have contributed what we
5 count as over 14,000 hours between the work of the
6 Commission and the work of citizen volunteers that
7 are contributed volunteer hours by well over 100
8 individuals who have been at tables working through
9 issues.

10 Governor welcome to you, thank you
11 for being here and thank you for calling us into
12 being and for your support and engagement. Since
13 you appointed this group in November we have sought
14 to model the process of seeking common ground and
15 seeking the path of positive change. We believe we
16 have become the region's kitchen table, a place
17 where people can come together, very different
18 views and work together in a very thoughtful
19 sometimes intense, sometimes emotional, but very
20 reasoned and passionate dialogue in order to find
21 the opportunity to drive change and there have been
22 a couple of instances already where we've seen that
23 change in municipal court reform which we believe
24 has started us down a path which has the
25 opportunity to create a much more fair and just

1 system. The work done on police training and on
2 food search and summer feeding has already begun to
3 very vitally and thoughtfully to show results and
4 so we really trust and believe that this model can
5 take a group of 15 very diverse people with very
6 different views and coming from very different
7 backgrounds and can show our region through the
8 work of our working groups and what has come to
9 this table how in fact we can proceed and do this
10 differently than any other state in the nation has
11 done and have a much more positive result. But,
12 you know, I have to stop and observe, still we know
13 that there are many in our region, many in our
14 state who are not engaged, for whom these issues
15 are still foreign and still not understood or are
16 still ignored and we see it as our role, we see it
17 as the region's role to focus attention on what we
18 have found and know are wide systematic
19 disparities, in some case systematic racism that we
20 have learned about and documented and we welcome
21 the support of the community in engaging a more, a
22 region more broadly in this discussion and that
23 will be a mission that we will all have to take on
24 after our report is digitally produced and sent out
25 and for wide and thorough distribution and we

1 commend your help and seek your help as we seek to
2 engage the region much more broadly. And the
3 second thing we know is that we must balance our
4 sense of urgency to drive these actions and drive
5 this exchange with a sense of the long term nature
6 in true form, generational nature of many of the
7 changes that need to take place and that we need to
8 call our region to deal with the issues of the
9 heart that put us in places where we are not
10 listening to each other and more importantly we're
11 not acting as My Brother's Keeper and we're not
12 acting in a way that says we are all responsible
13 for the success of all in our region.

14 So we look forward to today's work
15 which as you know is about prioritizing our
16 recommendations that have been in the broad areas
17 that Starsky's outlined and our community told us
18 those priorities in our very first meeting in
19 Ferguson where they said we want you to focus on
20 citizen-law enforcement relations and municipal
21 court reform, we want you to focus on racial equity
22 and disparity, on education and child well-being,
23 on health, on economic and equality and
24 opportunity. And this group and many in the
25 audience have taken those priorities seriously and

1 have some very thoughtful recommendations in that
2 area.

3 AUDIENCE MEMBER: Rich, Starsky
4 respect, Governor, we need to talk. We need to
5 talk about the amount of money spent on military
6 and police and nothing on education. We need to
7 talk about Senate bill 42 sitting on your desk and
8 another year in the Normandy School District.
9 We need to talk. Respect.

10 CHAIRMAN MCCLURE: Thank you for that
11 comment, sir, we appreciate it and we hear you.

12 What we need to do today is
13 prioritize our recommendations and then realize
14 that this gives us the opportunity to more broadly
15 address our community in ways that will yield for
16 real action. So we thank you for being here, we
17 welcome your comments and your thoughts and we
18 appreciate you. Thank you Governor.

19 GOVERNOR NIXON: Thank you. And I
20 want to thank the co-chairs and all the members of
21 the Commission for your hard work. I'll try to
22 keep my comments brief as you've got a very busy
23 schedule this afternoon to achieve what you need to
24 get done.

25 Kind of one simple message to the

1 Commissioners first of all. Thank you. I mean
2 this is, the process we went through to try to put
3 together this group was challenging to make sure
4 that we reached out and really reflected the
5 community, I think we did and I tremendously
6 appreciate everybody's hard work. I remember that
7 day nine months ago at the Missouri History Museum,
8 at that time the emotions of the community were
9 still raw in a lot of ways and they still are in
10 some ways but it was a very charged moment but
11 thanks to the people in this room, leadership and a
12 lot of other folks of goodwill. My sense is that
13 folks are listening to each other much better,
14 we're learning a lot and people are committed to
15 making things better. So it's important that
16 ultimately this process leads to a stronger, more
17 united region.

18 Let me introduce two people real
19 quick before I make some very short comments about
20 a couple of concrete things and then one closing
21 comment. First of all with us today is a former
22 Senator Maida Coleman who's the head of the Office
23 of Community Engagement, one of the things that we
24 did after this to make sure we were out there,
25 unfortunately or fortunately for folks who pay

1 utility bills next week she takes a position of the
2 Missouri Public Service Commission so if anyone has
3 complaints about your electric bills or anything
4 else please refer those starting on Monday, Monday
5 morning to the COMMISSIONER of the Public Service
6 Commission. But I think it's a great place for her
7 to continue her public service and I appreciate
8 your willingness to serve in that important
9 position.

10 Stepping up to take over the Office
11 of Communication will be Judge Marvin Teer, Judge
12 has been working in the office over the last seven
13 months and I think is incredibly well prepared to
14 keep us moving forward.

15 But Maida, congratulations on your
16 appointment, thank you for your continued service
17 to the state and you're still the OCE head until
18 Monday morning, so you've got this weekend.

19 But, you know, you all have laid out
20 the depth of the commitment here, the 14,000
21 volunteer hours, the 63 committees, the goal being
22 to make, lay out a clearer path with specifics on
23 it of measurable steps we can take that would make
24 a difference and I appreciate that. Most
25 importantly though I just want to tell you

1 something important from all around our state,
2 quite frankly talking to people all around the
3 country your efforts have inspired a lot of other
4 people to help in a lot of ways. Yesterday as was
5 mentioned by Starsky and Rich the concrete movement
6 forward of the Police Officers Standards And
7 Training Commission. Adding five new memberships
8 including Reverend Emanuel Cleaver, III as a member
9 of that Commission with 120 day time frame to hit
10 the targets outlined by the preliminary
11 recommendations that have been laid out by this
12 Commission and others as to the necessity to move
13 forward in police training and expand police
14 training opportunities and continuing education
15 opportunities in those tactical matters, in those
16 interactions and in officer wellness. All of those
17 are tremendously appreciated.

18 I should also note publicly that when
19 Chief Isom started this he did not have a gray
20 beard, it's starting to show. It's out just a
21 little bit but I appreciate your aging right in
22 front of all of us. And for someone of his, that's
23 the level of intensity that's been put on that
24 important area by Ms. Packnett, he and other
25 members of that subcommittee, we really appreciate

1 the specificity of those recommendations and they
2 will play out in a series of formal hearings for
3 the way the Post Commission has to do it and rules,
4 these are executive branch rules that will be filed
5 by December 1st of this year laying out new
6 training requirements in the state of Missouri.
7 Once again we appreciate your focus on that and
8 clearly the energy, effort and specificity with
9 which your subcommittees responded to the call was
10 of great help in the process and also led as I said
11 many folks in the law enforcement community come
12 forward to ask to serve and so those new members
13 and public members on that particular board have an
14 important job to get done and they will hit those
15 targets within the time frame.

16 I think it's also important to note
17 that one of the things that was important when this
18 started and I had a long series of discussions with
19 your two co-chairs before I would say appointed
20 them, before they were willing to accept the
21 appointment, it was a little bit like a, felt a
22 little bit like a college basketball coach
23 recruiting there for a while but one of the things
24 that we agreed on was that as good actionable items
25 came up during the process of getting to your final

1 report that we would not wait until September 15th
2 as if that was some sort of magic day, that we
3 would communicate where you were seeing cohesion
4 and that we would try to show that strength in
5 direct action and I want to give two examples of
6 that where public policy has dramatically shifted
7 because of that communication and the specificity
8 of the work.

9 The municipal court reform bill we
10 passed this year is historic. People should not
11 under estimate what a significant shift it will be
12 to remove from the resume of police officers the
13 responsibility of being revenue agents and in turn
14 turn them back to what their profession has
15 designed them to be, folks that are community
16 policing and enforcing the laws as needed that. Is
17 a significant and historic shift in a bill passed
18 with significant teeth that will accomplish. Its
19 goal I think of shifting significant portion of
20 the, of the focus in that area.

21 One of the other portions of that
22 bill should not be forgotten and I think in an old
23 hear me now believe me later part one of the
24 proudest parts of signing that bill is not only
25 municipal court reform but also the requirement

1 that police agencies in St. Louis County within a
2 six year period be certified. That may sound like
3 a long time but CALEA certification takes at least
4 three years to get done and that process when of
5 the 52 departments only 14 are currently certified
6 will really I think have a significant long-term
7 affect also. It's one of those portions of the
8 measure that did not get a great deal of attention
9 but it was a focus of mine and others to, I
10 mentioned Chief Isom before, one of the things we
11 talked about last year at great length was that
12 that requirement not only to enhance the individual
13 requirements and support of officers but also to
14 look at departments as a whole to make sure that
15 you had standards of practice in place for those
16 and that secondary piece of that is extremely
17 important and I think will make a real and lasting
18 difference.

19 Just a couple other things that have
20 happened over this last few months that your action
21 and willingness to keep these matters in the public
22 and action forward has helped us on. You know, we
23 have some educational challenges in this region,
24 greatly heartened by the 26 school districts that
25 stepped forward to, committed to get the two

1 districts that are unaccredited in North County
2 accredited and the resources that they're making
3 available and the action plans, we have a report on
4 that on Tuesday of this week with those
5 superintendents in person, the action plans for
6 each of those districts and the commitments by
7 those other districts for direct help and very
8 specific action items and the extra million dollars
9 we were able to put together for reading programs
10 in those districts will make great long-term
11 effort, getting kids to read and then having the
12 support of the other districts will make a huge
13 difference, I tremendously appreciate them stepping
14 forward.

15 I should also note Senator Coleman,
16 the head of Office of Community Engagement has been
17 running not only here this region but in Kansas
18 City our summer jobs league which means that
19 thousands of kids have had jobs this summer,
20 thousands, in both St. Louis and Kansas City and
21 that is making a difference in their lives
22 individually, we appreciate that significantly.

23 We also appreciate the Federal
24 government's help, the promise on designation for
25 the region is helpful, the streets designation on

1 West Florissant is helpful, the \$5 million
2 Department of Labor grant to make sure we have
3 worker training is going to make a real and lasting
4 difference, the businesses that have come up with
5 dollars to help that small business relief fund as
6 well as the businesses that are continuing to make
7 commitments in this region and investments to add
8 jobs, all of those have happened in a context of
9 needing short term deliverables but not forgetting
10 long term challenges and so I look forward to,
11 really look forward to the final report and you
12 all's determination after the thousands of hours
13 that have been spent and the blood, sweat and tears
14 that has been cast and used to lay out what you
15 think are the most priorities. That's why your
16 co-chairs have pushed so hard I think to look at
17 these priorities because it's just exceptionally
18 important.

19 So I'll commit to you all that this
20 is a calling to some, a challenge for others, use
21 whatever words you want, everybody comes at this a
22 little different, but in my line of work sometimes
23 you choose history and sometimes history chooses
24 you and whichever one of those lanes you're in you
25 are tested not by the first step you take but by

1 the destination you get to. We've got to change
2 the direction on a number of issues in this region,
3 this Commission is a vital centerpiece to making
4 sure that calibration begins but all of us, me as
5 your governor, you all as Commissioners, elected
6 officials, appointed officials, individuals out
7 there all have a joint responsibility to make these
8 long term changes that will make a difference.
9 So that's why I'm looking forward to reading your
10 final report, assuming we've been bouncing, back
11 and forth, they want to deliver it in some kind of
12 electronic fashion, I'm kind of a book guy, I'm not
13 completely a luddite, I'll have the capacity to
14 read it but I'd appreciate if somebody could print
15 out a copy of it. That way I can take it in my
16 briefcase and take it to my office and read it.
17 But anyway, I just appreciate the way, but I think
18 quite frankly it's not as important for me to read
19 it as it is for the public to be able to access it,
20 to be able to understand this historical moment, to
21 understand that after doing what you have done my
22 sense is that people around this table are more
23 committed to progress than you were the first day
24 you walked in and you have had an opportunity to
25 play a role in the history of this region.

1 So history chose you too. I may have appointed you
2 but history chose you because the appointments that
3 I made to this Commission were not based on who I
4 knew or who I liked the most or any of that sort of
5 stuff, I mean my God a significant percentage of
6 the people on this Commission I had never
7 interacted with directly, personally, some had
8 interacted with me in various ways, I mean groups
9 and meetings and whatnot, this is not, but I say
10 that because we really were trying to make sure
11 that once this was started that when the report was
12 issued and the hard work of change began that
13 people would respect both the process and the
14 substance and the people that stepped forward to
15 lead at this difficult time.

16 So I'll finish my remarks where I
17 started, to the Commissioners. Thank you for being
18 willing to step forward at this difficult time, to
19 America, issues like this have happened all across
20 our country over the last 12 months. This has been
21 an ongoing discussion, an ongoing challenge. I
22 would submit that no other region has reached out
23 and said in a concrete way we will chart a path
24 forward but in many ways we have that
25 responsibility and we've taken it. I also want to

1 say this hasn't been an easy path. If these were
2 easy issues consent bills would have been passed by
3 legislatures all across America 50 years ago. If
4 these were easy issues people wouldn't have the
5 level of emotion around them that they do. If
6 these were easy issues it would have been very easy
7 to make a set of recommendations and do them in
8 about 30 days and call it. This change in many
9 ways has to come not only structurally but
10 individually and I could not be prouder of the
11 commitment that you've each made and am incredibly
12 excited by what you see as priorities and the path
13 forward and commit to you that it will be a
14 significant part of the history of this region for
15 as long as I have a voice in assisting making it
16 that important voice.

17 So God speed, good luck, your work is
18 serious and hard, it's now August 7th, report is
19 due September 15th and obviously we'll be
20 communicating between then but I tremendously
21 appreciate in a deep fashion everybody's commitment
22 and hard work. Thank you very much.

23 CHAIRMAN MCCLURE Thank you Governor,
24 we are grateful for the progress that has been
25 made, we are deeply aware of how much progress and

1 how many more things need to be done so we thank
2 you for that challenge and for the engagement and
3 we commend the voices that will be speaking this
4 weekend and throughout this process and we commend
5 the law enforcement officers who will be there and
6 make sure these voices will be heard and all of our
7 citizens. And we've come to realize that we don't
8 have to walk arm in arm to see eye to eye, or see
9 eye to eye to walk arm in arm, sorry, I messed that
10 up, and we have realized that this Commission has
11 been a way to do that so thank you for putting us
12 to that task.

13 CHAIRMAN WILSON: Thanks. Just
14 appreciate you for your time and particularly I'll
15 just note briefly, we've, this is a historic
16 anniversary this week that we've closed out, two of
17 them. One that started the end of July, 1965 in
18 Independence, Missouri when President Johnson came
19 here and in homage to President Truman's 40 year
20 struggle to get Medicaid and Medicare passed and
21 signed into law and that happened in Missouri and
22 then of course yesterday we noted the 50th
23 anniversary of the signing of voting rights
24 legislation. Important in this sense as you talk
25 about history that it's bound all of us. That in

1 one of those bills we cared for a generation, we
2 made sure those who are our elders would be cared
3 for and had this conversation about caring for
4 those who come after us generationally and the
5 other was about equitable voice for all people in
6 the process of inclusive democracies and we've said
7 from the beginning we think this is kind of an
8 experiment in that so thanks for the opportunity to
9 engage in that experiment where history may have
10 found all of us.

11 GOVERNOR NIXON: Thank you.

12 CHAIRMAN WILSON: There are a couple
13 of things we want to do for today's business, first
14 we want to have the opportunity to use one of our
15 partners and leaders at the table, Ms. Serena
16 Muhammad, our facilitator for this afternoon's
17 discussion. As a community advocate and director
18 of strategic initiatives for the St. Louis Mental
19 Health Board in her role there she is responsible
20 for facilitating and leading regional initiatives
21 that focus on systems, systems building and
22 collective impact to improve the lives of the
23 city's most vulnerable children and adults. Prior
24 to joining the mental health board certain a was
25 the founding and executive director of the new

1 development organization that integrated
2 evidence-based strategies to directly design and
3 innovate initiatives and activities for early
4 elementary school students promoting wellness and
5 education. She earned a Bachelor's degree in
6 English from Xavier University of Louisiana, go
7 Xavier, and Master of Fine Arts from the University
8 of Missouri St. Louis. She is married with one
9 brilliant son.

10 We also note for all of you with
11 thanks for the appreciation of the service of Dr.
12 Grayling Tobias who has resigned from the
13 Commission, we thank him for his service along side
14 Becky James-Hatter in leadership of the child
15 well-being and educational equity working group and
16 we push forward even with that, with thanks for his
17 service.

18 We dare not go much further without
19 illustrating and expressing thanks and give an
20 opportunity to share a bit of welcome to Ms. Ruby,
21 Dr. Ruby Curry, the interim president of St. Louis
22 Community College Florissant Valley who has been
23 graciously open to all settings of this
24 conversation over the course of the last year so we
25 want to offer an opportunity to share with us as we

1 begin our work portion of the meeting.

2 DR. CURRY: Good afternoon. To our
3 co-chairs, Commissioner McClure and Commissioner
4 Starsky and all the other Ferguson Commissioners.
5 You know, from the beginning we've been the open
6 door and we appreciate the work that you are doing
7 and I kept hearing change, the winds are changing
8 and I pray that they're changing for better and I'm
9 sure that the work that you have done, it's not
10 easy work, we know that, those that know about this
11 know that this is not easy but just want you to
12 know that we appreciate you and we thank you for
13 coming and allowing St. Louis Community College to
14 be a part of this change so God speed with your
15 work and we're looking forward to that report on
16 September 15th.

17 Thank you.

18 CHAIRMAN MCCLURE: Thank you Dr.
19 Curry. Thank you for your hospitality on multiple
20 occasions, you and your team have been very
21 welcoming and very accommodating so thank you very
22 much for that and thank you for the role and
23 presence that you and this entire institution play
24 in our region.

25 It's appropriate that we gather on

1 this day as we said, on the Friday before this
2 weekend that catalyzed our region and our nation
3 and so today it is our deep desire to push forward
4 through a positive, meaningful change agenda that
5 we're going to be talking about. Together with the
6 public and extensive input that we've had over
7 these past eight months we've had difficult
8 conversations that have resulted in 200 plus calls
9 to action. It's today's business that we have a
10 working session of the Commission, so it will be
11 just the Commission, working through the
12 prioritization of these 200 into signature
13 priorities, into bundles that together put a
14 cohesive set of priorities to the table, doesn't
15 diminish any of the 200 but it says we must
16 prioritize because if everything is important
17 nothing is important so we have to make sure we
18 speak clearly into this point and so this will
19 shape the legacy of our work, we commend all of the
20 work that has been done to this point and we need
21 to especially extent our gratitude to our working
22 group co-chairs through this process, some of who
23 have been mentioned already, for citizen-law
24 enforcement relations Dan Isom and Brittany
25 Packnett, for child well-being and educational

1 equity, Becky James-Hatter has been an
2 extraordinary leader as have Brittany and Dan.
3 We've been blessed to have the great and solid
4 leadership of Traci Blackmon and T.R. Carr on the
5 municipal court reform working group and we've had
6 the opportunity to have very deep and positive
7 engagement through long and carefully thought
8 through issues in our economic inequality and
9 opportunity working group with Felicia Pulliam and
10 Pat Sly.

11 So to all of those and to those that
12 came to the table on the racial inequity and
13 healing working group and those that have come, or
14 working process, and those that came to the table
15 to help us understand more deeply health
16 disparities and issues that we needed to have a
17 crosscutting view throughout our working groups in
18 both of these spaces, we're very grateful for that
19 leadership and that leadership has been essential
20 to get us to this point but really what has driven
21 us to get to the substance of this point is the
22 hard work of the community that came to the table
23 in each of those working groups in long, very
24 intense and thorough sessions and so this is the
25 culmination of a bit of that work and as we begin

1 to shape the report as a Commission this work today
2 in shaping the priorities is really essential to
3 moving forward.

4 So with that we're going to ask our
5 managing director Bethany Johnson-Javois who as all
6 of you know has done an extraordinary job of
7 leading our team and leading us as a Commission to
8 organize us, to lead us, to challenge us, to push
9 us and to be very thoughtful about the way we
10 approach our work. She's going to review the
11 prioritization process and the way to proceed.

12 MANAGING DIRECTOR JOHNSON-JAVOIS:
13 I'd ask Commissioners to please go into your
14 packet, what I'm going to do is do a quick overview
15 of the prioritization methodology that was brought
16 forward at our last meeting and was approved on
17 July 13th. Really quickly we know to date
18 that what we decided to is to look at lens with
19 which we would look at our work to determine our
20 signature priorities, those lenses are as follows:
21 We understand that place matters, that generational
22 considerations need to be made, this is called an
23 action impacts more than one generation. That
24 children and youth need to be at the center of
25 these calls to action. Racial equity and health

1 equity are critically important as we move forward
2 and the calls to action, are they researched and
3 formed as appropriate, and the answer is with all
4 calls to action yes, but in particular looking at
5 the signature pieces those are the lenses that we
6 looked at. And then we took a look at three
7 specific criteria, are they transformative, is it
8 innovative, does it create significant change and
9 leverage multiple points that we can push forward.
10 Is it urgent? How will this policy call to action
11 address pressing issues in response to what we have
12 heard with our time together and pulling from the
13 executive order and Ms. Muhammad has said it to us
14 many times is it unflinching, does this policy call
15 to action present bold and root cause driven
16 solutions that call out core issues in the region.
17 So with those lenses and with those priority
18 criteria the following outline of time was
19 approved, I'm page 2 for your reading.

20 In the initial process we submitted
21 that the community prioritize for us starting
22 December 1 through citizen-law enforcement
23 relations, municipal courts and governance, child
24 well-being, education equity, economic inequity and
25 opportunity and racial and health equity as well

1 and moving forward from those priority areas as we
2 worked. We then approved the process that we are
3 participating in now, on July 13th we approved the
4 methodology and Karishma Furtado who is to my right
5 is going to go further to talk through what
6 happened in this window of time from July 15th to
7 present to get us to the bundles if you will of our
8 calls to action that now are up for discussion and
9 approval today as our signature priorities.

10 MS. FURTADO: Thank you. So I'll be
11 walking through the document in your packet
12 entitled Prioritization Process Survey To Present.
13 So to recap for all of us the prioritization work
14 that has taken place most recently Commissioners
15 spent the week from Wednesday, July 15th, to
16 Tuesday, July 21st prioritizing the approved calls
17 to action through an on-line survey. They were
18 given two options for doing so, first of which was
19 scoring all 200 calls to action, the second was
20 scoring just their top 20 to 30 and to give you a
21 sense of the breakdown four of you went with option
22 one and scored all 200 and the remaining 11 chose
23 to score just their top 20 to 30 or so. So
24 according to the options selected Commissioners
25 gave calls a score from zero to 4, from strongly

1 disagree to strongly agree for each of the three
2 criteria that Bethany just mentioned,
3 transformative, urgent and unflinching. This means
4 that each call to action could have received a
5 score from zero to 12 from each Commissioner
6 scoring it, that's the sum of zero to 4 for each of
7 those three criteria.

8 From that point on staff extracted
9 the data and began analyzing it, they did multiple
10 analytical approaches in order to identify the
11 fairest and most straight forward and this meant
12 both identifying calls that received high scores
13 but also those calls that were voted on by many
14 Commissioners so it was a balance of those two
15 elements and ultimately we settled on a method that
16 accounted for both the number of responses and the
17 magnitude of scores by first calculating an average
18 score for each call to action so that's from zero
19 to 12 and then multiplying it by the number of
20 Commissioners voting on it, a number from zero to
21 15, that would yield a total score which would be
22 theoretically anywhere from zero to 180. So the
23 top 30 calls to action would be those with the 30
24 highest total scores and you should note that when
25 random numbers due to a tie for 30th place the list

1 is actually the top 31, or was. So all of that was
2 the work that was done before the working group
3 co-chairs met last Friday, the 31st of July. We
4 brought the results of that analysis to the working
5 group co-chairs and they engaged in a robust
6 discussion around the limitations posed by the data
7 set and they identified and applied fixes to those
8 limitations that ultimately yielded a stronger more
9 representative list of top priority calls to
10 action. So they then began the process of refining
11 that list of top 30 calls to action and after
12 rigorous review, collegial debate, and discussion
13 on what calls should be included in the signature
14 priorities the working group co-chairs last Friday
15 decided to retain the top calls to action collected
16 by the commissioner survey, that came out of the
17 analytical process, they bundled those calls to
18 action along with key other calls that rounded out
19 the bundle and they identified gaps in the existing
20 bundles and recommended calls to action that would
21 fill those gaps. All in order to strengthen the
22 slate of calls to be adopted as the top priority
23 calls. That process yielded 28 bundled top
24 priority calls to action which can be seen in the
25 blue and white striped document.

1 With that I'll hand it over to Serena
2 to take us further.

3 MS. MUHAMMAD: At this point we're
4 going to have a discussion about the 28 that are
5 already bundled with the idea that if you have
6 specific comments that this would be the time to
7 express those comments. You've had an opportunity
8 to review them so if there's no discussion then the
9 next item would actually be to vote to approve them
10 so that we can move to the other items for
11 discussion.

12 CHAIRMAN MCCLURE: Okay. So these 28
13 have been circulated, they've been as Karishma said
14 thoughtfully bundled by the co-chairs who worked
15 very carefully to think about which ones related
16 and which ones support each other that came out of
17 the top 31 in a way that we begin to tell a
18 cohesive story of the agenda and recommendations
19 and the calls of the Commission. So I commend this
20 staff team first of all for a very thoughtful and
21 thorough approach, this is not easy to get the
22 input of 15 people and to begin to make a cohesive
23 pattern of recommendations from it and they
24 represent all areas of our work so we would welcome
25 comments, thoughts on these 28 areas of bundled

1 calls to action of any kind and then we will later
2 turn after we deal with these 28 to the question of
3 what should be added, if anything, to this based
4 upon the suggestions of various Commissioners.

5 So the floor is open for comments and
6 thoughts.

7 CHAIRMAN WILSON: We note one point
8 of order just for the public, I think Commissioners
9 know this. Commissioners who do not have the
10 ability to be with us today, Kevin Ahlbrand, Pat
11 Sly and Gabe Gore, they have provided their votes
12 to staff ahead of time as we had all this
13 information so they would be registered as we go
14 through the priorities and deal with the bundling
15 by the staff.

16 CHAIRMAN MCCLURE: Couple of comments
17 I will just offer perhaps just for a bit of
18 discussion. I think you should as you've gone
19 through these, perhaps you've gone through this and
20 it's a kind of exercise I tried to do and perhaps
21 many of you did is I looked at the things that had
22 energy and passion and commitment from the folks
23 that we heard from throughout the process, I looked
24 for those that had transformative potential and so
25 I hesitate to pick out any but there are examples,

1 there was a lot of energy around child development
2 accounts and what potential that would have across
3 multiple spaces. The staff has worked through
4 racial lenses to say we'll just have to remedy
5 disparities going forward so I think we should
6 think about have we in fact been true to both what
7 we heard and true to our charge to think about
8 transformative and unflinching recommendations so
9 let's have a little more discussion.

10 COMMISSIONER JAMES-HATTER: Mr.
11 Chairman, I agree as a co-chair as we were,
12 obviously we did all of our voting but I think it
13 is fair to say that when we reviewed all of these
14 we were thinking very much about what brought us to
15 this moment and if we made these changes would it
16 prevent this moment again. If we really did this.
17 I think we thought about everyone that walked in
18 every work group and did, could they find
19 themselves in this work and then I think in the
20 co-chair's working group the notion that we were
21 able to identify gaps was very important so I think
22 one of the things I heard as a co-chair was have we
23 been true to the process, has this process been
24 inclusive, transparent, thoughtful and I think this
25 does represent very much the moment a year ago, I

1 think it represents what is possible and what is
2 necessary and I thank the Staff and the Commission
3 for bringing us to this point.

4 CHAIRMAN MCCLURE: Other comments
5 from any of the co-chairs?

6 MS. PULLIAM: I'd like to offer that
7 the opportunity to sit with the co-chairs over the
8 course of a full day, to study the breadth of the
9 work and really digest what had come out of working
10 group sessions as well as Commission meetings. To
11 confirm what Becky has said I think it's important
12 for community to know how much time we actually
13 spent detailing the recommendations, looking and
14 thinking into the future around their impact,
15 dialoguing with each other to better understand and
16 make sure that the language reflects the intent of
17 the recommendations. It was a very long day,
18 everyone was committed to the process and we left
19 there feeling really good about our ability to cull
20 priorities from the 200 recommendations that were
21 presented to us and I think after that process
22 thinking about the transformative potential of our
23 work I, it was quite encouraging for me and
24 inspiring for me that Commissioners said, stepped
25 away from the work in part of that day and then in

1 subsequent days to come back with suggestions to
2 make sure that we plugged all of the holes that so
3 community would know that we heard them, we did our
4 research, we worked together and we've talked about
5 the dialogue and how energetic it was sometimes and
6 it certainly was but that was to understand where
7 people were coming from, their diverse perspectives
8 to make sure that we got it right, as right as we
9 could get it. So I'm grateful to the co-chairs for
10 that day and just want the community to know how
11 committed and how intensely we took that charge.

12 COMMISSIONER BLACKMON: I too am
13 appreciative of the process that we all have
14 committed to and followed through on and I'm more
15 appreciative of the process even than I am of the
16 product and what I mean by that is recognizing that
17 a lot of work has gone into this, great leadership
18 has been involved, there are still holes and there
19 will be holes because we were hitting a moving
20 target, so what we started with when we began this
21 process, the world didn't stop and things have
22 begun to evolve in ways that we could not have even
23 imagined even from meeting to meeting and so I
24 think that it behooves us not to just lift the
25 product as perfect or imperfect as it is, and it is

1 imperfect because we are imperfect, but also to
2 lift the process. I think that what this
3 Commission has had the opportunity to do to reach
4 across diverse people who live in diverse places
5 with diverse thoughts and decide that we have a
6 goal that is great enough that we can come together
7 even in our differences for the sake of our region
8 is a model for all of our communities, that this
9 conversation doesn't stop here, these suggestions
10 don't just stop here but as new issues arise that
11 we will have to have a process whereby we can
12 attack those even if the Governor doesn't call us
13 to and I think that the work of this Commission is
14 a great model on how those things can happen, how
15 we can sit in uncomfortable places for the sake of
16 our region and come out with thoughtful, thoughtful
17 recommendations that take into consideration the
18 well-being of everyone that is involved. For this
19 opportunity I thank you and I thank both co-chairs
20 for your leadership in this process and for the
21 amazing staff that was put together to make this
22 come to fruition.

23 Thank you.

24 COMMISSIONER ISOM: I think that both
25 Commission and the working groups have done their

1 best to try to capture the community's voice and
2 we've done that through many, many different means
3 and what I hope the community recognizes that that
4 was the driving force behind our recommendations
5 and I think within those recommendations not only
6 the priorities but the full recommendations we are
7 trying to capture the voice of the community
8 knowing that that's not perfect and that this is
9 going to be a living and breathing document that
10 will change over time as we get more information
11 from the community and as things change but from
12 the citizen-law enforcement standpoint I think that
13 we tried to capture structural problems in our
14 policing in this region, we heard time and time
15 about accountability and oversight and I believe
16 we've done a good job of capturing many of the
17 things that people have suggested in those areas.
18 We've heard from officers about training, mental
19 health issues, wellness. We've tried to capture
20 that within the report as well and so it is a
21 starting point, I think it's a very good starting
22 point that has captured many of the things that our
23 diverse community is asking for in the area of
24 citizen and law enforcement relations.

25 COMMISSIONER PACKNETT: I would just

1 echo my co-chair and absolutely want to thank him
2 for his consistent and progressive leadership on
3 this but it is absolutely a starting point.

4 I was privileged to Skype in with a
5 number of high school students in Washington who
6 had been studying our report and the President's
7 task force report and who had all supplied their
8 own recommendations and they said, yeah, 27 hours
9 is great but what about three hours every month,
10 right? So our young people are continuing to give
11 us the indicator that there is more to be done and
12 so I hope that this serves as a beginning and as a
13 jumping off point and not as the end, right, so
14 that it is the floor but not the ceiling.

15 I also really want to extend a note
16 of gratitude to the members of our working group
17 and all of the members of the public that very
18 consistently came and involved themselves in all of
19 our working groups but especially ours, about
20 midway through our report, actually maybe
21 three-quarters of the way through our report,
22 Bethany's looking at me, we had to hit pause in our
23 working group and say there are some places that we
24 still have not covered with the amount of thorough
25 attention that this moment requires and so people

1 were willing to adapt, be flexible, roll up their
2 sleeves and make sure that we spent the extra time
3 necessary so at the very at least the floor that
4 we're setting is still one with a high enough bar
5 that would satisfy the call of today. So it is
6 certainly imperfect, it is certainly just the
7 beginning but I'm proud of the work that we've
8 done.

9 CHAIRMAN MCCLURE: I would note by
10 Brittany and Dan had made their comments I was
11 struck as Starsky and I stood at the press
12 conference yesterday where the announcement was
13 made in the call for the adoption of police
14 training standards that in effect the areas and the
15 direction if not the substance of that call was
16 driven by the work that your task force did and we
17 said in our statement this is the minimum, this is
18 the heart and we hope it's certainly regarded that
19 way because it's past time for these things to have
20 been put into place for the safety of our citizens,
21 for the safety of our officers, for the well-being
22 of our citizenry, the well-being of our officers
23 and so I think that's a great example of how the
24 Commission was calling early through the work of
25 the task force for addressing this very needed

1 space and work of the working group was really
2 critical in that space.

3 Okay. Before we proceed the process
4 if you don't mind Serena we'll take a moment here
5 and I've asked Bethany if she would take a moment
6 and talk about how we're going to, how we have been
7 processing dissent, folks who don't agree with the
8 particular recommendations and how we will document
9 and process the document then going forward.

10 MANAGING DIRECTOR JOHNSON-JAVOIS:

11 Sure. Just want to note a couple things. Number
12 one, Commissioners at your table you will see that
13 you have a mechanism, the polling that we have
14 asked our community to use at every meeting and now
15 we're going to use the same technology so let's see
16 if we can do it as well. So we're going to do it
17 two ways. One, when you take this poll and when
18 you press the buttons the 1A will equal yes, 2B is
19 your no and 3C is an abstention on the vote that
20 you'll be taking. This will show up visually but
21 it won't actually record what individual
22 commissioner has voted in what way so not only will
23 we do the keypad polling but we will also do the
24 roll call so that I can confirm that for you, so
25 just the process so you understand that.

1 Second is in the issue of consent,
2 the issue of dissent. We will be talking about
3 this a little more deeply a little later on in the
4 agenda but just so we can be clear and the public
5 can understand that three things actually, the
6 three Commissioners who are not with us today, Gabe
7 Gore, Kevin Ahlbrand and Pat Sly have provided me
8 with their vote and have provided me with comment
9 with which as they have moved to accept the bundles
10 there's also individual calls that they made note
11 of that they dissent and so the process will be
12 that we will take dissent, that you can submit any
13 comment that you have both affirming a call to
14 action that you feel strongly about or dissenting
15 call to action that you want to make note of in the
16 report, we make note of that there and also provide
17 overall language as you may remember in our
18 municipal courts and governance space that shows
19 that not everything was done by consensus and there
20 was a great rigor and debate as well to accurately
21 reflect the viewpoint of each individual
22 commissioner who oftentimes do speak with
23 individual voices.

24 So that's the process.

25 CHAIRMAN MCCLURE: So let me say it

1 back to you and Starsky can clarify or comment. So
2 we thought through this a bit because we do want to
3 reflect accurately the views of individual
4 Commissioners on individual calls to action, both
5 those that want to say here's why I really affirm
6 this call and here's why I dissent from this call
7 and every one of these calls to action have been
8 voted on previously, actually in many ways
9 including ones we may consider in a bit but, and so
10 where there have been dissenting votes those have
11 been recorded, within the record there were in some
12 cases roll call votes that did that and so what
13 Bethany will describe later is the way in which we
14 envision the report documenting that in the
15 appendix so it's really transparent what the views
16 of the Commissioners are and how we approached that
17 so the vote we're going to take today is on the 28,
18 if an individual commissioner has dissented on one
19 of the 28 we certainly can vote any way we choose
20 to of course but our view and the way I'm going to
21 approach my vote even though I might have abstained
22 on one of the 28 is to approve the entire 28 and
23 realize that I can document and my dissent is
24 already documented in a meeting and could be
25 documented further in the report if I so choose and

1 recognize that this is directionally bundled that
2 we're approaching.

3 So that I think is the approach.

4 CHAIRMAN WILSON: Yeah, this is a
5 good point of conversation because I don't think
6 that's the way we're supposed to do it. That's the
7 way I understand it to approach this vote, so we
8 are voting up or down on a bundle and we'll do so
9 by roll call mostly because I'm really jealous in
10 no meeting have we had a chance to use keypads, we
11 will this time.

12 CHAIRMAN MCCLURE: I brought my
13 garage door opener.

14 CHAIRMAN WILSON: If you're not
15 voting with me you can use your garage door opener.

16 So there's an agreement here, we're
17 going to vote up or down, we'll have a record of
18 that by doing so with keypads, if keypads don't
19 work we'll have a roll call so we can note also
20 those that are not here. The process of dissent in
21 the report is a discussion point that we will
22 decide on later, it's an action item later on in
23 your agenda and there are two options on your
24 agenda and we'll decide that together later but at
25 this point it is still the case that we are voting,

1 we have discussed these before, we're not for the
2 record debating further, we're voting on what has
3 been presented by bundle and then by individual if
4 need be. And then later we will discuss the
5 process of documenting dissent as an action item
6 you see under Pathway To Final Report where there
7 are two options that are presented there, one Rich
8 has noted as well, so they're there, we'll discuss
9 that and we'll decide together how we will handle
10 dissent in the report.

11 CHAIRMAN MCCLURE: What my co-chair
12 has appropriately noted we want the Commission the
13 language of dissent should be noted so we should
14 all together collect that point.

15 COMMISSIONER BLACKMON: I wanted to
16 clarify for the people who hear differently. Am I
17 to understand that even if I have disagreements in
18 the report my vote is whether or not I acknowledge
19 that this is the bundle that the working group and
20 the Commission has faithfully decided to put forth
21 and whether or not I can accept that, is that
22 right?

23 CHAIRMAN WILSON: Yes. This is an
24 affirmation of the bundle considering a couple of
25 things. Considering the process which we've spoken

1 to, considering that we have had opportunity to add
2 to the bundle and that in the document you have we
3 have acknowledged those things that have been added
4 and the fact that we will next have an occasion to
5 speak to additions --

6 MANAGING DIRECTOR JOHNSON-JAVOIS:

7 One by one.

8 CHAIRMAN WILSON: One by one and when
9 we note that is the ones in orange --

10 MANAGING DIRECTOR JOHNSON-JAVOIS:

11 Outside.

12 CHAIRMAN WILSON: Outside of the ones
13 in orange, the ones that were submitted I think
14 before noon on Wednesday then we'll have an
15 opportunity for Commissioners to add them, to speak
16 to them in a two minute comment so what we're
17 voting on now is as presented, this 28 bundled
18 calls to action would the Commissioners by your
19 vote of affirmation, you would say this is the
20 appropriate bundle to move forward together based
21 upon the process that we have gone through to date.
22 After that, and I'm looking at Serena to correct me
23 here, after that then we'll have an opportunity to
24 speak to additions outside of this bundle that was
25 submitted by virtue of our process by Wednesday.

1 MS. MUHAMMAD: Right. Yeah.

2 CHAIRMAN MCCLURE: Questions about
3 the process?

4 COMMISSIONER CARR: For action item
5 1A I move that the Commission accepts the bundled
6 signature recommendations as our priorities. All
7 recommendations will be included in the product.
8 The Commission acknowledges that these
9 recommendations were not unanimously approved in
10 the work groups in order to be inclusive and
11 reflect opinions of individual Commissioners and
12 Commissioners may submit their endorsement,
13 opposition or reservations about individual
14 recommendations in written form for inclusion in
15 the final report. These should be submitted to the
16 Commission staff no later than Tuesday, August the
17 11th.

18 COMMISSIONER BLACKMON: Is that a
19 motion?

20 COMMISSIONER CARR: That's a
21 motion.

22 CHAIRMAN MCCLURE: Commissioner Carr
23 makes a motion. Is there is second?

24 COMMISSIONER ISOM: Second.

25 CHAIRMAN MCCLURE: Further

1 discussion? Does everybody understand the motion?

2 CHAIRMAN WILSON: I have a question
3 about the motion. The motion seems to also presume
4 the second option for dissent so my concern is
5 whether --

6 MANAGING DIRECTOR JOHNSON-JAVOIS:
7 This motion is to accept the 28 calls to action.

8 CHAIRMAN MCCLURE: Respectfully
9 Commissioner Carr made the motion.

10 MS. PULLIAM: Can't we just hear it
11 again?

12 COMMISSIONER CARR: The motion says
13 the Commission, I'll read it again. The Commission
14 accepts the bundled signature recommendations as
15 our priorities. All recommendations will be
16 included in the final report. The Commission
17 acknowledges that these recommendations were not
18 unanimously approved in the work groups. In order
19 to be inclusive and reflect the opinions of
20 individual Commissioners in the final report
21 Commissioners may submit their endorsement,
22 opposition or reservations about individual
23 recommendations in written form for inclusion in
24 the final report. These should be submitted to the
25 Commission staff no later than Tuesday, August the

1 11th. How it's included in the final report will
2 be decided by the staff.

3 To get to your point Starsky I think
4 option 1 or 2 is how it's included in the final
5 report. Option 1 deals with appendix, option 2
6 deals with something else. So this is a mechanism
7 to review these, my view is that this is a
8 mechanism to receive commissioner endorsement,
9 reservations or endorsements on individual items.
10 How it's included is another item. That's the
11 intent.

12 CHAIRMAN WILSON: Except the second
13 option actually does not speak to individual
14 commissioner's opportunity to express dissent,
15 rather it speaks to the process about which it
16 suggests that this was not the consensus or
17 unanimous but rather, and does not necessarily say
18 that Commissioners would have space for such notes
19 in the final report.

20 MS. MUHAMMAD: So could you amend the
21 motion without having that second piece about how
22 you will note dissent and just focus on accepting
23 the calls?

24 CHAIRMAN WILSON: For the sake of
25 further discussion later action I would ask

1 Commissioner Carr whether he would consider it a
2 friendly amendment to remove the language that
3 begins in order to be inclusive and ends August
4 11th.

5 COMMISSIONER CARR: That will be
6 amended.

7 CHAIRMAN MCCLURE: So could you
8 reread the motion with the amendment please?

9 COMMISSIONER CARR: The Commission
10 accepts the bundled signature reservations as our
11 priorities. All reservations will be included in
12 the final report. The Commission acknowledges that
13 these reservations will not be unanimously
14 approved.

15 COMMISSIONER BLACKMON: Question.
16 It's my understanding from our breakout group that
17 there were additional reservations that we were
18 going to consider today to be a part of our
19 priority. The way that that is worded does that
20 allow for that? Does it allow for us to add
21 additional?

22 MANAGING DIRECTOR JOHNSON-JAVOIS:
23 This is the first. So as you go to this this is
24 the first bundle and this is the first action. The
25 second action that is coming up will allow for the

1 additional discussion of those brought forward by
2 Commissioners that were presented to us prior to
3 today.

4 COMMISSIONER BLACKMON: Okay.

5 CHAIRMAN MCCLURE: So what we're
6 voting on does not deal with the question how
7 dissent is documented or accepted.

8 MANAGING DIRECTOR JOHNSON-JAVOIS:
9 No.

10 CHAIRMAN MCCLURE: We leave that
11 decision for an action item later in our process.
12 That's the spirit of the amendment.

13 Okay. So we have a motion as
14 amended, does the second accept the amendment?

15 COMMISSIONER WINDMILLER: I do.

16 CHAIRMAN MCCLURE: So any further
17 discussion?

18 Now, Starsky's been dying, do we get
19 to use these?

20 MANAGING DIRECTOR JOHNSON-JAVOIS:
21 At this time.

22 CHAIRMAN MCCLURE: So who's going to
23 give us instructions to do this?

24 MS. FRANKS: So like Bethany
25 mentioned A and slash 1 will be yes, B slash 2 will

1 be no and C slash 3 will be abstain and then note
2 the red corner at the top right, I will open
3 polling now.

4 CHAIRMAN MCCLURE: While everybody's
5 voting I've really been dying to tell what my
6 favorite color is and I've had no chance to do
7 that.

8 CHAIRMAN WILSON: We know it's blue.

9 MS. FRANKS: Polling is now closed.
10 And 100 percent yes.

11 CHAIRMAN MCCLURE: So we have
12 endorsement of the 28 calls for action and thank
13 you for all your hard work and support of those.

14 So we're going to roll call for the
15 three who are not here.

16 MANAGING DIRECTOR JOHNSON-JAVOIS:
17 Point of order. We should probably roll call
18 everyone.

19 CHAIRMAN MCCLURE: Okay.

20 MANAGING DIRECTOR JOHNSON-JAVOIS:
21 Reverend Starsky Wilson?

22 CHAIRMAN WILSON: Yes.

23 MANAGING DIRECTOR JOHNSON-JAVOIS:
24 Rich McClure.

25 CHAIRMAN MCCLURE: Yes.

1 MANAGING DIRECTOR JOHNSON-JAVOIS:
2 Kevin Ahlbrand's vote was yes.
3 Rasheen Aldridge?
4 COMMISSIONER ALDRIDGE: Yes.
5 MANAGING DIRECTOR JOHNSON-JAVOIS:
6 Pastor Traci Blackmon.
7 COMMISSIONER BLACKMON: Yes.
8 MANAGING DIRECTOR JOHNSON-JAVOIS:
9 T.R. Carr.
10 COMMISSIONER CARR: Yes.
11 MANAGING DIRECTOR JOHNSON-JAVOIS:
12 Dave Gore is yes.
13 Becky James-Hatter.
14 COMMISSIONER JAMES-HATTER: Yes.
15 MANAGING DIRECTOR JOHNSON-JAVOIS:
16 Dan Isom.
17 COMMISSIONER ISOM: Yes.
18 MANAGING DIRECTOR JOHNSON-JAVOIS:
19 Scott Negwer.
20 COMMISSIONER NEGWER: Yes.
21 MANAGING DIRECTOR JOHNSON-JAVOIS:
22 Brittany Packnett.
23 COMMISSIONER PACKNETT: Yes.
24 MANAGING DIRECTOR JOHNSON-JAVOIS:
25 Felicia Pulliam.

1 MS. PULLIAM: Yes.

2 MANAGING DIRECTOR JOHNSON-JAVOIS:

3 Pat Sly is yes.

4 Byron Watson?

5 COMMISSIONER WATSON: Yes.

6 MANAGING DIRECTOR JOHNSON-JAVOIS:

7 And Rose Windmiller.

8 COMMISSIONER WINDMILLER: Yes.

9 MANAGING DIRECTOR JOHNSON-JAVOIS:

10 Motion carries. Thank you very much.

11 CHAIRMAN WILSON: Thank you all very

12 much.

13 The next portion of the agenda calls
14 that we reference to have open discussion on
15 additional calls to action. During this portion of
16 the agenda Commissioners have one more opportunity
17 to address signature priorities. Commissioners who
18 brought forth additional calls to action prior to
19 the deadline on Wednesday have two minutes to
20 present their case explaining how the call
21 addresses a gap in the existing set of
22 recommendations or the set of prioritized calls
23 communicating why it is transformative, urgent and
24 unflinching. Commissioners will then take a
25 majority vote to determine if the proposed addition

1 will make it to the slate of signature priorities.
2 Those, I look to Staff to note which ones we had
3 before to date so if Managing Director MANAGING
4 DIRECTOR JOHNSON-JAVOIS will give us direction on
5 those that were brought forward.

6 MANAGING DIRECTOR JOHNSON-JAVOIS:
7 Sure. Please look in to your packet and the title
8 of your document is Recommended Actions to the
9 Slate of 28 Top Priority Calls and ask first if,
10 the first ones proposed by COMMISSIONER Pulliam are
11 recommending adding three calls to action to three
12 existing bundles. Your existing calls your request
13 is to put them into the existing 28 bundle.

14 MS. PULLIAM: Yes.

15 Good afternoon again Commissioners
16 and I appreciate the opportunity to further define
17 the calls to action from the economic inequity and
18 opportunity working group.

19 After further reflection of the
20 bundle I am recommending that we add I&O number 14
21 which concerns individual development accounts and
22 family development accounts, roll that into the
23 call that has been confirmed for child development
24 accounts and I'm asking for that action to meet the
25 charge of intergenerationality in the nature of

1 transforming conditions when it comes to economic
2 mobility. So we've got child development accounts
3 but we've left out individual adults and families
4 so I'd just like to include them there. That call
5 also works to create a funding mechanism so calling
6 for the state to increase its matching fund back to
7 the original \$4 million because the couple hundred
8 thousand dollars that they have now is quickly
9 depleted so went to establish a matching fund for
10 that and also capture unclaimed dollars held at the
11 state, make those available for matching funds as
12 well. So that is my first call.

13 I do have two minutes for each one or
14 all three of them?

15 MANAGING DIRECTOR JOHNSON-JAVOIS:
16 What we'd like to do is take each individual call,
17 hear the two minutes, have discussion and vote
18 individually.

19 MS. PULLIAM: Thanks.

20 CHAIRMAN WILSON: I would ask if
21 staff has the actual language from I&O 14, to have
22 that read into the record?

23 MANAGING DIRECTOR JOHNSON-JAVOIS:
24 I&O 14 reads as follows: Provide progressive
25 Individual Development Accounts and Family

1 Development Accounts offered statewide by means of
2 a dedicated funding stream from the state.
3 Additional potential funding sources include, first
4 bullet, using the Community Reinvestment Act to
5 provide banks with credit for funding development
6 accounts. Second bullet, offering corporate tax
7 breaks for contributions to development accounts.
8 Third, redirecting unclaimed savings account funds
9 turned over to the state, or fourth bullet,
10 restoring the state funding matching program to its
11 original 4 million.

12 CHAIRMAN WILSON: What page do you
13 find that? How is it numbered in our packet?

14 MS. FURTADO: Page 8.

15 MANAGING DIRECTOR JOHNSON-JAVOIS:
16 Page 8 and your calls to action are numbered by the
17 total score. So page 8 it's in orange at the top
18 of your packet.

19 CHAIRMAN WILSON: Is there discussion
20 on the addition of I&O 14 which is found at the top
21 of page 8 to be bundled with recommendation, with
22 bundle number 10 on expanding the MOST 529 program?

23 So moved and properly seconded that
24 I&O number 14 be added to a bundle with prioritized
25 call to action number 10 with expansion of the most

1 529 program for child development accounts.

2 Is there further discussion?

3 Just make one not for discussion, I
4 think it speaks to it but I think we'll get to this
5 considering all of these. If it's the case that I
6 understand the scoring correctly that the highest
7 scored call to action is 151, this one was at 50
8 and it speaks to the conversation about while again
9 there are gaps in the thought process, I think the
10 argument is significant but I think it may be
11 helpful for us to consider where these rank in our
12 priorities before and this document is helpful for
13 us and kind of reminding us around that.

14 COMMISSIONER WATSON: One quick
15 question. Are we going to go line by line on
16 approval of this or are we just going to wait until
17 she finishes all three parts?

18 CHAIRMAN WILSON: We'll take them
19 individually.

20 COMMISSIONER WATSON: Okay.

21 CHAIRMAN WILSON: So at this point we
22 do have a motion and a second for I&O 14. Is there
23 any further discussion?

24 COMMISSIONER JAMES-HATTER: I would
25 just like to make a comment that in the

1 conversation this was one of the regs along with
2 others that were very important to the idea of
3 asset building and as much as wage increase is a
4 part of the conversation that we need to make a
5 path so that families, children can begin to build
6 assets and I think this was a part of that overall
7 understanding of asset building. So it's just
8 further support of this.

9 CHAIRMAN WILSON: Thank you.

10 Any further discussion?

11 Yes, Commissioner Windmiller?

12 COMMISSIONER WINDMILLER: Felicia I
13 have a question about the actual. So is there a
14 current statewide funding stream for IDAs or CE, or
15 FDAs?

16 MS. PULLIAM: CDAs. There's a
17 statewide stream at \$300,000 for the entire state
18 and it is rapidly depleted. It actually provides
19 to access for most people to match those CDA
20 accounts so we're calling to increase that
21 statewide matching fund to \$4 million and then
22 provide two additional revenue streams to feed that
23 state matching fund.

24 COMMISSIONER WINDMILLER: I don't see
25 anything in this recommendation that calls out the

1 CDA money, unless I'm not reading it correctly.

2 MS. PULLIAM: No. And that's why I'm
3 calling for the bundle. The funding streams are
4 included in this, the CDA, the recommendation for
5 CDA came out early and got information out of our
6 group. When we came back to the working group we
7 started working on IDAs and FDAs and after a lot of
8 work were able to come up with the funding
9 mechanisms. They got encapsulated here in I&O 14
10 and here we have I&O 10 about CDAs that doesn't
11 have that language, doesn't have the funding
12 mechanism and that's why I'm calling for the call.

13 COMMISSIONER WINDMILLER: Okay. The
14 only other question I would raise or suggestion I
15 would make is that I think you're missing one
16 accountable body and that would be the Governor.

17 MS. PULLIAM: Thank you.

18 COMMISSIONER WINDMILLER: Do you
19 require statutory change?

20 MS. PULLIAM: Yes. Thank you.

21 CHAIRMAN MCCLURE: I would just note
22 that on I&O 4, the one that isn't bundled approved
23 it says owner accountable so I think when we bundle
24 these we probably need to look at the accountable
25 body and make sure we rationalize those across

1 multiple calls that are considered.

2 COMMISSIONER WINDMILLER: And if we
3 are calling for CDA money for this joint, the
4 combination of the two I just want to make sure
5 that the CDA reflection is in the MOST piece,
6 otherwise it's not going, there's, the
7 recommendation isn't going to make potential sense
8 if what you're saying if there's an existing stream
9 but it's not mentioned in either this I&O 14 or in
10 the MOST piece and you're reflecting back to the
11 current financial support from the state to CDAs,
12 I'm not seeing that anywhere.

13 COMMISSIONER PULLIAM: So what you're
14 suggesting is to enhance the language restoring the
15 state funded matching program to actually call out
16 that matching program by name and insert it here.

17 COMMISSIONER WINDMILLER: Absolutely.

18 MS. PULLIAM: So noted.

19 CHAIRMAN WILSON: Any further
20 discussion?

21 Do we get to have fun on these too?

22 MANAGING DIRECTOR JOHNSON-JAVOIS:

23 Uh-huh.

24 CHAIRMAN WILSON: All right. We
25 invite you to grab your keypad, action item number

1 2, we're asking do you accept, we do have a motion
2 and a proper second, do you accept adding the
3 proposed call to action to the state of signature
4 priorities, this is the recommendation of adding
5 economic inequity and opportunity number 14 to
6 bundle, prioritized bundle number 10 related to the
7 expansion of MOST child development 529 program
8 accounts.

9 All those in favor please press 1 or
10 A, if you want to vote no press B or 2, if you want
11 to abstain press 3 or C.

12 MS. FRANKS: Polling is open.

13 CHAIRMAN WILSON: We note that 100
14 percent of Commissioners with I believe that was 14
15 that read, 14 responses have voted yes. Noting
16 that 14 I ask have you voted for, have we already
17 voted for those who are absent?

18 MANAGING DIRECTOR JOHNSON-JAVOIS:
19 Yes. Well, we can when we take a roll call.

20 CHAIRMAN WILSON: So the question I
21 raise --

22 MANAGING DIRECTOR JOHNSON-JAVOIS:
23 Yes, they did.

24 CHAIRMAN WILSON: So staff is voting
25 currently -- thank you.

1 we will reserve the right to call
2 roll when there is not a unanimous vote.

3 All right. We are still in the hands
4 of Commissioner Pulliam, on the recommendation of
5 adding I&O 19 on inclusion rather zoning to bundle
6 number 26 regarding unit sizes, work force housing
7 and LIHTC.

8 Commissioner Pulliam.

9 MS. PULLIAM: Thank you. This is a
10 simple amendment, I would just like for our
11 prioritized call numbers 26 to begin with establish
12 inclusionary zoning and support of the Missouri
13 Housing Development Commission 2015/16 QAP. The,
14 here it is referenced the unit sizing,
15 strengthening and supervising the use of low income
16 housing tax credits and providing set asides for
17 work force housing, those are principles of
18 inclusionary zoning but it occurred to me, woke me
19 up in the middle of the night, what if they change
20 the legislation, what if the intent of the QAP
21 changes, so if we say establish inclusionary zoning
22 and support what's happening at the Missouri
23 Housing Development Commission, that we're covered
24 no matter what happens. It may seem redundant but
25 then it's locked in.

1 CHAIRMAN WILSON: I&O 19, Co-Chair
2 McClure as you're helpful in noting it's on page 10
3 there in the middle.

4 MANAGING DIRECTOR JOHNSON-JAVOIS: So
5 to read it it's enact inclusionary zoning
6 ordinances to promote access to affordable housing
7 for low income individuals.

8 CHAIRMAN WILSON: That will be added
9 again to I&O, I'm sorry, to the prioritized number
10 26. Which is item 20.

11 MS. PULLIAM: Yes.

12 CHAIRMAN WILSON: Support Missouri
13 Housing Development conditions, 2015/2016 Qualified
14 Allocation Plan, it references unit sizes and
15 investment in LIHTC and work force housing.

16 MS. PULLIAM: Yes.

17 CHAIRMAN WILSON: Is there any
18 discussion?

19 If there's no further discussion ask
20 for a motion.

21 COMMISSIONER BLACKMON: I move.

22 COMMISSIONER NEGWER: Second.

23 MANAGING DIRECTOR JOHNSON-JAVOIS:

24 Who moved?

25 COMMISSIONER BLACKMON: Traci.

1 CHAIRMAN WILSON: Moved and properly
2 seconded that we add economic inequity and
3 opportunity recommendation number 19 to bundle
4 number 20 regarding unit sizes. Is there any
5 further discussion? If not the question is before
6 you on the screen, do you accept adding the
7 proposed call to action to the slate of signature
8 priorities, the recommendation has already been
9 read, the addition of I&O 19 to bundle number 26.

10 If you would now vote on your keypad.

11 MANAGING DIRECTOR JOHNSON-JAVOIS:
12 Brittany just stepped out and asked me to vote for
13 her.

14 CHAIRMAN WILSON: Okay. All those in
15 favor notify by pressing 1 or A, proposed 2 or B,
16 abstention is 3 or C.

17 MS. FRANKS: Polling is now open.

18 CHAIRMAN WILSON: Seems the motion
19 carries with 100 percent voting in the affirmative
20 for yes.

21 We now move to the third
22 recommendation from Commissioner Pulliam,
23 recommended adding I&O 29, funding public
24 transportation, to bundle 27, I&O 30. It's found
25 on page 9 at the bottom.

1 MS. PULLIAM: Thank you.

2 And Commissioners here we have called
3 for establishing a north/south link to provide
4 access to areas of opportunity primarily for
5 employment purposes via either a MetroLink line
6 north/south or bus rapid transit, this is what's
7 been approved. The humor about it, we can't get
8 this done without a funding stream and so what I'm
9 calling for is that we include I&O recommendation
10 29 which would establish a state funded, a state
11 transit fund. That transit fund is critical to
12 moving infrastructure projects forward because all
13 of these large projects require Federal dollars and
14 without that state match our applications just
15 aren't competitive. We're one of the few states
16 that doesn't have a state transit fund and so that
17 is actually oversight on my part not to have those
18 bundled together last Friday. So I'm asking to
19 include the funding stream.

20 CHAIRMAN WILSON: Thank you
21 Commissioner Pulliam.

22 Is there further discussion or
23 questions about the recommendation?

24 If there is the floor is open for a
25 motion.

1 COMMISSIONER WINDMILLER: So moved.

2 COMMISSIONER JAMES-HATTER: Second.

3 COMMISSIONER WILSON: Moved by
4 Commissioner Windmiller, seconded by Commissioner
5 James-Hatter. Is there further discussion?

6 Hearing none the question is before
7 you on the screen, action item 4, do you accept
8 adding the proposed call to action to the slate of
9 signature priorities, recommendation of adding
10 economic inequity and opportunity number 29 for
11 funding transportation to bundle priority number 27
12 for public transportation priority projects. If
13 you desire to vote in the affirmative please press
14 1 or A, to vote in the negative press 2 or B, to
15 abstain press 3 or C.

16 MS. FRANKS: Polling is open.

17 CHAIRMAN WILSON: Polling is closed
18 and with 15 responses looks like the vote is
19 unanimous again so Commissioner Pulliam has pulled
20 off the hat trick.

21 MS. PULLIAM: Thank you
22 Commissioners.

23 CHAIRMAN WILSON: Motion carries to
24 add I&O 29 to bundle 27 in our recommendations. So
25 we now have these three added to the bundling, we

1 thank Commissioner Pulliam for her thoughtful
2 engagement throughout the process of leadership in
3 I&O and specifically in the co-chairs meeting but
4 also being diligent about continued pursuit of
5 making sure these things make sense together so
6 thank you for your continued leadership and
7 guidance.

8 COMMISSIONER PULLIAM: Thank you.

9 CHAIRMAN WILSON: Now turn to
10 additions proposed by Commissioner James-Hatter,
11 recommending adding three calls to action to one,
12 one existing bundle and making one small language
13 change, those are also in your handouts. We
14 offer the floor to Commissioner James-Hatter for
15 explanation on these additions.

16 MANAGING DIRECTOR JOHNSON-JAVOIS:

17 Refer to page 9.

18 COMMISSIONER JAMES-HATTER: Thank you
19 Commissioner Starsky.

20 You have already approved 16, child
21 well-being 16 earlier in the 28. When the
22 Commission originally approved this call to action
23 it was to reform policies and practices that
24 disproportionately impact youth of color and
25 students with disabilities and further compromise

1 their ability to thrive and succeed. We needed to
2 bundle, within that call were roughly 10 additional
3 comments in there, three of them have been left out
4 in this document that we just approved. 13, child
5 well-being 13 referred to school-based law
6 enforcement officers. You may remember that when
7 we made the call to action at the committee, or at
8 the Commission meeting, it was understood that we
9 needed to get that in there, it was in there, it's
10 just not in the bundle so this is more of a
11 technical issue than it is anything else. We
12 needed to make sure that 18 and 19, one that really
13 goes to the issue of accountability which is the
14 reporting on the disproportionality and 19 which is
15 to make sure that juvenile courts, municipal courts
16 related staff also understand the rights of
17 students as it relates to the issues of
18 disproportionality as it relates to suspension,
19 expulsions, et cetera. So this is not a new call,
20 it was just left out in the original and we're just
21 trying to make the original call to action
22 complete.

23 CHAIRMAN WILSON: For those who
24 desire to have these before them in your packet you
25 can find child well-being 13 --

1 MANAGING DIRECTOR JOHNSON-JAVOIS:
2 Page 9. On page 9. Child well-being 18 on page 7,
3 top of the page, and child well-being 19, page 13.

4 CHAIRMAN WILSON: Are there any
5 questions for Commissioner James-Hatter regarding
6 these issues?

7 CHAIRMAN MCCLURE: So question. So
8 Commissioner James-Hatter, these are all intended
9 to bundle the training and the, kind of the
10 enforcement and regulatory framework around
11 training and make sure we capture all of that.

12 COMMISSIONER JAMES-HATTER: Yes. So
13 if you look at the 28 we just approved under
14 disproportionality of disciplinary actions all of
15 these were bundled together originally, they just
16 got unbundled, we just need to put them back
17 together is all we're asking for. So if you go to
18 page 2 of the original ones you just did we had to
19 bundle them and these three just got inadvertently
20 left off but it was part of the full bundle and it
21 was part of the enforcement of that
22 disproportionality as it related to disciplinary
23 actions.

24 CHAIRMAN MCCLURE: So not for
25 discussion now but when we get to talking about

1 report narrative that we would try to figure out
2 how to satisfy these all in one way so they don't
3 look disjointed, so they fit all together. We
4 considered them separately but your point is
5 exactly what I was thinking, we're in the same
6 space so we can rewrite so we capture the meaning
7 but we don't have 15 calls to action, that's an
8 exaggeration.

9 COMMISSIONER JAMES-HATTER: Yes. And
10 I think all the co-chairs assumed the bundling, the
11 writing of this is one thing, this is just making
12 sure it gets in there so that the staff and others
13 so when they start to write understand it but the
14 language doesn't have to stay exactly like this.

15 CHAIRMAN MCCLURE: Got it.

16 CHAIRMAN WILSON: Any further
17 questions, clarifications needed regarding the
18 bundling on this recommendation?

19 COMMISSIONER WATSON: So moved.

20 CHAIRMAN WILSON: Commissioner Watson
21 moves that we adopt this recommendation.

22 COMMISSIONER ISOM: Second.

23 CHAIRMAN WILSON: Commissioner Isom
24 seconds. Any further discussion?

25 Seeing none the action item number 5

1 is before you asking whether you accept adding the
2 proposed call to action to the slate of signature
3 priorities, it also is written before you on the
4 screen. All those in favor please notify by
5 pressing 1 or A, all those opposed please press 2
6 or B, all those abstaining please press 3 or C.

7 MS. FRANKS: Polling is open.

8 CHAIRMAN WILSON: We see we again
9 have unanimous vote of 15 Commissioners voting in
10 the affirmative. Just want to note just for the
11 record who's voting for Reverend Blackmon?

12 COMMISSIONER CARR: I am.

13 CHAIRMAN WILSON: Okay. So
14 Commissioner Carr, co-chair votes for Reverend
15 Blackmon so we note that for the record as well.

16 Motion carried, we now move to action
17 item number 6, also with Commissioner James-Hatter.

18 COMMISSIONER JAMES-HATTER: Yes.
19 Thank you. This is a simple but important change
20 and it really reflects the call of the Commission
21 several meetings ago when we made the
22 recommendation originally to eliminate the option
23 of out of school suspension for students in
24 kindergarten through 3rd grade, you may remember
25 that Commissioner Packnett asked why we did not

1 include pre-K and we all agreed that we should have
2 put pre-K in there and when it got in to the last
3 language it stated the original so I'm just asking
4 to make sure that our intent is full and at this
5 meeting to make sure it reads pre-K and not just K.

6 CHAIRMAN WILSON: Any further
7 questions regarding this?

8 COMMISSIONER CARR: Move for
9 approval.

10 CHAIRMAN WILSON: Move by
11 Commissioner Carr. Is there a second?

12 MS. PULLIAM: Second.

13 CHAIRMAN WILSON: Second by
14 Commissioner Pulliam Any further discussion?

15 Hearing none all those in favor of
16 action item number 6, do you accept that proposed
17 call to action to the slate of signature
18 priorities, the recommendation that we change
19 kindergarten to pre-K. All those in favor please
20 notify by pressing 1 or A, opposed 2 or B,
21 abstentions 3 or C.

22 MS. FRANKS: Polling is open.

23 CHAIRMAN WILSON: Polling is closed.

24 We have 13 recorded responses all in the
25 affirmative so I ask we do a roll call just so we

1 have a record what either the abstentions are or
2 have the opportunity to correct the keypad polling.

3 MANAGING DIRECTOR JOHNSON-JAVOIS:

4 Okay. Starsky Wilson?

5 CHAIRMAN WILSON: Yes.

6 MANAGING DIRECTOR JOHNSON-JAVOIS:

7 Rich McClure.

8 CHAIRMAN MCCLURE: Aye.

9 MANAGING DIRECTOR JOHNSON-JAVOIS:

10 Kevin Ahlbrand voting yes and we did vote yes.

11 Rasheen Aldridge.

12 COMMISSIONER ALDRIDGE: Aye. Yes.

13 MANAGING DIRECTOR JOHNSON-JAVOIS:

14 Pastor Blackmon.

15 COMMISSIONER CARR: She voted yes.

16 MANAGING DIRECTOR JOHNSON-JAVOIS:

17 T.R. Carr.

18 COMMISSIONER CARR: Yes.

19 Becky James-Hatter?

20 COMMISSIONER JAMES-HATTER: Yes.

21 MANAGING DIRECTOR JOHNSON-JAVOIS:

22 Dan Isom.

23 COMMISSIONER ISOM: Yes.

24 MANAGING DIRECTOR JOHNSON-JAVOIS:

25 Scott Negwer.

1 COMMISSIONER NEGWER: Yes.

2 MANAGING DIRECTOR JOHNSON-JAVOIS:

3 Felicia Pulliam.

4 COMMISSIONER PULLIAM: Yes.

5 MANAGING DIRECTOR JOHNSON-JAVOIS:

6 Pat Sly was a yes and I pushed yes. Okay.

7 Byron Watson?

8 COMMISSIONER WATSON: Yes.

9 MANAGING DIRECTOR JOHNSON-JAVOIS:

10 Rose Windmiller.

11 COMMISSIONER WINDMILLER: Yes.

12 MANAGING DIRECTOR JOHNSON-JAVOIS: So

13 I think someone may have not pushed hard enough.

14 CHAIRMAN WILSON: Thank you

15 Commissioners.

16 Action item number 7 now, thank you

17 very much Commissioner James-Hatter for your

18 guidance and leadership in pursuit of those

19 corrections. For action item number 7 Commissioner

20 Packnett has a recommendation, a new call to add to

21 the body of 200.

22 COMMISSIONER PACKNETT: So thank you

23 for the opportunity. I'm actually realizing that

24 on closer reading of bundle 16 perhaps this can

25 just be friendly language for CWB 12. So

1 essentially this recommendation is based on the
2 idea that we have recommended cultural
3 responsiveness and anti-racism or anti-bias
4 training for court workers, for officers and for
5 teachers but, and school personnel, but school
6 personnel are actually the only ones that, for whom
7 it was not reported an actual time frame on which
8 that should happen or this language around
9 certification which was included in the other ones.
10 So essentially I'm trying to add language to mirror
11 the idea that these people are responsible for
12 molding young lives and minds as well and that the
13 language should be reflected across all three of
14 those groups. And so I guess I will amend my
15 recommendation to say mandate annual or biannual
16 cultural competency and anti-racism professional
17 development training and certification for teachers
18 and staff which is in CWB 12. So that we're not
19 actually adding another recommendation.

20 MS. PULLIAM: It's annual.

21 COMMISSIONER PACKNETT: If annual is
22 what is in the other one I think annual is fine.

23 It should be annual.

24 MANAGING DIRECTOR JOHNSON-JAVOIS: So
25 on page 2 I'm taking it to your colored document,

1 bundle number 16 which is on page 2, Commissioner
2 Packnett's talking about CWB number 12,
3 specifically amending that one.

4 COMMISSIONER PACKNETT: And so I am
5 saying to mandate it annually which is reflective
6 of what's in bundle number 8 and so add the word
7 certification after training which is reflected in
8 the long form language in the other ones for
9 teachers and staff.

10 CHAIRMAN WILSON: Do we have the
11 extended, I know we do, but I'm looking for child
12 well-being number 12. Also we'd be amending the
13 language of child well-being 12, correct?

14 COMMISSIONER PACKNETT: Yes. To have
15 it mirror the language of the recommendations
16 around cultural competency training for officers
17 and for court workers.

18 CHAIRMAN MCCLURE: So question while
19 we're looking for the full language --

20 COMMISSIONER PACKNETT: It's on page
21 number 1.

22 MANAGING DIRECTOR JOHNSON-JAVOIS:
23 It's on page 5.

24 CHAIRMAN MCCLURE: So reading your
25 explanation that was provided in writing your

1 thought that this would be part of the professional
2 development process each year that school districts
3 go through now in training and doing continuing
4 education for their staff.

5 COMMISSIONER PACKNETT: Yes. In the
6 same way that we're requiring it off officers and
7 court workers, on the same time frame.

8 CHAIRMAN WILSON: So it would be
9 helpful just for the record to hear Commissioner
10 James-Hatter's perspective on this as it's a child
11 well-being recommendation and you stewarded that
12 work.

13 COMMISSIONER JAMES-HATTER: I think
14 this is a friendly amendment. I mean the
15 combination of I think what Commissioner Packnett
16 if I'm understanding, which I would be supportive
17 of, is the time frame of requiring annual and there
18 may be, I'm looking at where it says mandate
19 cultural competency and anti-racism professional
20 development training for all school personnel
21 including teacher, staff, community partners and
22 law enforcement officers in schools including the
23 school resource officers. So where we may need to
24 add some more language there but the idea of annual
25 is certainly supported from child well-being.

1 COMMISSIONER PACKNETT: I think that
2 what you're saying in terms of the addition of
3 responsible parties in the school building, I would
4 agree.

5 COMMISSIONER JAMES-HATTER: Yes.

6 CHAIRMAN WILSON: Could we just to be
7 clear then ask the question of Commissioner
8 Packnett just to read or rehearse into the record
9 what the final language would be.

10 COMMISSIONER PACKNETT: I most
11 certainly can. Mandate annual cultural
12 responsiveness and anti-racism professional
13 development training for teachers, staff and school
14 resource officers.

15 MANAGING DIRECTOR JOHNSON-JAVOIS:
16 Last time you added and certification.

17 COMMISSIONER PACKNETT: Scratch it
18 because I'm realizing it's not the right mirror.

19 COMMISSIONER JAMES-HATTER: The only
20 thing I would just add that in child well-being the
21 list is just a little bit long including community
22 partners that are working in schools so everyone
23 that is working in the schools has this
24 understanding. So if you're working in a school
25 whether you're a teacher, resource officer or

1 community partner everyone must understand cultural
2 competency and anti-racism to be working so
3 directly with our youth so we're not in
4 disagreement, I think when you get into the writing
5 there's some overlap and I'm totally comfortable
6 with it.

7 COMMISSIONER PACKNETT: I agree with
8 that. So teachers, staff, school resource officers
9 and community partners.

10 CHAIRMAN WILSON: So I just wanted to
11 ask about community partners a little bit, whether
12 we're speaking of the institutions or the
13 individuals would this apply to say volunteers,
14 parents who are working in classrooms and those
15 kind of things, would that application happen there
16 as well?

17 COMMISSIONER JAMES-HATTER: So I
18 think when we were writing this it was intended
19 that the institutions that are working in there
20 would be the ones that must be trained and then if
21 there's a further call to say the institutions are
22 responsible but at that point it was just the
23 institutions that are working in those schools.

24 CHAIRMAN WILSON: Thank you.
25 Any further discussion?

1 MS. PULLIAM: I just, it's not
2 actually a discussion, I just want to say that I
3 really appreciate the attention that we have in
4 this area right now given the DOJ's report and we
5 know that the disparaging treatment that it's
6 racially biased. This is such important work so I
7 appreciate you taking time to collaborate on that
8 and making sure we clarify that and expand the
9 accountable parties in this space, so thank you.

10 CHAIRMAN WILSON: Thank you very
11 much.

12 So what we have before us is an
13 amendment to child well-being which is a part of
14 bundle number 16, that the amended language would
15 read that we would mandate annual cultural
16 competency and anti-racism professional development
17 training for teachers, staff, school resource
18 officers and community partners. All personnel
19 activated in schools and the institutions that work
20 with them.

21 Is there any further discussion? If
22 not the floor is open for a motion?

23 We have moved by Commissioner
24 Aldridge, seconded by Commissioner James-Hatter.

25 Any further discussion?

1 Hearing none all those in favor
2 please notify by pressing 1 or A, opposed 2 or B,
3 and any abstentions 3 or C.

4 MANAGING DIRECTOR JOHNSON-JAVOIS:
5 Push hard.

6 MS. FRANKS: Polling is open.

7 CHAIRMAN WILSON: We do note there
8 were 15 responses all affirmative, this motion
9 carries, action item 7 carries.

10 Just note for the record who voted
11 for Commissioner Blackmon, is that you Commissioner
12 Carr?

13 COMMISSIONER CARR: Yes.

14 CHAIRMAN WILSON: Good deal.

15 So action item number 7 carries. We
16 thank Commissioner Packnett for her diligence and
17 care to that and the expansion of that language and
18 the specificity that has been added with this
19 amendment and the care that Commissioner
20 James-Hatter continues to provide as we care for
21 these intersections for our young people.

22 At this point we're going to set
23 another precedent, we're breaking down all kinds of
24 barriers today, we get to use the keypads and today
25 we will take a break which we do not always do but

1 we do have a schedule to take a break, actually we
2 are ahead of our schedule, we're scheduled to take
3 a 10 minute break.

4 (Whereupon, a recess was taken by the parties)

5 CHAIRMAN MCCLURE: We're going to go
6 back to work, Mark or Dave could I ask you to slip
7 out into the hall and let any other Commissioners
8 know we have restarted.

9 So we are going to begin the
10 discussion of the pathway to the final report. I
11 need to certainly let members of the Commission
12 know, many if not all of you know this and
13 certainly members of our audience that literally
14 the staff team and Starsky and I began envisioning
15 what the report might look like and what we might
16 have literally at the day of the appointment
17 realized that this communication is so critically
18 important to our work and so Nicole Hudson who runs
19 our communication efforts has been working
20 diligently and literally full time on this in
21 addition to her other full-time responsibilities
22 with us and Bethany is going to walk us through the
23 process on the report, the editorial process, the
24 dissemination strategy and so we welcome that
25 discussion now.

1 MS. HUDSON: Thank you Rich.

2 So as we mentioned a few times the
3 report will be what we're calling digital first and
4 that does not mean there won't be copies and there
5 will not be a way to print off the information
6 contained in the report, what that means is
7 prioritizing with our resources and our focus the
8 idea of using 2015 technology and methods of
9 consumption to make sure that the information and
10 the hard work that you've done is available and
11 able to be engaged with and in ways that people are
12 increasingly interacting with information. So we
13 are working with a development team who's focused
14 on that, on building that and in lighting speed and
15 we've identified a few core principles for how we
16 want the report to live.

17 So the idea that it be delivered in a
18 story based human centered framework, we've done a
19 lot of talking about bridge between policy and
20 individuals and that our work is heavily in the
21 policy space but one of our key challenges is to
22 help people understand how that impacts their
23 day-to-day lives and the force of the impact on the
24 policy of day-to-day lives. So we will look to the
25 design and structure of the report to help bridge

1 that gap.

2 The idea that the report has to have
3 a visual narrative that is authentic and compelling
4 that the visuals in the report should reflect the
5 interconnectiveness, they should connect the
6 diversity and the breadth of our community, that
7 all audiences and constituencies should find our
8 work relevant and engaging so it is just not full
9 of policy language but it includes language and
10 ways of engaging that will hit people at different
11 points of entry and that it should provide clear
12 opportunity for sharing and multiple communication
13 channels and participating in a continuing
14 dialogue. So our window is short, it will not be
15 like the report is Facebook but we do want to have
16 some engagement points within the information and
17 we do want to make things easily shareable so
18 people can take pieces of our information and keep
19 pieces of our information and hold perhaps
20 discussions on their own platforms, on multiple
21 platforms. So now that the priority calls have
22 been identified, big news, we can start with the
23 editorial and the narrative building. So the way
24 I've been thinking about it is looking at what's
25 happening now is the presentation layer so the

1 content layer is all the work that we've been
2 doing, the research, the expert testimony, all the
3 priority calls to action as they've been written,
4 that's sort of our bucket of content and so now
5 that we have that bucket of content we can talk
6 about the presentation layer, so that's how it's
7 packaged in the report, the digital version report,
8 that's how it's packaged and whenever it's
9 available to be printed, that's pieces that we can
10 sort of take away and produce ancillary products
11 out of this bucket of content that we had so that
12 idea of separating the bucket of content from the
13 presentation layer.

14 So we're looking at building the
15 narrative that there will be a macro sort of
16 overarching theme, some one sentence take away, the
17 idea under which everything else falls and
18 underneath that there'll be our signature theme so
19 that will be a few to a handful of ideas or phrases
20 that are key for regional progress and those will
21 roll up the 40 so calls to action and 30 so bundles
22 that we just approved so the idea is that we might
23 say something like Justice For All and underneath
24 Justice For All might be 20 of our calls to action.
25 So that's how we're thinking about organizing the

1 information hierarchy and with each of those there
2 will be context so the lenses that we've been
3 using, people, or children at the center, place
4 matters, unflinching, transformative, those sort of
5 lenses and things that are keys to addressing our
6 calls to action, our key messages so we're thinking
7 of if you look at an iceberg you've got the tip of
8 the iceberg where you've got our overarching theme,
9 you've got our general narratives, you've got why
10 this work is important, why it has impact and how
11 it has impact and then the next layer down maybe
12 under water will be the detail of our 40 so calls
13 and our 30 so bundles, the context, et cetera, and
14 then underneath the water is the other 200 calls to
15 action, all the policy work, all the macro and
16 documentation and because when digital you can come
17 in at the top and if something's relevant kind of
18 dive down to the bottom and grab it and pull it up
19 next to it. So we're really thinking about
20 stacking things in that way.

21 So the process, the actual taxable
22 writing has already started. Because we will be
23 including all 200 calls to action in the report
24 we've been able to kind of look at the key topic
25 areas and start to gather the research and

1 background documentation that went in to making
2 those calls so we started developing what we're
3 calling cluster documents, I think right now there
4 are about 45 of them so for example transfer,
5 school transfers, all the calls that had to do with
6 school transfers they'll be a set of documentation
7 that is background, current context, status,
8 research around that topic, that can be tied to
9 each of those calls so that writing has already
10 started and now that we have our signature calls we
11 can start to build the narrative.

12 MANAGING DIRECTOR JOHNSON-JAVOIS:

13 For the record Nicole's saying --

14 MS. HUDSON: This is how excited I
15 am.

16 CHAIRMAN WILSON: Let's see how it
17 shows up in the transcript.

18 MS. HUDSON: September 15th is right
19 around the corner.

20 So the report process we decided that
21 because we're moving so quickly and because we have
22 so many people at the table, so many contributors
23 we're just going to have an open review process.
24 We will, we developed a process that can go into
25 more detail and you have in your packet where there

1 will be a draft that staff will review and we have
2 key reviewers on staff who we make sure reviews
3 each of those documents.

4 The next step will be a Commission
5 review so a couple Commissioners have stepped
6 forward to say they're going to read every word and
7 everyone else would will get the notification and
8 be allowed to read whatever they have time, we're
9 going to be moving very quickly. Then we'll do
10 that draft and then there'll be another staff
11 review and then it will be finalized.

12 We're going to be utilizing
13 technology to do this, we're going to be using
14 Google docs because it has the ability to comment
15 on a specific section and then have a discussion on
16 the comment and then resolve the comment or reopen
17 the comment and also that is recorded and versions
18 are recorded so that way we can sort of make sure
19 everybody's gotten to weigh in and that we're
20 recording all of that.

21 And that pretty much covers how we're
22 going to plan to move forward. The idea is that I
23 believe we're looking at having a final draft by
24 late of this month so we'll keep you up to date on
25 that time line but we're going to be moving as

1 quickly as possible.

2 Do you have any questions or
3 clarifications that I can offer?

4 CHAIRMAN MCCLURE: Questions or
5 thoughts from Commission members or from Bethany or
6 anybody?

7 COMMISSIONER WINDMILLER: Just a
8 quick comment Nicole, it sounds really wonderful,
9 it sounds like a great process and I really like
10 the idea that it's a living document, that the
11 community can impact with and go to the pieces that
12 speak to them the most.

13 Having said that and it sounds like
14 it's something that's going to be quite a challenge
15 technologically will there be a way for it to be
16 easily downloaded and printed --

17 MS. HUDSON: Yeah.

18 COMMISSIONER WINDMILLER: So anyone
19 can actually get help, for as the Governor said
20 luddites to use.

21 Thank you.

22 MS. HUDSON: Yes.

23 And the CBD is what, there'll be a
24 pdf that somebody could download and that will be
25 part of the navigation, you know, download the

1 report. It's to be determined, and we're in a
2 situation where because it will be electronic we
3 could even update as things, you know, evolve. I'm
4 going to reach out to the library systems to talk
5 about whether or not we can collaborate on making
6 sure that people can in come in and see the digital
7 but will print out the pdf so all that is happening
8 and parallel to the work.

9 COMMISSIONER WINDMILLER: Is there
10 any thought that there might be some kind of a
11 mobile app also?

12 MS. HUDSON: So I believe, I'm
13 speaking for the development team but I believe
14 we're looking at mobile, so the way that the world
15 works now there's html programming that pretty much
16 acts like a mobile app so when you view the site on
17 your phone it will feel, it won't feel like you're
18 viewing it on a desktop and you have to pinch and
19 move, it will be built, it will be responsive,
20 responsive design. So if you're looking at that on
21 your phone or your tablet it will adjust to that.

22 COMMISSIONER WINDMILLER: Thank you.

23 MS. PULLIAM: And so if, I'm just
24 interested in what's happening around like the
25 juvenile justice issue so I can, that's all I care

1 about. And so how will I just extract the stuff
2 that I care about, just juvy?

3 MS. HUDSON: So we're going to be
4 using a teething system so I think one of the
5 things that will happen tomorrow now that we have
6 our signature calls we'll look at a narrative
7 taxonomy so that there are key words that will be
8 attached to all content and so as you're looking at
9 content it might show you this five or six key
10 words that are relative to the content you're
11 looking at and if you click on any one of those it
12 will show you all other stuff that goes with that
13 key word and there will also be a search
14 capability.

15 MS. PULLIAM: So I can pull it all
16 together on one place no matter where the
17 activities or the actions are.

18 MS. HUDSON: Right. You could just
19 say children and it will give you all the stuff
20 that's called children.

21 CHAIRMAN MCCLURE: Great questions.

22 CHAIRMAN WILSON: Just going to note
23 and suggest perhaps that the significant time that
24 goes into design for both the web application,
25 website and the like and a, and something that's

1 printable so I would just kind of note my
2 preference for the record that it may be most
3 helpful and even most accessible to, for the print
4 version to not have a lot of design bells and
5 whistles such that it may not be, it may not sell
6 in the same way if you would or invite in the same
7 way is better language as the website or the
8 web-based applications but considering the time
9 constraints that come with it and quite frankly
10 things that are more simple are a little easier to
11 print if we talk about public printing, that there
12 be less time spent on what the print version looks
13 like than the design for these other applications.
14 I think it's there for the sake of accessibility
15 but with some care to the time that it takes for
16 the development of the staff team I just note the
17 preference that we put, that we not put as much
18 energy into it.

19 MS. HUDSON: I very much appreciate
20 you putting that on the record.

21 COMMISSIONER PACKNETT: I have a
22 questions. I want to state very clearly is not an
23 antithetical to what Starsky just said. I'm
24 wondering how in particular a lot of the
25 demographic information on the spot action research

1 that we did during the meetings, how that's going
2 to be, how that or other things are going to be
3 graphically represented in the report.

4 MS. HUDSON: There is a task being
5 held by a couple people on staff to kind of go
6 through all of the comments that we got at the
7 meetings, the polling that we've got which was
8 pretty because it's all digital, and that will
9 definitely be layered into the information. User
10 interface wise I'm not sure how but we want to do
11 as much of that as possible.

12 COMMISSIONER PACKNETT: And I'm
13 assuming that includes some of the type of research
14 that was present to us in some of the early
15 testimony.

16 MS. HUDSON: Yes.

17 COMMISSIONER PACKNETT: Thank you.
18 But I do not believe we should be spending a bunch
19 of money on colored ink to put a bunch of graphs
20 in.

21 CHAIRMAN MCCLURE: And as I
22 understand it in terms of the research driven,
23 research support for signature calls we intend to
24 extract or to highlight research we were shown that
25 supports a particular call around that call.

1 MS. HUDSON: Correct.

2 MANAGING DIRECTOR JOHNSON-JAVOIS: I
3 want an Opportunity to thank Truman as well for
4 helping us to build our desk and bench and research
5 and he's done an outstanding job and those
6 documents are sitting right now and ready to be
7 accessed and they're in process.

8 CHAIRMAN WILSON: One thing I was
9 going to ask about, how we will illustrate our
10 commitment to, you said Truman and it made me think
11 about it. How we will illustrate our commitment to
12 the racial equity lens and our various
13 recommendations, have we thought about how we'll
14 show that?

15 MS. HUDSON: The preliminary
16 conversations have sort of, so given the weight of
17 racial equity in the conversation across all
18 working groups versus the number of calls to action
19 that go with that there's been a lot of talk about
20 how racial equity lives in the narrative and sort
21 of the overall framing of the report and so I
22 believe that you'll see the drafts as they start to
23 come out but that racial equity became sort of an
24 underpinning theme throughout the report in
25 addition to illustrating the specificity of the

1 calls as well as utilizing the lens actively.

2 CHAIRMAN WILSON: So respectfully I
3 don't think that, I don't think that lives out the
4 commitment that we made.

5 MS. HUDSON: Okay. Keep talking.

6 CHAIRMAN WILSON: That the
7 application to racial equity lens to policy that
8 would suggest desegregation on data of how
9 different groups are impacted by particular policy
10 regulation or piece of legislation or ordinance and
11 we noted a commitment to model that, I think we
12 need to illustrate that at the very least with our
13 priority calls. I recognize the intense nature of
14 that task but that is a commitment that we made on
15 the record.

16 MS. HUDSON: I see what you mean,
17 they, that's something we can work into the
18 content.

19 MANAGING DIRECTOR JOHNSON-JAVOIS:
20 Currently what we have to speak to your point, not
21 completely but what we have in progress, we have
22 had the in kind support of community and Dr. Kira
23 Banks. Together they have developed over 16 page
24 business case with a lot of the demographic
25 information and a lot of those things that need to

1 be pulled into the narrative to speak more than
2 just the calls to action, more than saying we do it
3 and so having that level of research will help to
4 make that point from a data perspective.

5 CHAIRMAN WILSON: I appreciate those
6 things but I just want to be clear about this.
7 When we talk about the child well-being status and
8 when we suggest that there can be no, or when we
9 call for people not to have out-of-school
10 suspensions for pre-K to 3rd grade and we should be
11 illustrating the number of pre-K suspensions, from
12 pre-K to 3rd grade over a certain period of time by
13 race. That's the commitment of the racial equity
14 lens and we've got those three questions, we noted
15 that we would do it in an action and I think we
16 need to do that at least with our priority calls to
17 action.

18 MS. HUDSON: So you're saying to say
19 it back to you to apply and show the work of
20 applying the racial equity lens to each of our
21 calls to action that are in the signature
22 priorities.

23 CHAIRMAN WILSON: I'm saying we voted
24 unanimously that we would do it and so we've got to
25 do it.

1 CHAIRMAN MCCLURE: And the support.

2 MS. HUDSON: Our working group did
3 it, they applied the lens and now we're showing the
4 work on how this lens plays out with data for each
5 of these calls to action.

6 CHAIRMAN WILSON: Right. Got the
7 three questions that need to be asked and answered,
8 I recognize we can't do it for 200 but perhaps we
9 can illustrate a resource, we can do that for those
10 200 before the top priorities. We've got to
11 illustrate, got to answer those three questions.

12 MS. HUDSON: Noted.

13 COMMISSIONER PULLIAM: And so the
14 audiences and constituents in finding it relevant
15 and engaging, does that mean that it speaks a lot
16 of languages?

17 MS. HUDSON: We haven't discussed
18 that, kind of translating.

19 MS. PULLIAM: And translating.

20 MS. HUDSON: Yes, that is on the
21 list.

22 MS. PULLIAM: And I don't mean
23 languages as in indigenous or cultural languages, I
24 mean languages in terms also of people's ability to
25 digest the material.

1 MS. HUDSON: Yes.

2 MS. PULLIAM: In a culturally
3 positive way.

4 MS. HUDSON: Yes.

5 COMMISSIONER PULLIAM: I'm done.

6 CHAIRMAN MCCLURE: Any other
7 questions or comments for Nicole?

8 COMMISSIONER CARR: What's your time
9 frame? I notice we have a meeting on the 24th?
10 Just looking at the iterations and drafts, 24th
11 where will you be then?

12 MS. HUDSON: We are anticipating
13 having a full draft by the end of this month but I
14 wanted to get through today and understand the
15 universe of stuff that we were working with
16 officially and will be sharing a specific time line
17 with you next week. But our initial stake in the
18 ground before having as much information as we have
19 was I believe the 28th of this month to have a
20 draft of the full report.

21 CHAIRMAN WILSON: Church language. I
22 notice Commissioner review team so are the doors of
23 the church still open?

24 MS. HUDSON: So since this document
25 went out I've heard from two of you, so I'll say

1 for the record Starsky and Rich, I've heard from
2 Rose and Gabe has also stepped forward as being the
3 four sort of guaranteed Commissioner readers but I
4 will share, if anybody else wants to be one of the
5 readers let me know.

6 Becky's raised her hand. And when I
7 send out these notes I will send, what will happen
8 is when there's a new draft -- I see your hand up
9 Brittany. When I send out the notification of
10 there being new stuff to read I will include
11 everyone, so you can get in where you fit in, if
12 you happen to have some time. I will also note to
13 the window for comments when I send it out because
14 it will vary, sometimes it will be a week because
15 we know we're working on something else or
16 sometimes we know it will be 24 to 48 hours, so
17 that communication will be iterative and specific
18 to each communication.

19 MS. PULLIAM: So every, even the
20 initial reading will go to everyone but these are
21 folks that have guaranteed to be on the Commission
22 review team.

23 MS. HUDSON: Yes. So the staff will
24 read the first draft then the second draft I'll
25 send a note to all Commissioners but the five, six

1 people have agreed to be for sure going to read and
2 then there will be a final staff read.

3 CHAIRMAN MCCLURE: And I think the
4 invitation is relevant so if a Commissioner has
5 some particular time and wants to get in and see
6 where it is, all that's available to you, open and
7 available in the draft form, they're all in draft
8 obviously.

9 MS. HUDSON: Yeah.

10 CHAIRMAN MCCLURE: All right. Well I
11 want to echo Bethany's comments about the strength
12 of the teamwork on this kind of across of board.
13 It's literally everyone from our talented intern
14 team that's with us and some of them are going to
15 have to of course go back to school, I hate that
16 school's in the way of this work, and the
17 consulting team and the Truman team, the research
18 team, just were really impressive and this is, I
19 think probably if we think about the iteration of
20 our thinking here this is a more complex and
21 frankly more expensive process than we expected it
22 would be but it will be well worth the cost and the
23 effort that we put into it for the purpose of
24 communicating very clearly and broadly in a way
25 that is very engaging so thanks you for your strong

1 input.

2 MS. HUDSON: Thank you.

3 CHAIRMAN MCCLURE: So we're going to
4 talk through the issue that we began to talk
5 through earlier, the representation of dissent and
6 affirmation and then make a decision on how to
7 approach that as it relates to the report.

8 You'll note in your agenda and on the
9 screen two options available for capturing dissent
10 and affirmation statements and there's option A and
11 option B on the screen, 1 and 2 on your notes for
12 the meeting but they're exactly the same. I think
13 they're pretty much self-explanatory but we would
14 welcome any questions or comments, ultimately we'll
15 I think make a decision here by vote on whether we
16 would do option A or option B or both options or
17 another option that is developed and received
18 support from the Commission. So we would open the
19 floor for discussion and comment and Starsky I
20 think rightfully directed us to let's make sure we
21 have an open discussion about how we do this.

22 COMMISSIONER CARR: You said you
23 could do both, just a general statement and then
24 option A would be an appendix, is that what you
25 were saying Rich, you said A or B or both?

1 CHAIRMAN MCCLURE: It's just my
2 opinion, my opinion we do both, we should certainly
3 include a statement that is factual in the process
4 is not always unanimous but that would not in my
5 mind preclude A.

6 COMMISSIONER ISOM: Just my opinion
7 on doing option 2 alone creates too many questions.
8 I think people are going to have a logical question
9 next about who were the dissenters, how many people
10 dissented. So I think either option 1 or both
11 option 1 and 2 in my opinion would be the best
12 choices.

13 CHAIRMAN MCCLURE: Other comments
14 from Commissioners?

15 COMMISSIONER WATSON: Would this also
16 include the names of the Commissioners that
17 dissent?

18 CHAIRMAN MCCLURE: Yes. It could.
19 The dissents are on the record, when someone voted
20 in dissent those are in the record.

21 COMMISSIONER WATSON: I mean by name?

22 CHAIRMAN MCCLURE: I think it's
23 helpful to know what we're talking about is the
24 actual report so some of those dissents aren't on
25 the record in the report so we're talking about one

1 platform of communication recognizing you'll have
2 access to both so part of the discussion and
3 framing here is what is the relative value and
4 what's the process behind dissents and affirmations
5 and I think it's helpful to talk about both.
6 Dissents and affirmations in the actual official
7 vote. Recognizing that people have and will
8 continue to have, particularly their opinion but we
9 do not have as we have done today a documented
10 record by roll call of all votes so there's not
11 necessarily unless someone chooses to dissent and
12 identify themselves will we require them to
13 identify themselves, there's not, there's not
14 necessarily a record of who dissented on what.
15 So that's just in recreating that record maybe.
16 May not be possible at this point based on how we
17 took some of our votes. And again this is about
18 what's in the report not what people have the
19 capacity to do, but what's in the final report.

20 COMMISSIONER WINDMILLER: So I have a
21 question actually about option A. It says an
22 appendix of the dissenting votes per call as well
23 as endorsement for particular calls to action.

24 Is that endorsements that are made
25 after the fact, in other words if I wanted to

1 dissent on something and I sent something in for
2 the final report would I also if I had a particular
3 endorsement for a particular call to action I would
4 be sending that in as well? I don't understand
5 exactly what an endorsement is. I thought this was
6 strictly about dissent so I need a little
7 clarification on that.

8 CHAIRMAN MCCLURE: Well, it's written
9 to provide for both. If someone says I like this
10 call to action for the following reasons, now
11 presumably that's captured in the report and it's
12 fully represented but someone might want to put an
13 explanation point or give their rationale so that
14 would be at least one way to do it. I don't know
15 that there's any clear way to do it. And I would
16 add in my thought if option A is chosen is that we
17 would have a limitation on the number of words
18 given to it so that is, whether it's an affirmation
19 or a dissent that it's limited.

20 COMMISSIONER WINDMILLER: So a follow
21 up to that. So if I feel particularly strongly in
22 support of a particular call to action and I want
23 to make that known as part of my record for the
24 report in two or three words or however many we
25 decide that's appropriate in addition to if there

1 was something that I chose to dissent on.

2 CHAIRMAN MCCLURE: Again this is just
3 me talking, so this is something for the Commission
4 to talk through but that would be in my mind an
5 option.

6 COMMISSIONER WINDMILLER: So I'm
7 asking that as that's my, that's the way I'm
8 internalizing and understanding option A and I
9 guess I'm leaving that to the rest of the group to
10 determine if that's the appropriate understanding.

11 COMMISSIONER CARR: I probably agree
12 with you because what we're trying to do with
13 either of the policy options we want to access what
14 people think and intensity of opinion so sometimes
15 there's a recommendation to do X and you might feel
16 that X is really, really important and you might
17 want to include a sentence or two or three whether
18 it's about option X, somebody else might think
19 option X is the worst thing ever but sometimes it
20 helps us to establish intent so people can
21 understand the intent because we have 200 some odd
22 recommendations, we bundled a bunch of them
23 together but it provides a complete record and I
24 think our goal, I would hope that our goal was to
25 provide a complete record of support, concern,

1 dissent, you know, I think we could do that and I
2 think that's appropriate for us. Almost like
3 Rich's comment of all three, comment at the
4 beginning, because some of us think some of these
5 are really good. Some of us think some of these
6 have questions but we want to stress that I think.

7 CHAIRMAN WILSON: I think part of the
8 question is whether we will, whose report is it?
9 You begin to use possessives and we're singular.

10 COMMISSIONER WINDMILLER: Right.
11 Because I want to make sure people understand, this
12 was my understanding of it, not necessarily the
13 group.

14 CHAIRMAN WILSON: But it just raised
15 for me whose product is it and if I'm making
16 individual advocacy for or against, first I've had
17 an opportunity to do that on the record in the
18 transcripts, second it isn't Starsky's report so
19 should it represent the will of the people who are
20 in the meetings, the people who are in the working
21 groups and the deliberate and democratic process or
22 does it have to represent my opinion at the end of
23 the day. So I again begin it's part of the thought
24 process about what it means to have individual
25 appendices versus having a collective record.

1 COMMISSIONER ISOM: So just a
2 followup to that. If every item was brought up in
3 an open board meeting and everyone had an
4 opportunity to vote it up, down, have comment on it
5 why is it necessary for us to put that in the
6 report when it's already on the record? I'm not
7 really understanding why these options are even
8 being put forward at this point in time because it
9 seems like people are going to have the ability
10 after the fact to dissent to things that we all
11 voted on and I don't know what road we go down when
12 we start to do that.

13 CHAIRMAN MCCLURE: Scott you had a
14 question or comment.

15 COMMISSIONER NEGWER: Yeah. I'm
16 struggling about this and I think Starsky framed it
17 very well, is it our report, and as a group we made
18 decisions and we spent a lot of time in discussion
19 that was very deep and involved. Ordinarily I
20 could see someone reading the report and wondering
21 did they consider this, did they think about this
22 and in dissenting we would say this was discussed,
23 these topics were brought up and they go okay, it
24 was considered but as a group they did not. But
25 -- well, I'm struggling with that right now.

1 CHAIRMAN MCCLURE: I think they're
2 good arguments on both sides of this and I ended up
3 looking at option A and B together because of the
4 reason you just identified, that it shows that the
5 Commission considered all the arguments, if someone
6 feels like articulating them but I would take issue
7 with a statement you made T.R. It doesn't, it's
8 not an expression of intent, the intent of the
9 Commission is what's in the report and what is
10 adopted by the majority the Commission and that's
11 the Commission intent. If any one Commissioner
12 says I agreed with this for a reason in addition to
13 what the Commission said they agreed with it for
14 then that's their Commissioner's opinion on why
15 they agreed with it or if they dissent they say I
16 dissented but the full Commission agreed, to me it
17 has the potential to add credibility to the report
18 because it says we considered these views. I
19 understand Starsky and I appreciate Starsky's point
20 that it is the Commission's report and the
21 Commission needs to speak with a voice with which
22 we've spoken and frankly I've been very pleasantly
23 surprised to light a turn, I've been very
24 encouraged and affirmed that the Commission worked
25 hard to find common ground with and got tremendous,

1 and I think that will come through in the report, I
2 think that will be communicated but at the end of
3 the day if someone says wait a minute, I don't like
4 that recommendation, I don't think you thought
5 about this, if we did I'd like to have that
6 documented in some way but I don't want it included
7 in the full report because it may reflect the
8 diminution of the actual recommendation in the
9 report. So again I think there are good arguments,
10 that's why I ended up where I did.

11 COMMISSIONER PACKNETT: If I could
12 just add, I think I share my working group
13 co-chair's confusion and I'm wondering in reference
14 to the point that Scott just rightfully made about
15 transparency kind of about the process for folks
16 who might not have been participating all along but
17 read the final document, is there not a way to
18 leverage the narrative instead of dissenting
19 narrative, right, to kind of give an overview,
20 especially in some particularly more sticky areas,
21 kind of all of the angles that were considered?
22 Because I think that it's a relative point. I
23 don't think that that has to be addressed through
24 dissent in part because my worry is that one of the
25 symbolic points of this is that diverse people can

1 come together in a moment of a tragedy and great
2 challenge and come to some consensus and
3 progressive understanding and I don't want to
4 undermine that in a way that understanding
5 especially in my generation that we are sound bite
6 folks, if it takes me 300 pages to figure out well
7 it looks like they did come together I'm never
8 going to get that message.

9 CHAIRMAN MCCLURE: So your suggestion
10 is to include the facts considered where there was
11 debate, in the narrative of the report?

12 COMMISSIONER PACKNETT: I'm saying if
13 for instance we are reading, I don't know, I'm
14 trying to pick one arbitrarily, the minimum wage
15 increase is right in front of me, I voted for it, I
16 stand behind it. If we were to go into this kind
17 of process I would endorse it. I think it could be
18 relevant to say in the narrative we looked at what
19 this would do to tax increases and business and all
20 these kind of things and this was still the
21 democratic decision of the Commission. That's what
22 I mean by leveraging an area as an example.

23 COMMISSIONER BLACKMON: I feel that
24 if we start having individual opinions in the
25 actual end report that we tend to cower in the

1 strength of the report and it becomes about the
2 individuals and it's going to become about that in
3 the community as well. We came together to come up
4 with recommendations as a body and I think we
5 should do that as a body and as most of you know if
6 all of you don't know in municipal courts at least
7 we had to wrestle with this issue over and over
8 again and the way we addressed it was by
9 acknowledging up front that we didn't all agree but
10 what is it so if what is it why are we creating
11 opportunities or avenues to retry it in the court
12 of public opinion? That's just how it sounds to
13 me. So if every decision that I don't agree works
14 and there are some that I don't agree with then I
15 can write a personal paper or personal statement, I
16 know it's not a paper, but personal statement as to
17 why I don't think this is a good idea then in the
18 end the report is not going to be about the work we
19 did, the report is going to be about the dissension
20 in the group. So we have 200 calls to action, we
21 spent at least 20 hours coming down to 20 something
22 probably ending up around 30 except for creative
23 bundling and we're saying that this is our
24 signature platform and now we're going to take
25 those 30 and say but they're not really our

1 signature platform because we don't all agree so
2 let me tell you why I don't agree and let me tell
3 you why I don't agree, let me tell you why I think
4 this is important but I don't write on A, B and C I
5 just write on E and F. It becomes something else.
6 You know, I'm a preacher, I always go there, I've
7 been to the vote a little while in texts and I
8 guess what it feels like to me is not all growing
9 together but drilling holes every once in a
10 while.

11 CHAIRMAN MCCLURE: Rasheen.

12 COMMISSIONER ALDRIDGE: Agreeing with
13 Traci and Starsky this isn't the Rasheen Commission
14 or the Brittany Commission or the Bethany's
15 Commission, this was the Ferguson Commission, a
16 group of people that came together so I feel like
17 also we approved so many calls to action already
18 how do we go back and be like but wait, actually we
19 don't approve it so are we really following our
20 process of when we are voting? I feel like there's
21 going to be time after once the report comes out
22 that individuals are going to be able to speak to
23 the media, speak to whoever and say okay, I didn't
24 actually agree with, you know, I don't think all
25 municipal courts should be consolidated but as a

1 group and what I think is best for Missouri this is
2 what the Ferguson Commission did so if that is, if
3 individual opinions are in the main report I think
4 it does become a problem, it's not about the work
5 but like Ms. Blackmon said it's about more
6 individuals and how they feel because I'm all gung
7 ho for 15 but it could be other individuals who are
8 not but that's not the main focus, the main focus
9 is what's best for the region and as a group we had
10 had people who have been doing this for years and
11 study this, we even brought in experts and we voted
12 on it so to go back it doesn't make sense and I
13 think we shouldn't have individuals saying what
14 they feel should be in the report and what should
15 not be in the report.

16 CHAIRMAN MCCLURE: Okay. Thank you.
17 Rose?

18 COMMISSIONER WINDMILLER: The last
19 three comments are specifically why I asked for a
20 clarification on A because I don't really
21 understand the concept of, I understand the concept
22 of a minority report, if someone felt like there
23 wasn't agreement but I don't, I'm having difficulty
24 wrapping my head around, you know, I'm going to
25 choose these particular calls to action which I

1 feel very strongly in favor of or I'm going to make
2 myself publicly known on these calls to action
3 which I don't support and it seems to me it then
4 does somewhat denigrate the work of the entire
5 Commission if we all decide we're going to pick and
6 choose the ones that we love and the ones that we
7 are less comfortable with, that's why I
8 specifically asked about it because I don't
9 understand how that fits into a concept of the
10 Ferguson Commission report.

11 MS. PULLIAM: And to the point that I
12 think it's important the community knows that we've
13 been struggling with this, there are a lot of
14 people that have experienced it with us and we have
15 a transcript so at any point that you expressed
16 dissent during the process it's been captured and
17 is and will continue to be a part of the public
18 record so creating an appendix to the report to
19 make sure that, I don't know what, it's easily and
20 readily accessible for folks to understand
21 individual's dissent or endorsement I don't know
22 that we need that because we have a public record
23 and if someone is, and I understand that, I like
24 dissent, I mean I'm a person that would, if I
25 wasn't in the process I would be in the transcript

1 trying to figure it out, that's me. You can get in
2 the transcript if you want to do that. If I want
3 to know everything that was coming out of Rose's
4 head I can go through that transcript and try and
5 profile that from the public record. We have a
6 public record.

7 COMMISSIONER JAMES-HATTER: I just
8 want to make sure that I'm clear on option B. So
9 when it says include a general note in the report
10 that talks about the process not always being
11 unanimous. I just want to be clear when you talk
12 about the process. The Ferguson Commission's
13 votes, we got the majority vote to get it into the
14 call of action, it wasn't unanimous, so just to be
15 clear you're talking about the Commission not the
16 work groups, are you talking work groups, are you
17 combining that process? The work groups were not
18 always not only unanimous but I mean were they,
19 they may not have been a complete majority, I mean
20 I don't know that to be true, I'm just trying to
21 figure out when you say the process, this is the
22 Ferguson Commission report, the work groups were
23 vital, the community's voice was vital so can
24 somebody just answer process, which, who are we
25 talking about? Are we talking about us or work

1 groups or combination? I think that changes how I
2 think about it.

3 MANAGING DIRECTOR JOHNSON-JAVOIS:
4 What we propose in the language specifically in
5 option 2 is only referring to the Commission body
6 itself. Whether you want to have a broader
7 discussion you can but this language is the
8 Ferguson Commission and commissioners specifically
9 and how commissioners voted.

10 CHAIRMAN WILSON: So I think it would
11 be correct to state, Bethany correct me here, that
12 this would probably more specifically be stated
13 that all calls to action were not affirmed
14 unanimously.

15 MANAGING DIRECTOR JOHNSON-JAVOIS:
16 Correct.

17 CHAIRMAN WILSON: Or even each call
18 to action was not affirmed unanimously but rather
19 by a majority of the commissioners is what the
20 spirit of what that says.

21 CHAIRMAN MCCLURE: I know at least
22 one working group, Traci and T.R. would reference
23 this where you all in your report went out of your
24 way to say these were not unanimous so document
25 some language why that wasn't the case in the

1 working group.

2 COMMISSIONER JAMES-HATTER: I just
3 want to clarify the difference between the working
4 group and the Commission. I mean that seems to be
5 shared responsibility but ultimate is we're the
6 commissioners that have to vote and did we vote in
7 a majority as a body, not necessarily unanimously
8 but as a majority so I just want to clarify the
9 process of the voice.

10 CHAIRMAN MCCLURE: So the intent
11 behind the draft on this was Commission only.

12 COMMISSIONER JAMES-HATTER: Yes, so
13 inclusion will note in the report, so you could,
14 yes. Of the Commission. So I am, so forgive me if
15 I've just forgotten a lot, I don't think I have,
16 but I don't remember with the exception of the
17 meeting I was away for, I don't remember a lot of
18 votes where there were a lot of dissenting voices.
19 I don't need to know the number, I know there's a
20 couple places --

21 CHAIRMAN WILSON: There were not a
22 lot but there are some significant priorities,
23 there were some in the prioritized group that
24 bundled and prioritized today where there was what
25 I would suggest as significant.

1 COMMISSIONER JAMES-HATTER: At the
2 Commission level?

3 CHAIRMAN WILSON: Commission level.

4 COMMISSIONER JAMES-HATTER: At the
5 Commission level.

6 CHAIRMAN WILSON: Still majority.

7 CHAIRMAN MCCLURE: So I think one of
8 the things we just ought to think about in the
9 transparency of the document, this is a very
10 healthy discussion, a good discussion, is how easy
11 we want to make it to define dissent because you're
12 right, it is, I think by and large documented and I
13 frankly can't remember one we don't have documented
14 but we may very well.

15 CHAIRMAN WILSON: I just mean about
16 roll call. So I can't tell you those four people's
17 name and I don't know that it's on the record,
18 those four people's names.

19 CHAIRMAN MCCLURE: My memory I think
20 they are but it is what it is, it's either there or
21 it's not. So someone could find that obviously by
22 going through the transcripts and the records and
23 get to that and I think we've just got a decision
24 to make as to whether we're going to, you know,
25 how, whether we're going to leave it that way or

1 whether were going to allow at least someone to say
2 more about their dissent if they choose to. And
3 you know I confess a bit of being torn on this
4 because I said from the beginning we will not be
5 unanimous but directionally our goal is to have us
6 all moving in one direction and I think by and
7 large we have achieved that. We are directionally
8 moving in some very constructive and positive
9 directions and so personally I would not want
10 anything to detract from that message that this
11 Commission reached an incredible amount of common
12 ground, took an incredible amount of common ground
13 so, you know, I fall back to the credibility point,
14 I want people to understand we didn't just blindly
15 do these things, we thought about them carefully
16 and considered arguments and even if the argument
17 was not accepted it was heard and carefully
18 deliberated and research was involved in many cases
19 around that and I think if we reflect that in some
20 way, shape or form. If option B reflects that then
21 Brittany's comment then I think it adds to our
22 credibility, if there's concern among the group
23 that individual dissent detracts from common ground
24 because I don't want to do that.

25 COMMISSIONER PACKNETT: To be clear I

1 feel the same way about option B, I was not
2 advocating for that, in individual sections like
3 where there is narrative around a particular
4 working group in the narrative there can be some
5 transparency around how the process went, the kinds
6 of experts that we heard from, here's the kind of
7 testimony that we heard and this was the conclusion
8 of the Commission.

9 COMMISSIONER JAMES-HATTER: So two
10 words are coming to mind for me, fact and truth.
11 Fact of the matter these are the calls to action,
12 the majority calls to action. The truth is on some
13 of them it was not unanimous. I'm not too sure how
14 much more we have to say as a Commission.

15 MS. PULLIAM: Can I ask an
16 organizational question because I'm thinking about
17 what you're saying and addressing it in the
18 language when we're presenting it the way that the
19 report is written. So Nicole when the report is
20 presented when we were talking about tagging is
21 there a way, I don't know, I'm trying to figure out
22 is there a way to substantiate the extensive work
23 that happened, the research, the content, experts
24 and the dialogues and debate, I think that's
25 important, so is there a way to make sure we

1 capture that without creating a whole document that
2 says this is where we don't agree, this is what we
3 don't like, this is what we think doesn't work
4 because how do we expect a community to get behind
5 this and move things forward if we say here it is
6 and then we have a whole other appendix to just
7 kind of shred it? Is it in the presentation?

8 CHAIRMAN WILSON: I wonder if we're,
9 option A speaks to an appendix, option B doesn't
10 necessarily, it says general note. I wonder if we
11 should be elevating that for the sake of this point
12 of credibility which I think Rich makes that, and
13 Traci said something about this earlier before we
14 were in this discussion, that the process is as
15 valuable as the product if not more valuable and I
16 just wonder whether the report needs to take some
17 time to describe the process in as much as we've
18 been very intentions to say every report we've got
19 we put up on the website so it illustrates who we
20 heard from and those kinds of things so that
21 perhaps that's already in the plan but I think we
22 may be compliant like this note would be, you know,
23 a couple of lines somewhere in the back rather than
24 describing what we've gone through.

25 MS. HUDSON: So maybe three things.

1 One that idea of presentation layers, whatever you
2 theoretically decide, whatever you conceptually
3 decide to be your wish can be addressed in the
4 presentation layer and the design in some way so
5 don't let that drive what your conceptual agreement
6 is. Second, in the initial outline especially for
7 the signature calls there is, well in the initial
8 outline there is a space for process and process is
9 one of those things that's above the water, that
10 will be something somebody will understand who just
11 skims and does the executive report and process is
12 also emerging as a key piece of the narrative.
13 Third thing that my thought is that in the printed
14 version there'll be an appendix that will have a
15 lot of stuff in it so the appendix theoretically
16 wouldn't be just for dissent, it would be perhaps
17 if you decided that's where you wanted to put it
18 one of the things in the appendix and there was a
19 fourth item which I can't remember. Yes. That
20 the way the technology works anything that you
21 bring up can have other things attached to it so
22 the idea for the signature call would be that
23 there's a signature call and then maybe you see the
24 research behind it, the cluster it belongs to, ways
25 you could get involved in an individual if you want

1 to move this forward, best practices for how this
2 has helped other communities, yada yada yada, a
3 story about a real person's life who is impacted by
4 this thing and then maybe also a quote by a
5 Commissioner that could be in support or could
6 number questions. So there are ways to attach
7 information to other information in that
8 presentation layer that can serve whatever you guys
9 decide conceptually you want it to be.

10 CHAIRMAN MCCLURE: So interested in
11 your thought process of what she said as it relates
12 to your comment about an expanded option B.

13 CHAIRMAN WILSON: It says to me that
14 option B is going to be happening anyway in the
15 process.

16 MS. HUDSON: Right. I mean when we
17 talk about process, we'll talk about that there
18 were working groups, that there was discussion,
19 there wasn't always agreement, that the minutes are
20 available on-line, like all of that sort of stuff,
21 the way we got here and the story of how we got
22 here will be part of what's above that water line.

23 COMMISSIONER ALDRIDGE: Will it also
24 be in the individual Commissioners?

25 CHAIRMAN MCCLURE: That's what we're

1 talking about.

2 CHAIRMAN WILSON: Option B is
3 happening because you can't tell the process point
4 without doing option B.

5 MS. HUDSON: Correct.

6 CHAIRMAN WILSON: What we're really
7 talking about is whether they want to do option A.

8 MS. HUDSON: Correct. And I would
9 also what you're talking impacts print so when
10 you're looking at it on-line it will probably feel
11 a lot more together, when you're looking at it in
12 print, so you can read the process at the
13 beginning, you might not speak to the call until
14 page 60, next to you reading about the call on
15 paper you may or may not remember the process. So
16 again it comes back to your intent as a Commission
17 how much, how present do you want that sort of
18 thing to be as somebody is digging into a call.

19 CHAIRMAN MCCLURE: Talking about the
20 process.

21 MS. HUDSON: No, I'm talking about
22 that there's dissent. So the process will be part,
23 if you're look at it literally in print the
24 processes up front it doesn't necessarily live up
25 next to an individual call. So if you feel

1 strongly enough that when someone's reading about
2 consolidation or reading about minimum wage that
3 right next to that copy they see that there was
4 deep discussion about it that's something we would
5 need to know in order to represent that, that would
6 be represented by a direct quote from somebody who
7 didn't like it, it could be represented as a roll
8 call vote or it could be representative as a
9 reminder of process that just says a reminder of
10 the process. So it's a matter of how you want it
11 to be felt in the presentation and what weight you
12 want to give to that process point.

13 CHAIRMAN MCCLURE: To me this builds
14 on the point that Starsky made earlier, I'm not as
15 concerned about how it looks in print. I think if
16 someone, help them get to the digital version or to
17 make it easy for them to define that but what I
18 heard you say is on our signature priorities we've
19 got bubbles around big priorities that go into
20 depth about what research was considered, what best
21 practices were considered, the points that were
22 considered and the discussion of that and if that
23 reflects, and this gets just into how it's drafted
24 and what someone has said, if that reflects the
25 robust nature of the discussion and this is where

1 we ended up and the Commission voted for this and
2 provides that point of credibility that Scott
3 raised then I think that may be a way to do this
4 without detracting from our common ground goal and
5 so. So option B may be the way in which we're
6 going to try to do the drafting.

7 MS. HUDSON: But I think I hear two
8 different things in that in that if we were going
9 to tag on to the signature call a covering, a sort
10 of robust discussion, if we do that for some and
11 not for others it's still going to indicate dissent
12 for a specific set.

13 CHAIRMAN MCCLURE: To me it reflects
14 the true nature of the discussion if there was
15 municipal court group in there, and their report
16 says here's what we considered and here's how we
17 did it and so to me that's relevant because
18 ultimately we got to the result, we got to the
19 proposal and we got to something done here.

20 CHAIRMAN WILSON: I think it raises
21 the question of what's the point of the report. Is
22 the point the current website to illustrate the
23 nature of the discussion which I would suggest
24 that's the decision we made early on, every
25 transcript we record to illustrate the nature of

1 the discussion. The point of the final report is
2 to illustrate the outcomes, the outcomes are what
3 the recommendations ultimately were. The nature of
4 the discussions reflected elsewhere. The process
5 is illustrated but the final report is a final
6 report. So I don't think that they're the same
7 weight, there's the same requirement or burden upon
8 us to illustrate the nature of a particular
9 discussion in the final report as there is
10 illustrated where the community landed.

11 CHAIRMAN MCCLURE: Other comments or
12 discussion?

13 So what's the pleasure of the group
14 in terms of what we would like --

15 MS. PULLIAM: Can I ask a clarifying
16 question? There will be an appendix and now we're
17 just deciding whether or not this dissenting and
18 endorsing will be a component of the appendix that
19 is already planned. So we're going to have B, it's
20 already happening, and A's already happening too,
21 is that what you said, there will be an appendix?

22 MS. HUDSON: So just to be clear on
23 the separation between the presentation layer and
24 the intent that you wish to go forth, there will be
25 housekeeping that may or may not be called appendix

1 but has like, you know, organization stuff and so
2 to put roll call vote in that stuff could happen.
3 But it will depend on kind of what your wish as a
4 Commission is for how this is represented, so.
5 That would be a solution to the problem. And as
6 for B an overall description of the process will
7 live as here's the work we did, here's how we did
8 it, here's why it's important so it would be all a
9 general thing, wouldn't necessarily live next to a
10 particular call or set of information. So it's
11 not, I will also take that really as B because I
12 think what we're talking about here is specifically
13 noting robust discussion or dissent and how you
14 decide on that would indicate whether or not that
15 would happen next to an actual call versus the
16 larger layer that's already happening of describing
17 the work.

18 CHAIRMAN WILSON: B I think you noted
19 something else. This is a new layer that comes
20 from this discussion to suggest that we would talk
21 about robust discussion on an individual action.

22 MS. HUDSON: That's right.

23 CHAIRMAN WILSON: What option B
24 reflects which is in the way of the example that we
25 have on our agenda a kind of expression of the

1 process that suggests that it wasn't unanimous, not
2 that we would do that call by call but rather we
3 would do that respect to all of the calls.

4 MS. HUDSON: Then in that case if
5 that's the interpretation that's already planned.

6 CHAIRMAN WILSON: Again I'm going to
7 go by what's printed here, we have the example that
8 speaks to the governance working group that speaks
9 to a chunk of their calls and notes rigorous
10 review, collegial debate, and discussion and does
11 not always reflects consensus among the
12 Commissioners, right, or this is adjusted for
13 others.

14 MS. HUDSON: Yeah.

15 CHAIRMAN WILSON: If it is still the
16 same question I would like to call for a vote.

17 CHAIRMAN MCCLURE: The motion is to
18 vote on these three options, A, B or C?

19 CHAIRMAN WILSON: If that's the will
20 of the group, if this is still the same question.
21 I mean we've got through it a number of places.

22 CHAIRMAN MCCLURE: Are we ready to
23 vote?

24 MS. PULLIAM: Because now the vote is
25 option A, option B, a combination of A and B or an

1 abstention.

2 CHAIRMAN WILSON: There are no, at
3 this point we have what's presented in front of us,
4 you and I have offered a motion for a combined
5 thing. So if we want, I mean if someone wants to
6 offer that motion they can offer that motion but no
7 one's offered that motion.

8 COMMISSIONER PACKNETT: Can we
9 perhaps, I'm not offering a motion, I'm really
10 trying to understand here for a second. Can we
11 perhaps have a motion that separates these out, it
12 sounds like we need to vote up and down for A, I
13 can't totally tell if we need to vote up or down to
14 B or if B is already happening.

15 MS. HUDSON: What I will say about B,
16 I apologize, so what option B would do is say that
17 in response to capturing dissent the Commission as
18 a body is okay with just assuring that this
19 language living in the overall description of
20 process. So there's going to be a description of
21 process regardless of what you guys vote in option
22 B but if you vote on option B that language or some
23 edited version of it will serve as addressing the
24 idea of dissent for the purposes of the report.
25 Does that make sense?

1 COMMISSIONER PACKNETT: Can you say
2 the last phrase again?

3 MS. HUDSON: If you were to vote
4 option B what it would do would is assure that
5 language very close to what's here.

6 COMMISSIONER PACKNETT: When you say
7 what is here?

8 MS. HUDSON: So on the paper, the
9 calls to action approved, that's why I was not.
10 The calls to action based on a simple majority
11 vote, reflect rigorous review, collegial debate and
12 discussion do not always reflect consensus or
13 agreement among commissioners. Given the level of
14 rigor and all considerations all commissioners have
15 agreed to align the dissents made in the process
16 and in the course of discussion noted their
17 disagreement as applicable.

18 So voting option B would be that in
19 our overall process which is already planned for
20 the report we would include this language for sure
21 absolutely and that the Commission as a body feels
22 that this is enough to address the idea of
23 dissent.

24 CHAIRMAN MCCLURE: Does that answer
25 your question?

1 COMMISSIONER PACKNETT: Yes, thank
2 you.

3 CHAIRMAN MCCLURE: So the language
4 under option 2 or option B on the screen is the by
5 this we mean. So here's a way to proceed. I would
6 suggest if someone wants to make a motion for
7 option A or option B or for both then the floor is
8 open for a motion.

9 COMMISSIONER PACKNETT: I'm not going
10 to know the Roberts rules to know exactly what I
11 need to do but I really do think we need to vote on
12 these things separately. Let me say this, I don't
13 see myself voting for A or B which also doesn't
14 make an abstention, an abstention doesn't make
15 sense but I want to affirmatively say no to A and
16 no to B, so that's why I'm saying, don't know what
17 the motion language is and I'm admitting that
18 publicly but that is what I'm suggesting.

19 CHAIRMAN MCCLURE: Why don't we then
20 if you want to make a motion, make a motion to
21 start down that road if that's what you want to do.

22 COMMISSIONER JAMES-HATTER: So I make
23 a motion that we up or down vote option A and
24 option B.

25 COMMISSIONER PACKNETT: Thank you.

1 CHAIRMAN MCCLURE: So the motion is
2 to vote on option A?

3 COMMISSIONER JAMES-HATTER: Up or
4 down.

5 CHAIRMAN WILSON: What we actually
6 need an affirmative motion for option A if we're
7 going to vote on option A. So the question is
8 there anyone who wants to move option A?

9 CHAIRMAN MCCLURE: You want a chance
10 to vote against it.

11 COMMISSIONER PACKNETT: But if there
12 is no affirmative move for it then we can move on.

13 CHAIRMAN MCCLURE: So would someone
14 make another motion then please?

15 COMMISSIONER BLACKMON: What are we
16 making a motion on?

17 CHAIRMAN WILSON: It would be a
18 motion to preclude --

19 CHAIRMAN MCCLURE: Option B or
20 something other than option B.

21 COMMISSIONER JAMES-HATTER: I make a
22 motion to approve option B.

23 CHAIRMAN MCCLURE: Does that include
24 the direction of the clarifying language in the
25 notes?

1 COMMISSIONER JAMES-HATTER: Yes.

2 MS. PULLIAM: I second that.

3 CHAIRMAN MCCLURE: We have a motion
4 for option B with clarifying language and the board
5 has a directional statement, perhaps not exactly.
6 Is that fair to the maker and the second?

7 Can we do this on the software?

8 MANAGING DIRECTOR JOHNSON-JAVOIS:
9 We'll have a roll call.

10 Starsky Wilson.

11 CHAIRMAN WILSON: Aye.

12 MANAGING DIRECTOR JOHNSON-JAVOIS:
13 Commissioner McClure.

14 CHAIRMAN MCCLURE: Aye.

15 MANAGING DIRECTOR JOHNSON-JAVOIS:
16 Kevin is absent and given discussion he would vote
17 this way.

18 Rasheen Aldridge?

19 COMMISSIONER ALDRIDGE: Is there a
20 pass?

21 MANAGING DIRECTOR JOHNSON-JAVOIS:
22 Abstain?

23 COMMISSIONER ALDRIDGE: Abstain.

24 MANAGING DIRECTOR JOHNSON-JAVOIS:
25 Pastor Traci Blackmon?

1 COMMISSIONER BLACKMON: Aye.
2 MANAGING DIRECTOR JOHNSON-JAVOIS:
3 T.R. Carr?
4 COMMISSIONER CARR: I'll abstain.
5 MANAGING DIRECTOR JOHNSON-JAVOIS:
6 Gabe is not here to vote.
7 Becky James-Hatter?
8 COMMISSIONER JAMES-HATTER: Yes.
9 MANAGING DIRECTOR JOHNSON-JAVOIS:
10 Dan Isom?
11 COMMISSIONER ISOM: No.
12 MANAGING DIRECTOR JOHNSON-JAVOIS:
13 Scott Negwer.
14 COMMISSIONER NEGWER: Aye.
15 MANAGING DIRECTOR JOHNSON-JAVOIS:
16 Brittany Packnett.
17 COMMISSIONER PACKNETT: No.
18 MANAGING DIRECTOR JOHNSON-JAVOIS:
19 Felicia Pulliam.
20 COMMISSIONER PULLIAM: Aye.
21 MANAGING DIRECTOR JOHNSON-JAVOIS:
22 Pat Sly is not here.
23 Byron.
24 COMMISSIONER WATSON: Abstain.
25 MANAGING DIRECTOR JOHNSON-JAVOIS:

1 And Rose Windmiller.

2 COMMISSIONER WINDMILLER: Aye.

3 MANAGING DIRECTOR JOHNSON-JAVOIS:

4 Six yes, two no, two abstentions.

5 CHAIRMAN WILSON: So we have a
6 majority of those here voting?

7 MANAGING DIRECTOR JOHNSON-JAVOIS:

8 Three abstention, sorry. Six yes, two no, three
9 abstentions.

10 CHAIRMAN MCCLURE: And we have how
11 many commissioners here? 12 Commissioners and we
12 have six.

13 MANAGING DIRECTOR JOHNSON-JAVOIS:

14 We're missing one vote -- Rich. Seven yes, two no,
15 three abstain. Total of 12 votes.

16 CHAIRMAN MCCLURE: So we have seven
17 majority of those voting. Motion carries.

18 Okay. We are to the point of the
19 Commission reviewing next steps. Bethany this is
20 your portion of the agenda.

21 MANAGING DIRECTOR JOHNSON-JAVOIS:

22 Also in your packet I'd like to refer you to your
23 document, Stlpositivechange, the minutes from our
24 July 13th meeting, 33 pages long. I need someone
25 to approve the minutes.

1 COMMISSIONER PULLIAM: So moved.

2 COMMISSIONER PACKNETT: Seconded.

3 CHAIRMAN MCCLURE: So moved and
4 seconded in the discussion on the minutes.

5 All those in favor please say Aye?

6 Opposed?

7 COMMISSIONER CARR: I'll abstain
8 because I wasn't there so not appropriate for yes
9 or no. So I'll abstain.

10 CHAIRMAN MCCLURE: One abstention.

11 MANAGING DIRECTOR JOHNSON-JAVOIS:
12 Second just wanted to touch base to let you know
13 that we have two commission meetings left, the
14 first on August 24th and the final prior to our
15 report release is September the 9th. The 8/24
16 meeting will be located at Creve Coeur Government
17 Center on North New Ballas Road. During that time
18 we will be taking a look at the implementation
19 budget to approve, to review and approve, second is
20 to outline what happens beyond report release and
21 to have discussion about that, to talk through
22 options for the role of commissions beyond 9/15 as
23 well, we have work to do after that and also to
24 approve the remaining calls to action that are in
25 progress from the child well-being and the economic

1 inequity and opportunity and a specific call to
2 action for the faith community from the racial
3 equity, three buckets of work.

4 On the September 6th meeting we'll be
5 back in Ferguson, location is to be determined, in
6 which Cincinnati, the cohort that was unable to
7 join us earlier this summer because of the unrest
8 there will be joining us on the 6th meeting to have
9 discussion about lessons learned, to look
10 specifically at what they have been able to
11 accomplish and also to feature in a community
12 setting in an interactive way the signature
13 priorities that connects policy with people, more
14 to be determined on that.

15 So those are our two meetings prior
16 to the 15th.

17 CHAIRMAN MCCLURE: Questions for
18 Bethany?

19 COMMISSIONER WINDMILLER: Bethany I
20 thought I heard you say two different dates for
21 September. Is it the 9th or the 6th?

22 MANAGING DIRECTOR JOHNSON-JAVOIS:
23 September the 9th which is a Wednesday is the next
24 September meeting and the 15th I'm referring to is
25 for final report release.

1 COMMISSIONER NEGWER: Is there
2 anything planned on the 15th? Is that set aside --

3 MANAGING DIRECTOR JOHNSON-JAVOIS: In
4 development.

5 CHAIRMAN MCCLURE: I think it's safe
6 to ask the Commissioners to hold.

7 MANAGING DIRECTOR JOHNSON-JAVOIS:
8 Yes, hold the 15th.

9 COMMISSIONER ALDRIDGE: What was the
10 timing for the 9th?

11 MANAGING DIRECTOR JOHNSON-JAVOIS:
12 The 9th meeting beginning at 5:30, at our regular
13 evening time.

14 CHAIRMAN WILSON: 24th is?

15 MANAGING DIRECTOR JOHNSON-JAVOIS:
16 5:30.

17 COMMISSIONER WATSON: We don't have a
18 location?

19 MANAGING DIRECTOR JOHNSON-JAVOIS:
20 September 9th is to be determined. We do have a
21 goal of where we want to land which is where we
22 started but we need to get confirmation from the
23 venue.

24 That's my report.

25 CHAIRMAN WILSON: Anything else for

1 the good of the cause?

2 We perhaps land where we began

3 remembering the significance of this weekend,

4 particularly Sunday, recognizing that many of you

5 will be engaged in various activities of

6 remembrance, perhaps resistance as well and we

7 invite the entire community to be thoughtful about

8 the calls that have been made, particularly, I am

9 particularly mindful of the calls that have been

10 made by Michael Brown, Sr. and Leslie McFadden to

11 remember, speak specifically to Leslie here,

12 remember to care for young people as a way of

13 remembering her son, being thoughtful about them,

14 particularly this weekend, their emotions, their

15 considerations, their voices but then also it's

16 very specific call for people to be peaceful as

17 they assemble throughout this weekend as well and

18 so we invite of you as you partake in various

19 commemorations whether it is the unity weekend that

20 the city is putting on or the United We Fight

21 activities, there are various group, organizing

22 groups with putting on that you remember these

23 calls from these two individuals who are most

24 deeply affected by the anniversary that is coming

25 up and that we continue to persist, to work

1 together around what I believe God is calling us to
2 out of this moment which is deeper engagement to a
3 true reconciliation.

4 So with that it has been our process,
5 my co-chair have anything further?

6 CHAIRMAN MCCLURE: No.

7 CHAIRMAN WILSON: It's been our
8 process to close in moments of silence for the sake
9 of solemnity so I invite you to stand. Grab
10 someone's hand. Make a full circle, everybody can
11 touch somebody and make sure you've been touched.

12 We give thanks today to our
13 facilitator Ms. Selena Muhammad, we're just glad
14 she doesn't have to pull out the big guns on us.
15 Thank you very much for your leadership and your
16 guidance in taking us through this process.

17 Invite you to a moment of silence.

18 Thank you very much. We stand
19 adjourned.

20

21 (Whereupon, the meeting was concluded at 4:05 p.m.)

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REPORTER CERTIFICATE

I, SUZANNE BENOIST, Certified Shorthand Reporter, do hereby certify that there came before me at the Center for Workforce Innovation, 3344 Pershall Road, St. Louis, MO 63135, 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 9th day of July, 2015.

SUZANNE BENOIST, RPR, CCR, CSR-IL

FERGUSON COMMISSION MEETING 8/7/2015

<p align="center">A</p> <p>A's (1) 132:20</p> <p>ability (6) 37:10 39:19 73:1 93:14 102:24 112:9</p> <p>able (9) 20:9 22:19,20 38:21 64:8 88:11 91:24 117:22 143:10</p> <p>above-referenc... 147:7</p> <p>absent (3) 9:2 66:17 139:16</p> <p>absolutely (4) 43:1,3 65:17 136:21</p> <p>abstain (10) 56:1 66:11 71:15 139:22,23 140:4,24 141:15 142:7,9</p> <p>abstained (1) 47:21</p> <p>abstaining (1) 76:6</p> <p>abstention (7) 45:19 69:16 135:1 137:14 137:14 141:8 142:10</p> <p>abstentions (5) 77:21 78:1 86:3 141:4,9</p> <p>abut (1) 133:21</p> <p>accented (1) 6:7</p> <p>accept (11) 17:20 46:9 49:21 52:7 55:14 66:1,2 69:6 71:7 76:1 77:16</p> <p>accepted (2) 55:7 124:17</p> <p>accepting (1) 53:22</p> <p>accepts (3) 51:5</p>	<p>52:14 54:10</p> <p>access (6) 22:19 63:19 68:6 70:4 108:2 110:13</p> <p>accessed (1) 99:7</p> <p>accessibility (1) 97:14</p> <p>accessible (2) 97:3 119:20</p> <p>accommodatin... 28:21</p> <p>accomplish (2) 18:18 143:11</p> <p>account (1) 61:8</p> <p>accountability ... 42:15 73:13</p> <p>accountable (4) 64:16,23,24 85:9</p> <p>accounted (1) 34:16</p> <p>accounts (12) 38:2 59:21,22 59:24 60:2,25 61:1,6,7 62:1 63:20 66:8</p> <p>accredited (1) 20:2</p> <p>accurate (1) 147:10</p> <p>accurately (2) 46:20 47:3</p> <p>achieve (1) 13:23</p> <p>achieved (1) 124:7</p> <p>acknowledge (1) 49:18</p> <p>acknowledged ... 50:3</p> <p>acknowledges ... 51:8 52:17 54:12</p> <p>acknowledging... 116:9</p> <p>act (2) 9:8 61:4</p> <p>acting (2) 12:11 12:12</p>	<p>action (101) 13:16 18:5 19:20,22 20:3,5 20:8 29:9 31:23 31:25 32:2,4,10 32:15 33:8,17 33:19 34:4,18 34:23 35:10,11 35:15,18,20,24 37:1 46:14,15 47:4,7 48:22 49:5 50:18 51:4 52:7 53:25 54:24,25 55:11 56:12 58:15,18 59:11,17,24 61:16,25 62:7 65:25 66:3 69:7 71:7,8 72:11,22 73:7,21 75:7,25 76:2,16 77:16 77:17 79:16,19 86:9,15 90:3,21 90:24 91:6,15 91:23 97:25 99:18 101:2,15 101:17,21 102:5 108:23 109:3,10,22 116:20 117:17 118:25 119:2 120:14 121:13 121:18 125:11 125:12 133:21 136:9,10 142:24 143:2 147:14,18</p> <p>actionable (1) 17:24</p> <p>actions (5) 12:4 59:8 74:14,23 96:17</p> <p>activated (1) 85:19</p> <p>active (1) 9:16</p> <p>actively (1) 100:1</p> <p>activities (4) 27:3</p>	<p>96:17 145:5,21</p> <p>acts (1) 95:16</p> <p>actual (9) 60:21 63:13 80:7 91:21 107:24 108:6 114:8 115:25 133:15</p> <p>adapt (1) 44:1</p> <p>add (15) 21:7 50:1,15 54:20 59:20 69:2 71:24 79:20 80:10 81:6 82:24 83:20 109:16 113:17 114:12</p> <p>added (7) 37:3 50:3 61:24 68:8 71:25 83:16 86:18</p> <p>adding (12) 16:7 59:11 66:2,4 67:5 69:6,23 71:8,9 72:11 76:1 80:19</p> <p>addition (8) 58:25 61:20 69:9 83:2 87:21 99:25 109:25 113:12</p> <p>additional (8) 54:17,21 55:1 58:15,18 61:3 63:22 73:2</p> <p>additions (4) 50:5,24 72:10 72:15</p> <p>address (4) 13:15 32:11 58:17 136:22</p> <p>addressed (3) 114:23 116:8 127:3</p> <p>addresses (1) 58:21</p> <p>addressing (4) 44:25 91:5</p>	<p>125:17 135:23</p> <p>adds (1) 124:21</p> <p>adjourned (1) 146:19</p> <p>adjust (1) 95:21</p> <p>adjusted (1) 134:12</p> <p>admitting (1) 137:17</p> <p>adopt (1) 75:21</p> <p>adopted (2) 35:22 113:10</p> <p>adoption (1) 44:13</p> <p>adults (2) 26:23 60:3</p> <p>advocacy (1) 111:16</p> <p>advocate (1) 26:17</p> <p>advocating (1) 125:2</p> <p>affect (1) 19:7</p> <p>affirm (1) 47:5</p> <p>affirmation (5) 49:24 50:19 106:6,10 109:18</p> <p>affirmations (2) 108:4,6</p> <p>affirmative (7) 69:19 71:13 76:10 77:25 86:8 138:6,12</p> <p>affirmatively (1) 137:15</p> <p>affirmed (3) 113:24 121:13 121:18</p> <p>affirming (1) 46:13</p> <p>affordable (1) 68:6</p> <p>afternoon (6) 3:6 5:12 6:17 13:23 28:2 59:15</p> <p>afternoon's (1)</p>
---	---	--	--	--

26:16	54:20,25 124:1	anti-racism (6)	appreciate (23)	arbitrarily (1)
agencies (1) 19:1	allowed (1) 93:8	80:3,16 82:19	13:11,18 14:6	115:14
agenda (10) 29:4	allowing (1)	83:12 84:2	15:7,24 16:21	area (7) 8:18
36:18 46:4	28:13	85:16	16:25 17:7	13:2 16:24
48:23,24 58:13	amazing (1)	anticipating (1)	20:13,22,23	18:20 42:23
58:16 106:8	41:21	103:12	22:14,17 24:21	85:4 115:22
133:25 141:20	amend (2) 53:20	antithetical (1)	25:14 28:6,12	areas (9) 12:16
agents (1) 18:13	80:14	97:23	59:16 85:3,7	33:1 36:24,25
aging (1) 16:21	amended (3)	anybody (2) 94:6	97:19 101:5	42:17 44:14
ago (4) 14:7 24:3	54:6 55:14	104:4	113:19	70:4 91:25
38:25 76:21	85:14	anyway (2) 22:17	appreciated (1)	114:20
agree (14) 34:1	amending (2)	128:14	16:17	argument (2)
38:11 45:7 83:4	81:3,12	apologize (1)	appreciation (1)	62:10 124:16
84:7 110:11	amendment (8)	135:16	27:11	arguments (4)
116:9,13,14	54:2,8 55:12,14	app (2) 95:11,16	appreciative (2)	113:2,5 114:9
117:1,2,3,24	67:10 82:14	APPEARANC...	40:13,15	124:16
126:2	85:13 86:19	2:1	approach (6)	arm (4) 25:8,8,9
agreed (8) 17:24	America (2)	appendices (1)	31:10 36:21	25:9
77:1 105:1	23:19 24:3	111:25	47:21 48:3,7	armor (1) 6:13
113:12,13,15	American (1) 8:4	appendix (14)	106:7	articulating (1)
113:16 136:15	amount (4) 13:5	47:15 53:5	approached (1)	113:6
Agreeing (1)	43:24 124:11	106:24 108:22	47:16	Arts (1) 27:7
117:12	124:12	119:18 126:6,9	approaches (1)	aside (1) 144:2
agreement (5)	analysis (1) 35:4	127:14,15,18	34:10	asides (1) 67:16
48:16 118:23	analytical (2)	132:16,18,21	approaching (1)	asked (7) 45:5,14
127:5 128:19	34:10 35:17	132:25	48:2	69:12 76:25
136:13	analyzing (1)	applicable (1)	appropriate (7)	102:7 118:19
ahead (2) 37:12	34:9	136:17	28:25 32:3	119:8
87:2	ancillary (1)	application (3)	50:20 109:25	asking (9) 5:4
Ahlbrand (4)	90:10	84:15 96:24	110:10 111:2	42:23 59:24
3:19 37:10 46:7	angles (1) 114:21	100:7	142:8	66:1 70:18
78:10	anniversary (4)	applications (3)	appropriately ...	74:17 76:1 77:3
Ahlbrand's (1)	7:2 25:16,23	70:14 97:8,13	49:12	110:7
57:2	145:24	applied (2) 35:7	approval (3) 33:9	assemble (1)
air (1) 6:3	announcement...	102:3	62:16 77:9	145:17
Aldridge (14)	44:12	apply (2) 84:13	approve (8) 36:9	asset (2) 63:3,7
2:18 3:22,23	annual (9) 80:15	101:19	47:22 117:19	assets (1) 63:6
57:3,4 78:11,12	80:20,21,22,23	applying (1)	138:22 141:25	assisting (1)
85:24 117:12	82:17,24 83:11	101:20	142:19,19,24	24:15
128:23 139:18	85:15	appointed (4)	approved (17)	assumed (1)
139:19,23	annually (1) 81:5	10:13 17:19	31:16 32:19	75:10
144:9	answer (4) 32:3	22:6 23:1	33:2,3,16 51:9	assuming (2)
align (1) 136:15	102:11 120:24	appointment (3)	52:18 54:14	22:10 98:13
all's (1) 21:12	136:24	15:16 17:21	64:22 70:7	assure (1) 136:4
Allocation (1)	answered (1)	87:16	72:20,22 73:4	assuring (1)
68:14	102:7	appointments (...)	74:13 90:22	135:18
allow (4) 54:20	anti-bias (1) 80:3	23:2	117:17 136:9	attach (1) 128:6

attached (2) 96:8 127:21	135:16,22,22 136:4,18 137:4	87:14 106:4 145:2	big (3) 89:22 130:19 146:14	branch (1) 17:4
attack (1) 41:12	137:7,13,16,24	beginning (8) 26:7 28:5 43:12	bill (5) 13:7 18:9 18:17,22,24	breadth (2) 39:8 89:6
attention (4) 11:17 19:8 43:25 85:3	138:19,20,22 139:4	44:7 111:4 124:4 129:13	bills (4) 15:1,3 24:2 26:1	break (3) 86:25 87:1,3
attorney (2) 147:12,16	Bachelor's (1) 27:5	144:12	bit (11) 16:21 17:21,22 27:20	breakdown (1) 33:21
audience (3) 12:25 13:3 87:13	back (19) 5:17 8:5 18:14 22:10	begins (2) 22:4 54:3	30:25 37:17 47:2,9 83:21	breaking (1) 86:23
audiences (2) 89:7 102:14	40:1 47:1 60:6 64:6 65:10	begun (2) 11:2 40:22	84:11 124:3	breakout (1) 54:16
August (6) 1:9 24:18 51:16 52:25 54:3 142:14	74:16 87:6 101:19 105:15	behooves (1) 40:24	bite (1) 115:5	breaks (1) 61:7
authentic (1) 89:3	117:18 118:12 124:13 126:23	believe (13) 10:15,23 11:4 18:23 42:15	black (1) 5:16	breathe (1) 6:3
available (8) 20:3 60:11 88:10 90:9 105:6,7 106:9 128:20	129:16 143:5	66:14 93:23 95:12,13 98:18	Blackmon (22) 2:11 3:25 4:1 30:4 40:12	breathing (1) 42:9
avenues (1) 116:11	background (2) 92:1,7	99:22 103:19 146:1	49:15 51:18 54:15 55:4 57:6	bridge (2) 88:19 88:25
average (1) 34:17	backgrounds (1) 11:7	bells (1) 97:4	57:7 68:21,25 76:11,15 78:14	brief (2) 5:12 13:22
aware (1) 24:25	bad (1) 5:21	belongs (1) 127:24	86:11 115:23 118:5 138:15	briefcase (1) 22:16
Aye (9) 78:8,12 139:11,14 140:1,14,20 141:2 142:5	balance (2) 12:3 34:14	bench (1) 99:4	139:25 140:1	briefly (1) 25:15
	Ballas (1) 142:17	Benoist (3) 1:24 147:3,22	blessed (1) 30:3	brilliant (1) 27:9
	banks (2) 61:5 100:23	best (6) 42:1 107:11 118:1,9 128:1 130:20	blindly (1) 124:14	bring (1) 127:21
	bar (1) 44:4	Bethany (13) 2:8 3:8 31:5 34:2	blood (1) 21:13	bringing (1) 39:3
	barriers (1) 86:24	45:5 47:13 55:24 87:22	blue (2) 35:25 56:8	Brittany (11) 2:16 4:16 9:13 29:24 30:2 44:10 57:22 69:12 104:9 117:14 140:16
	base (1) 142:12	94:5 121:11 141:19 143:18 143:19	board (6) 17:13 26:19,24	Brittany's (1) 124:21
	based (8) 7:25 23:3 37:3 50:20 80:1 88:18 108:16 136:10	Bethany's (3) 43:22 105:11 117:14	105:12 112:3 139:4	broad (1) 12:16
B	basketball (1) 17:22	better (5) 14:13 14:15 28:8 39:15 97:7	body (11) 6:20 9:1 64:16,25 79:21 116:4,5 121:5 122:7 135:18 136:21	broader (1) 121:6
B (46) 55:25 66:10 69:15 71:14 76:6 77:20 86:2 106:11,16,25 113:3 117:4 120:8 124:20 125:1 126:9 128:12,14 129:2,4 131:5 132:19 133:6 133:11,18,23 134:18,25,25 135:14,14,15	bear (1) 6:5	beyond (3) 8:5 142:20,22	bold (1) 32:15	broadly (4) 11:22 12:2 13:14 105:24
	beard (1) 16:20	biannual (1) 80:15	bond (1) 7:8	broken (1) 7:8
	beat (1) 5:16	biased (1) 85:6	book (1) 22:12	brother (1) 6:22
	Becky (8) 2:14 4:7 27:14 30:1 39:11 57:13 78:19 140:7		Boston (1) 8:5	Brother's (1) 12:11
	Becky's (1) 104:6		bottom (2) 69:25 91:18	brought (11) 7:16 31:15 35:4 38:14 48:12 55:1 58:18 59:5
	began (8) 3:4 23:12 34:9 35:10 40:20		bouncing (1) 22:10	
			bound (1) 25:25	

112:2,23 118:11 Brown (4) 5:13 7:3,4 145:10 bubbles (1) 130:19 bucket (4) 90:4,5 90:11,12 buckets (1) 143:3 budget (1) 142:19 build (3) 63:5 92:11 99:4 building (7) 26:21 63:3,7 83:3 88:14 89:23 90:14 builds (1) 130:13 built (1) 95:19 bullet (3) 61:4,6 61:9 bunch (3) 98:18 98:19 110:22 bundle (33) 35:19 48:8 49:3 49:19,24 50:2 50:20,24 54:24 59:13,20 61:22 61:24 64:3,23 66:6,6 67:5 69:3,9,24 71:11 71:24 72:12 73:2,10 74:9,19 74:20 79:24 81:1,6 85:14 bundled (16) 35:17,23 36:5 36:14,25 48:1 50:17 51:5 52:14 54:10 61:21 64:22 70:18 74:15 110:22 122:24 bundles (7) 29:13 33:7 35:20 46:9 59:12 90:21	91:13 bundling (5) 37:14 71:25 75:10,18 116:23 burden (1) 132:7 bus (1) 70:6 business (5) 21:5 26:13 29:9 100:24 115:19 businesses (2) 21:4,6 busted (1) 5:16 busy (1) 13:22 buttons (1) 45:18 Byron (5) 2:17 4:23 58:4 79:7 140:23 <hr/> C C (9) 56:1 66:11 69:16 71:15 76:6 77:21 86:3 117:4 134:18 calculating (1) 34:17 CALEA (1) 19:3 calibration (1) 22:4 call (78) 3:10 7:20 12:8 17:9 24:8 32:10,14 32:16 34:4,18 41:12 44:5,13 44:15 45:24 46:13,15 47:6,6 47:12 48:9,19 56:14,17 58:20 59:23 60:4,12 60:16 61:25 62:7 64:12 65:15 66:3,19 67:1,11 69:7 71:8 72:22 73:2 73:7,19,21 76:2 76:20 77:17,25 79:20 84:21	98:25,25 101:9 108:10,22 109:3,10,22 120:14 121:17 123:16 127:22 127:23 129:13 129:14,18,25 130:8 131:9 133:2,10,15 134:2,2,16 139:9 143:1 145:16 called (7) 5:12,25 8:25 31:22 70:2 96:20 132:25 calling (13) 3:9 10:11 21:20 44:24 60:5 63:20 64:3,12 65:3 70:9 88:3 92:3 146:1 calls (81) 29:8 31:25 32:2,4 33:8,16,19,25 34:12,13,23 35:9,11,13,15 35:17,18,20,22 35:23,24 36:19 37:1 46:10 47:4 47:7 50:18 52:7 53:23 56:12 58:13,15,18,22 59:9,11,12,17 61:16 63:25 65:1 72:11 75:7 89:21 90:3,21 90:24 91:6,12 91:14,23 92:2,5 92:9,10 96:6 98:23 99:18 100:1,13 101:2 101:16,21 102:5 108:23 116:20 117:17 118:25 119:2 121:13 125:11 125:12 127:7	134:3,9 136:9 136:10 142:24 145:8,9,23 capability (1) 96:14 capacity (2) 22:13 108:19 capture (8) 42:1 42:7,13,19 60:10 74:11 75:6 126:1 captured (3) 42:22 109:11 119:16 capturing (3) 42:16 106:9 135:17 car (1) 6:10 care (7) 86:17,19 86:20 95:25 96:2 97:15 145:12 cared (2) 26:1,2 carefully (4) 30:7 36:15 124:15 124:17 caring (1) 26:3 Carr (29) 2:15 4:3,4 30:4 51:4 51:20,22 52:9 52:12 54:1,5,9 57:9,10 76:12 76:14 77:8,11 78:15,17,18 86:12,13 103:8 106:22 110:11 140:3,4 142:7 carried (1) 76:16 carries (7) 58:10 69:19 71:23 86:9,9,15 141:17 case (8) 8:1 11:19 48:25 58:20 62:5 100:24 121:25 134:4 cases (2) 47:12	124:18 cast (1) 21:14 Castro (2) 5:5,6 catalyzed (1) 29:2 cause (2) 32:15 145:1 caused (1) 7:14 CBD (1) 94:23 CCR (1) 147:22 CDA (6) 63:19 64:1,4,5 65:3,5 CDAs (3) 63:16 64:10 65:11 CE (1) 63:14 ceiling (1) 43:14 center (5) 1:15 31:24 91:3 142:17 147:5 centered (1) 88:18 centerpiece (1) 22:3 certain (2) 26:24 101:12 certainly (10) 40:6 44:6,6,18 47:19 82:25 83:11 87:11,13 107:2 CERTIFICAT... 147:1 certification (5) 19:3 80:9,17 81:7 83:16 certified (3) 19:2 19:5 147:3 certify (2) 147:4 147:12 cetera (2) 73:19 91:13 Chairman (176) 3:14,17 6:17 9:22 13:10 24:23 25:13 26:12 28:18 36:12 37:7,16
---	---	---	--	---

38:11 39:4 44:9 46:25 48:4,12 48:14 49:11,23 50:8,12 51:2,22 51:25 52:2,8 53:12,24 54:7 55:5,10,16,22 56:4,8,11,19,22 56:25 58:11 60:20 61:12,19 62:18,21 63:9 64:21 65:19,24 66:13,20,24 68:1,8,12,17 69:1,14,18 70:20 71:17,23 72:9 73:23 74:4 74:7,24 75:15 75:16,20,23 76:8,13 77:6,10 77:13,23 78:5,8 79:14 81:10,18 81:24 82:8 83:6 84:10,24 85:10 86:7,14 87:5 92:16 94:4 96:21,22 98:21 99:8 100:2,6 101:5,23 102:1 102:6 103:6,21 105:3,10 106:3 107:1,13,18,22 109:8 110:2 111:7,14 112:13 113:1 115:9 117:11 118:16 121:10 121:17,21 122:10,21 123:3,6,7,15,19 126:8 128:10 128:13,25 129:2,6,19 130:13 131:13 131:20 132:11 133:18,23 134:6,15,17,19	134:22 135:2 136:24 137:3 137:19 138:1,5 138:9,13,17,19 138:23 139:3 139:11,14 141:5,10,16 142:3,10 143:17 144:5 144:14,25 146:6,7 challenge (6) 21:20 23:21 25:2 31:8 94:14 115:2 challenges (3) 19:23 21:10 88:21 challenging (1) 14:3 chance (3) 48:10 56:6 138:9 change (17) 10:15,21,23 22:1 23:12 24:8 28:7,14 29:4 32:8 42:10,11 64:19 67:19 72:13 76:19 77:18 changes (6) 5:10 12:7 22:8 38:15 67:21 121:1 changing (2) 28:7,8 channels (1) 89:13 charge (3) 38:7 40:11 59:25 charged (2) 9:1 14:10 chart (1) 23:23 Chief (2) 16:19 19:10 child (22) 12:22 27:14 29:25 32:23 38:1	59:23 60:2 62:1 66:7 72:20 73:4 73:25 74:2,3 81:11,13 82:10 82:25 83:20 85:13 101:7 142:25 children (6) 26:23 31:24 63:5 91:3 96:19 96:20 choices (1) 107:12 choose (6) 21:23 47:19,25 118:25 119:6 124:2 chooses (2) 21:23 108:11 chose (4) 23:1,2 33:22 110:1 chosen (1) 109:16 chunk (1) 134:9 church (2) 103:21,23 Cincinnati (1) 143:6 circle (1) 146:10 circulated (1) 36:13 circumstances ... 7:18 8:13 citizen (2) 10:6 42:24 citizen-law (5) 9:12 12:20 29:23 32:22 42:12 citizenry (1) 44:22 citizens (2) 25:7 44:20 city (4) 5:18 20:18,20 145:20 city's (1) 26:23	clarification (2) 109:7 118:20 clarifications (2) 75:17 94:3 clarify (5) 47:1 49:16 85:8 122:3,8 clarifying (3) 132:15 138:24 139:4 classrooms (1) 84:14 claustrophobic... 6:9 clear (10) 46:4 83:7 89:11 101:6 109:15 120:8,11,15 124:25 132:22 clearer (1) 15:22 clearly (4) 17:8 29:18 97:22 105:24 Cleaver (1) 16:8 click (1) 96:11 close (2) 136:5 146:8 closed (5) 6:8 25:16 56:9 71:17 77:23 closer (1) 79:24 closing (1) 14:20 clothes (1) 6:5 cluster (2) 92:3 127:24 co-chair (9) 6:19 6:21 38:11,22 43:1 49:11 68:1 76:14 146:5 co-chair's (2) 38:20 114:13 co-chairs (16) 2:3 13:20 17:19 21:16 28:3 29:22 35:3,5,14 36:14 39:5,7 40:9 41:19 72:3	75:10 coach (1) 17:22 Coeur (1) 142:16 cohesion (1) 18:3 cohesive (3) 29:14 36:18,22 cohort (1) 143:6 Coleman (2) 14:22 20:15 collaborate (2) 85:7 95:5 colleagues (1) 7:4 collect (1) 49:14 collected (1) 35:15 collective (2) 26:22 111:25 college (3) 17:22 27:22 28:13 collegial (3) 35:12 134:10 136:11 color (2) 56:6 72:24 colored (2) 80:25 98:19 combination (4) 65:4 82:15 121:1 134:25 combined (1) 135:4 combining (1) 120:17 come (25) 6:11 10:2,17 11:8 17:11 21:4 24:9 25:7 26:4 30:13 39:9 40:1 41:6 41:16,22 64:8 91:16 95:6 97:9 99:23 114:1 115:1,2,7 116:3 comes (5) 21:21 60:1 117:21 129:16 133:19 comfortable (2) 84:5 119:7
--	--	---	---	--

FERGUSON COMMISSION MEETING 8/7/2015

<p>coming (8) 11:6 28:13 40:7 54:25 116:21 120:3 125:10 145:24</p> <p>commemoratio... 145:19</p> <p>commend (5) 12:1 25:3,4 29:19 36:19</p> <p>comment (19) 13:11 14:21 46:8,13 47:1 50:16 62:25 93:14,16,16,17 94:8 106:19 111:3,3 112:4 112:14 124:21 128:12</p> <p>comments (19) 13:17,22 14:19 36:6,7,25 37:5 37:16 39:4 44:10 73:3 98:6 103:7 104:13 105:11 106:14 107:13 118:19 132:11</p> <p>commission (86) 1:5 2:10 5:7 6:19 10:6 13:21 15:2,6 16:7,9 16:12 17:3 22:3 23:3,6 25:10 27:13 29:10,11 31:1,7 36:19 39:2,10 41:3,13 41:25 44:24 49:12,20 51:5,8 51:16 52:13,13 52:16,25 54:9 54:12 67:13,23 72:22 73:8 76:20 87:11 93:4 94:5 104:21 106:18 110:3 113:5,9</p>	<p>113:10,11,13 113:16,21,24 115:21 117:13 117:14,15,15 118:2 119:5,10 120:15,22 121:5,8 122:4 122:11,14 123:2,3,5 124:11 125:8 125:14 129:16 131:1 133:4 135:17 136:21 141:19 142:13</p> <p>Commission's ... 113:20 120:12</p> <p>Commissioned... 8:25</p> <p>commissioner (...) 3:23 4:1,4,8,11 4:14,17,20,24 5:2 15:5 28:3,3 34:5 35:16 38:10 40:12 41:24 42:25 45:22 46:22 47:18 49:15 51:4,18,20,22 51:24 52:9,12 53:8 54:1,5,9 54:15 55:4,15 57:4,7,10,14,17 57:20,23 58:5,8 59:10 62:14,20 62:24 63:11,12 63:24 64:13,18 65:2,13,17 67:4 67:8 68:21,22 68:25 69:22 70:21 71:1,2,3 71:4,4,19 72:1 72:8,10,14,18 72:19 74:5,8,12 75:9,19,20,22 75:23 76:12,14 76:17,18,25 77:8,11,14</p>	<p>78:12,15,18,20 78:23 79:1,4,8 79:11,17,19,22 80:21 81:1,4,14 81:20 82:5,9,13 82:15 83:1,5,7 83:10,17,19 84:7,17 85:23 85:24 86:11,11 86:13,16,19 94:7,18 95:9,22 97:21 98:12,17 102:13 103:5,8 103:22 104:3 105:4 106:22 107:6,15,21 108:20 109:20 110:6,11 111:10 112:1 112:15 113:11 114:11 115:12 115:23 117:12 118:18 120:7 122:2,12 123:1 123:4 124:25 125:9 128:5,23 135:8 136:1,6 137:1,9,22,25 138:3,11,15,21 139:1,13,19,23 140:1,4,8,11,14 140:17,20,24 141:2 142:1,2,7 143:19 144:1,9 144:17</p> <p>commissioner'... 53:14 113:14</p> <p>commissioners... 3:6,11 8:22 9:24 14:1 22:5 23:17 28:4 31:13 33:14,24 34:14,20 37:4,8 37:9 39:24 45:12 46:6 47:4 47:16 50:15,18 51:11,12 52:20</p>	<p>52:21 53:18 55:2 58:16,17 58:24 59:15 66:14 70:2 71:22 76:9 79:15 87:7 93:5 104:25 107:14 107:16 121:8,9 121:19 122:6 128:24 134:12 136:13,14 141:11,11 144:6</p> <p>commissions (1) 142:22</p> <p>commit (2) 21:19 24:13</p> <p>commitment (1... 15:20 24:11,21 37:22 99:10,11 100:4,11,14 101:13</p> <p>commitments (2) 20:6 21:7</p> <p>committed (7) 6:20 14:14 19:25 22:23 39:18 40:11,14</p> <p>committee (1) 73:7</p> <p>committees (1) 15:21</p> <p>committing (1) 9:21</p> <p>common (8) 6:12 7:10 10:14 113:25 124:11 124:12,23 131:4</p> <p>communicate (1) 18:3</p> <p>communicated... 114:2</p> <p>communicatin... 24:20 58:23 105:24</p> <p>communicatio...</p>	<p>7:11 9:3 15:11 18:7 87:17,19 89:12 104:17 104:18 108:1</p> <p>communities (2) 41:8 128:2</p> <p>community (45) 5:8 7:5,6 8:14 9:7 10:2 11:21 12:17 13:15 14:5,8,23 17:11 18:15 20:16 26:17 27:22 28:13 30:22 32:21 39:12 40:3,10 42:3,7 42:11,23 45:14 61:4 82:21 83:21 84:1,9,11 85:18 89:6 94:11 100:22 116:3 119:12 126:4 132:10 143:2,11 145:7</p> <p>community's (2) 42:1 120:23</p> <p>compelling (1) 89:3</p> <p>competency (6) 9:15 80:16 81:16 82:19 84:2 85:16</p> <p>competitive (1) 70:15</p> <p>complaints (1) 15:3</p> <p>complete (4) 73:22 110:23 110:25 120:19</p> <p>completely (2) 22:13 100:21</p> <p>complex (1) 105:20</p> <p>compliant (1) 126:22</p> <p>component (1) 132:18</p>
--	--	---	---	---

compromise (1) 72:25	46:1	100:18 125:23	country (3) 5:19 16:3 23:20	70:11
computer-aided... 147:8	consider (5) 47:9 54:1,18 62:11	context (4) 21:8 91:2,13 92:7	County (2) 19:1 20:1	critically (2) 32:1 87:17
concept (3) 118:21,21 119:9	112:21	continue (4) 15:7 108:8 119:17	couple (12) 10:22 14:20 19:19	crosscutting (1) 30:17
conceptual (1) 127:5	consideration (1) 41:17	145:25	26:12 37:16	CSR (1) 1:24
conceptually (2) 127:2 128:9	considerations ... 31:22 136:14	continued (3) 15:16 72:4,6	45:11 49:24	CSR-IL (1) 147:22
concern (3) 52:4 110:25 124:22	145:15	continues (1) 86:20	60:7 93:5 98:5	cull (1) 39:19
concerned (1) 130:15	considered (12) 65:1 75:4	continuing (6) 9:25 16:14 21:6	122:20 126:23	culmination (1) 30:25
concerns (1) 59:21	112:24 113:5	43:10 82:3	course (6) 25:22 27:24 39:8	cultural (8) 80:2 80:16 81:16
concluded (1) 146:21	113:18 114:21	89:13	47:20 105:15	82:19 83:11
conclusion (1) 125:7	115:10 124:16	contributed (2) 10:4,7	136:16	84:1 85:15
concrete (3) 14:20 16:5 23:23	130:20,21,22	contributions (1) 61:7	court (11) 9:18 10:23 12:21	102:23
conditions (2) 60:1 68:13	131:16	contributors (1) 92:22	18:9,25 30:5	culturally (1) 103:2
conference (1) 44:12	considering (5) 49:24,25 50:1	conversations (1) 92:22	80:4 81:17 82:7	cultured (1) 9:14
confess (1) 124:3	62:5 97:8	conversation (8) 26:3 27:24 41:9	116:11 131:15	current (4) 63:14 65:11 92:7
confirm (2) 39:11 45:24	consistent (1) 43:2	48:5 62:8 63:1	courts (6) 32:23 46:18 73:15,15	131:22
confirmation (1) 144:22	consistently (1) 43:18	63:4 99:17	116:6 117:25	currently (3) 19:5 66:25
confirmed (1) 59:23	consolidated (1) 117:25	conversations (...) 7:25 29:8 99:16	covered (2) 43:24 67:23	100:20
confusion (1) 114:13	consolidation (1) 130:2	copies (1) 88:4	covering (1) 131:9	Curry (3) 27:21 28:2,19
congratulation... 15:15	constant (1) 7:11	copy (2) 22:15	covers (1) 93:21	CWB (3) 79:25 80:18 81:2
connect (1) 89:5	constantly (1) 9:3	core (2) 32:16 88:15	cower (1) 115:25	
connects (1) 143:13	constituencies ... 89:7	corner (2) 56:2 92:19	create (3) 10:25 32:8 60:5	D
consensus (5) 46:19 53:16 115:2 134:11 136:12	constituents (1) 102:14	corporate (1) 61:6	creates (1) 107:7	Dan (7) 9:13 29:24 30:2
consent (2) 24:2	constraints (1) 97:9	correct (9) 50:22 78:2 81:13 99:1	creating (3) 116:10 119:18	44:10 57:16
	constructive (1) 124:8	121:11,11,16	126:1	78:22 140:10
	consulting (1) 105:17	129:5,8	creative (1) 116:22	Daniel (2) 2:12 4:10
	consumption (1) 88:9	corrections (1) 79:19	credibility (5) 113:17 124:13	dare (1) 27:18
	contained (1) 88:6	correctly (2) 62:6 64:1	124:22 126:12	data (5) 34:9 35:6 100:8
	content (10) 90:1 90:4,5,11,12	cost (1) 105:22	131:2	101:4 102:4
	96:8,9,10	counsel (2) 147:13,16	credit (1) 61:5	date (4) 31:17 50:21 59:3
		count (1) 10:5	credits (1) 67:16	93:24
			Creve (1) 142:16	Dated (1) 147:19
			cries (1) 7:25	dates (1) 143:20
			criteria (4) 32:7 32:18 34:2,7	Dave (2) 57:12
			critical (2) 45:2	

87:6	deeply (4) 24:25	127:4	10:20 40:5	124:6 138:24
day (13) 14:7	30:15 46:3	designation (2)	89:14	directional (1)
16:9 18:2 22:23	145:24	20:24,25	dialogues (1)	139:5
29:1 39:8,17,25	defeat (1) 5:20	designed (1)	125:24	directionally (3)
40:10 87:16	define (3) 59:16	18:15	dialoguing (1)	48:1 124:5,7
111:23 114:3	123:11 130:17	desire (3) 29:3	39:15	directions (1)
147:19	definitely (1)	71:13 73:24	difference (7)	124:9
day-to-day (2)	98:9	desk (2) 13:7	15:24 19:18	directly (3) 23:7
88:23,24	degree (1) 27:5	99:4	20:13,21 21:4	27:2 84:3
days (2) 24:8	deliberate (1)	desktop (1) 95:18	22:8 122:3	director (99) 2:7
40:1	111:21	destination (1)	differences (1)	3:5,7,15,18,21
deadline (1)	deliberated (1)	22:1	41:7	3:24 4:2,5,9,12
58:19	124:18	detail (2) 91:12	different (9)	4:15,18,21,25
deal (6) 12:8 19:8	deliver (1) 22:11	92:25	10:17 11:6,6	5:3 26:17,25
37:2,14 55:6	deliverables (1)	detailing (1)	21:22 42:2	31:5,12 45:10
86:14	21:9	39:13	89:10 100:9	50:6,10 52:6
deals (2) 53:5,6	delivered (1)	determination ...	131:8 143:20	54:22 55:8,20
debate (6) 35:12	88:17	21:12	differently (2)	56:16,20,23
46:20 115:11	democracies (1)	determine (3)	11:10 49:16	57:1,5,8,11,15
125:24 134:10	26:6	31:19 58:25	difficult (3)	57:18,21,24
136:11	democratic (2)	110:10	23:15,18 29:7	58:2,6,9 59:3,4
debating (1) 49:2	111:21 115:21	determined (4)	difficulty (2)	59:6 60:15,23
December (2)	demographic (2)	95:1 143:5,14	7:17 118:23	61:15 65:22
17:5 32:22	97:25 100:24	144:20	digest (2) 39:9	66:18,22 68:4
decide (10) 41:5	denigrate (1)	detract (1)	102:25	68:23 69:11
48:22,24 49:9	119:4	124:10	digging (1)	72:16 74:1 78:3
109:25 119:5	Department (1)	detracting (1)	129:18	78:6,9,13,16,21
127:2,3 128:9	21:2	131:4	digital (6) 88:3	78:24 79:2,5,9
133:14	departments (2)	detracts (1)	90:7 91:16 95:6	79:12 80:24
decided (6) 31:18	19:5,14	124:23	98:8 130:16	81:22 83:15
35:15 49:20	depend (1) 133:3	developed (3)	digitally (1)	86:4 92:12 99:2
53:2 92:20	depleted (2) 60:9	92:24 100:23	11:24	100:19 121:3
127:17	63:18	106:17	diligence (1)	121:15 139:8
deciding (1)	depth (2) 15:20	developing (1)	86:16	139:12,15,21
132:17	130:20	92:2	diligent (1) 72:4	139:24 140:2,5
decision (7)	describe (2)	development (...)	diligently (1)	140:9,12,15,18
55:11 106:6,15	47:13 126:17	27:1 38:1 59:21	87:20	140:21,25
115:21 116:13	describing (2)	59:22,23 60:2	diminish (1)	141:3,7,13,21
123:23 131:24	126:24 133:16	60:25 61:1,5,7	29:15	142:11 143:22
decisions (1)	description (3)	62:1 66:7 67:13	diminution (1)	144:3,7,11,15
112:18	133:6 135:19	67:23 68:13	114:8	144:19
dedicated (1)	135:20	80:17 82:2,20	direct (3) 18:5	disabilities (1)
61:2	desegregation (...)	83:13 85:16	20:7 130:6	72:25
deep (6) 9:25	100:8	88:13 95:13	directed (1)	disagree (1) 34:1
24:21 29:3 30:6	design (7) 27:2	97:16 144:4	106:20	disagreement (2)
112:19 130:4	88:25 95:20	deVon (1) 2:11	direction (5) 22:2	84:4 136:17
deeper (1) 146:2	96:24 97:4,13	dialogue (4) 7:12	44:15 59:4	disagreements ...

49:17 disciplinary (2) 74:14,22 discover (1) 6:11 discuss (2) 49:4,8 discussed (3) 49:1 102:17 112:22 discussion (67) 11:22 23:21 26:17 33:8 35:6 35:12 36:4,8,11 37:18 38:9 48:21 52:1 53:25 55:1,17 58:14 60:17 61:19 62:2,3,23 63:10 65:20 68:18,19 69:5 70:22 71:5 74:25 75:24 77:14 84:25 85:2,21,25 87:10,25 93:15 106:19,21 108:2 112:18 121:7 123:10 123:10 126:14 128:18 130:4 130:22,25 131:10,14,23 132:1,9,12 133:13,20,21 134:10 136:12 136:16 139:16 142:4,21 143:9 discussions (4) 8:16 17:18 89:20 132:4 disjointed (1) 75:3 disparaging (1) 85:5 disparities (3) 11:19 30:16 38:5 disparity (1)	12:22 disproportiona... 73:14,18 74:14 74:22 disproportiona... 72:24 disrespect (1) 7:23 dissemination ... 87:24 dissension (1) 116:19 dissent (40) 45:7 46:2,11,12 47:6 47:23 48:20 49:5,10,13 52:4 53:14,22 55:7 106:5,9 107:17 107:20 108:11 109:1,6,19 110:1 111:1 112:10 113:15 114:24 119:16 119:21,24 123:11 124:2 124:23 127:16 129:22 131:11 133:13 135:17 135:24 136:23 dissented (4) 47:18 107:10 108:14 113:16 dissenters (1) 107:9 dissenting (7) 46:14 47:10 108:22 112:22 114:18 122:18 132:17 dissents (5) 107:19,24 108:4,6 136:15 distribution (1) 11:25 District (1) 13:8 districts (7) 19:24 20:1,6,7	20:10,12 82:2 dive (1) 91:18 diverse (7) 11:5 40:7 41:4,4,5 42:23 114:25 diversity (1) 89:6 docs (1) 93:14 document (18) 33:11 35:25 42:9 45:8,9 47:23 50:2 59:8 62:12 73:4 80:25 94:10 103:24 114:17 121:24 123:9 126:1 141:23 documentation... 91:16 92:1,6 documented (8) 11:20 47:24,25 55:7 108:9 114:6 123:12 123:13 documenting (2) 47:14 49:5 documents (3) 92:3 93:3 99:6 doing (10) 8:2 22:21 28:6 33:18 48:18 82:3 90:2 107:7 118:10 129:4 DOJ's (1) 85:4 dollars (5) 20:8 21:5 60:8,10 70:13 domesticated (1) 8:10 door (3) 28:6 48:13,15 doors (1) 103:22 Double (1) 5:12 download (2) 94:24,25 downloaded (1) 94:16 Dr (5) 27:11,21	28:2,18 100:22 draft (11) 93:1 93:10,23 103:13,20 104:8,24,24 105:7,7 122:11 drafted (1) 130:23 drafting (1) 131:6 drafts (2) 99:22 103:10 dramatically (1) 18:6 drilling (1) 117:9 drive (4) 10:21 12:4,4 127:5 driven (4) 30:20 32:15 44:16 98:22 drives (1) 5:21 driving (1) 42:4 due (2) 24:19 34:25 dying (2) 55:18 56:5 <hr/> E <hr/> E (1) 117:5 earlier (5) 72:21 106:5 126:13 130:14 143:7 early (5) 27:3 44:24 64:5 98:14 131:24 earned (1) 27:5 easier (1) 97:10 easily (3) 89:17 94:16 119:19 east (1) 6:15 easy (10) 24:1,2,4 24:6,6 28:10,11 36:21 123:10 130:17 echo (2) 43:1 105:11 economic (9)	12:23 30:8 32:24 59:17 60:1 66:5 69:2 71:10 142:25 edited (1) 135:23 editorial (2) 87:23 89:23 education (6) 12:22 13:6 16:14 27:5 32:24 82:4 educational (3) 19:23 27:15 29:25 effect (1) 44:14 effort (3) 17:8 20:11 105:23 efforts (3) 5:7 16:3 87:19 eight (1) 29:7 either (6) 65:9 70:5 78:1 107:10 110:13 123:20 elders (1) 26:2 elected (1) 22:5 electric (1) 15:3 electronic (2) 22:12 95:2 elementary (1) 27:4 elements (1) 34:15 elevating (1) 126:11 eliminate (1) 76:22 Emanuel (1) 16:8 emerging (1) 127:12 emotion (1) 24:5 emotional (1) 10:19 emotions (2) 14:8 145:14 employed (2)
--	--	--	---	--

employee (1) 147:16	20:16 25:2 30:7 72:2 89:16	et (2) 73:19 91:13	59:13 65:8 72:12	extract (2) 96:1 98:24
employment (1) 70:5	146:2	eve (1) 7:2	expand (3) 6:10 16:13 85:8	extracted (1) 34:8
enact (1) 68:5	engaging (5) 11:21 89:8,10	evening (1) 144:13	expanded (1) 128:12	extraordinary ... 30:2 31:6
enacted (1) 5:9	102:15 105:25	event (1) 147:11	expanding (1) 61:22	extremely (1) 19:16
encapsulated (1) 64:9	English (1) 27:6	everybody (3) 21:21 52:1	expansion (3) 61:25 66:7 86:17	eye (4) 25:8,8,9,9
encouraged (1) 113:24	enhance (2) 19:12 65:14	everybody's (4) 14:6 24:21 56:4 93:19	expect (1) 126:4	F
encouraging (1) 39:23	entire (6) 8:14	evidence-based... 27:2	expected (1) 105:21	F (1) 117:5
ended (3) 113:2 114:10 131:1	28:23 47:22 63:17 119:4 145:7	evolve (2) 40:22 95:3	expensive (1) 105:21	Facebook (1) 89:15
endorse (1) 115:17	entitled (1) 33:12	exactly (6) 75:5 75:14 106:12 109:5 137:10 139:5	experienced (1) 119:14	facilitating (1) 26:20
endorsement (8) 51:12 52:21 53:8 56:12 108:23 109:3,5 119:21	entry (1) 89:11	exaggeration (1) 75:8	experiment (2) 26:8,9	facilitator (2) 26:16 146:13
endorsements (...) 53:9 108:24	envision (1) 47:14	examination (1) 147:14	expert (1) 90:2	fact (9) 7:10 10:2 11:9 38:6 50:4 108:25 112:10 125:10,11
endorsing (1) 132:18	envisioning (1) 87:14	example (5) 44:23 92:4 115:22 133:24 134:7	experts (3) 118:11 125:6 125:23	facts (1) 115:10
ends (1) 54:3	equal (1) 45:18	examples (2) 18:5 37:25	explaining (1) 58:20	factual (1) 107:3
energetic (1) 40:5	equality (1) 12:23	exception (1) 122:16	explanation (3) 72:15 81:25 109:13	fair (3) 10:25 38:13 139:6
energy (4) 17:8 37:22 38:1 97:18	equals (1) 8:12	exceptionally (1) 21:17	express (2) 36:7 53:14	fairest (1) 34:11
enforcement (1...) 9:12 12:20 17:11 25:5 29:24 32:22 42:12,24 73:6 74:10,21 82:22	equitable (3) 8:13,17 26:5	excited (2) 24:12 92:14	expressed (1) 119:15	faith (1) 143:2
enforcing (1) 18:16	equity (15) 12:21 27:15 30:1 31:25 32:1,24 32:25 99:12,17 99:20,23 100:7 101:13,20 143:3	excused (2) 4:6 4:22	expressing (1) 27:19	faithfully (1) 49:20
engage (2) 12:2 26:9	especially (5) 29:21 43:19 114:20 115:5 127:6	executive (4) 17:4 26:25 32:13 127:11	expression (2) 113:8 133:25	fall (1) 124:13
engaged (4) 11:14 35:5 88:11 145:5	essential (2) 30:19 31:2	exercising (1) 8:3	expulsions (1) 73:19	falls (1) 90:17
engagement (12) 9:11,16,20 10:1 10:12 14:23	essentially (2) 80:1,10	existing (7) 35:19 58:21 59:12,12	extend (1) 43:15	families (2) 60:3 63:5
	establish (5) 60:9 67:11,21 70:10 110:20		extended (1) 81:11	family (2) 59:22 60:25
	establishing (1) 70:3		extensive (2) 29:6 125:22	fashion (2) 22:12 24:21
	estimate (1) 18:11		extent (1) 29:21	favor (8) 66:9 69:15 76:4 77:15,19 86:1 119:1 142:5
			extra (2) 20:8 44:2	favorite (1) 56:6
				FDA's (2) 63:15 64:7
				fear (2) 5:21,21
				feature (1)

143:11 Federal (2) 20:23 70:13 feed (1) 63:22 feeding (1) 11:2 feel (14) 46:14 95:17,17 109:21 110:15 115:23 117:16 117:20 118:6 118:14 119:1 125:1 129:10 129:25 feeling (1) 39:19 feels (3) 113:6 117:8 136:21 Felicia (7) 2:13 4:19 30:9 57:25 63:12 79:3 140:19 fellow (1) 9:24 felt (3) 17:21 118:22 130:11 Ferguson (10) 1:5 12:19 28:4 117:15 118:2 119:10 120:12 120:22 121:8 143:5 fester (1) 6:9 Fight (1) 145:20 figure (5) 75:1 115:6 120:1,21 125:21 filed (1) 17:4 fill (1) 35:21 final (25) 17:25 21:11 22:10 49:6 51:15 52:16,20,24 53:1,4,19 54:12 83:9 87:10 93:23 105:2 108:19 109:2 114:17 132:1,5 132:5,9 142:14 143:25	finalized (1) 93:11 financial (1) 65:11 financially (1) 147:17 find (7) 10:20 38:18 61:13 73:25 89:7 113:25 123:21 finding (1) 102:14 fine (2) 27:7 80:22 finish (1) 23:16 finishes (1) 62:17 first (20) 12:18 14:1,21 21:25 22:23 26:13 33:18 34:17 36:20 54:23,24 54:24 59:9,10 60:12 61:3 88:3 104:24 111:16 142:14 fit (2) 75:3 104:11 fits (1) 119:9 five (3) 16:7 96:9 104:25 fixes (1) 35:7 flexible (1) 44:1 floor (8) 37:5 43:14 44:3 70:24 72:14 85:22 106:19 137:7 Florissant (2) 21:1 27:22 focus (11) 11:17 12:19,21 17:7 18:20 19:9 26:21 53:22 88:7 118:8,8 focused (1) 88:13 folks (11) 14:12 14:13,25 17:11	18:15 37:22 45:7 104:21 114:15 115:6 119:20 follow (1) 109:20 followed (1) 40:14 following (4) 9:17 32:18 109:10 117:19 follows (2) 31:20 60:24 followup (1) 112:2 food (1) 11:2 force (9) 9:14 42:4 43:7 44:16 44:25 67:6,17 68:15 88:23 foreign (1) 11:15 forgetting (1) 21:9 forgive (1) 122:14 forgotten (2) 18:22 122:15 form (6) 12:6 51:14 52:23 81:8 105:7 124:20 formal (1) 17:2 formed (1) 32:3 former (1) 14:21 forth (4) 22:11 49:20 58:18 132:24 fortunately (1) 14:25 forward (38) 5:8 9:21 12:14 15:14 16:6,13 17:12 19:22,25 20:14 21:10,11 22:9 23:14,18 23:24 24:13 27:16 28:15 29:3 31:3,16	32:1,9 33:1 34:11 38:5 45:9 50:20 55:1 59:5 70:12 93:6,22 104:2 112:8 126:5 128:1 found (4) 11:18 26:10 61:20 69:24 founding (1) 26:25 four (4) 33:21 104:3 123:16 123:18 fourth (2) 61:9 127:19 frame (6) 16:9 17:15 80:7 82:7 82:17 103:9 framed (1) 112:16 framework (2) 74:10 88:18 framing (2) 99:21 108:3 frankly (6) 16:2 22:18 97:9 105:21 113:22 123:13 FRANKS (8) 55:24 56:9 66:12 69:17 71:16 76:7 77:22 86:6 free (1) 5:19 Friday (4) 29:1 35:3,14 70:18 friend (2) 6:21 9:23 friendly (3) 54:2 79:25 82:14 front (5) 16:22 115:15 116:9 129:24 135:3 fruition (1) 41:22 full (12) 39:8 42:6 74:20 77:4	81:19 87:20 89:8 103:13,20 113:16 114:7 146:10 full-time (1) 87:21 fully (1) 109:12 fun (1) 65:21 fund (8) 21:5 60:6,9 63:21,23 70:11,11,16 funded (2) 65:15 70:10 funding (13) 60:5 61:2,3,5 61:10 63:14 64:3,8,11 69:23 70:8,19 71:11 funds (2) 60:11 61:8 Furtado (4) 2:24 33:4,10 61:14 further (31) 27:18 33:5 36:2 47:25 49:2 51:25 53:25 55:16 59:16,19 62:2,23 63:8,10 65:19 68:19 69:5 70:22 71:5 72:25 75:16,24 77:6,14 84:21 84:25 85:21,25 146:5 147:12 147:15 future (1) 39:14
G				
Gabe (5) 4:6 37:11 46:6 104:2 140:6 gap (2) 58:21 89:1 gaps (4) 35:19,21 38:21 62:9 garage (2) 48:13 48:15				

gather (4) 7:10 8:1 28:25 91:25	23:5 24:17 28:14 146:1	134:8	12:24 14:3 27:15 29:22	104:6,8 146:10
gathered (1) 7:19	goes (3) 73:13	Government (1) 142:16	30:5,9,13 35:2	handful (1) 90:19
general (5) 91:9 106:23 120:9 126:10 133:9	96:12,24	government's (1) 20:24	35:5,14 38:18 38:20 39:10	handle (1) 49:9
generation (3) 26:1 31:23 115:5	going (69) 21:3 29:5 31:4,10,14	governor (12) 8:25 9:17 10:10 13:4,18,19 22:5 24:23 26:11 41:12 64:16 94:19	43:16,23 45:1 49:19 54:16 59:18 64:6,6 102:2 110:9 111:13 112:17 112:24 114:12 116:20 117:16 118:1,9 121:22	handouts (1) 72:13
generational (2) 12:6 31:21	33:5 36:4 38:5 42:9 45:6,9,15 45:16 47:17,20 48:17 54:18 55:22 56:14	grab (3) 65:25 91:18 146:9	122:1,4,23 124:22 125:4 131:15 132:13 134:8,20 145:21	hands (1) 67:3
generationally ... 26:4	62:15,16 65:6,7 86:22 87:5,9,22 92:23 93:6,9,12 93:13,22,25 94:14 95:4 96:3 96:22 98:1,2 99:9 105:1,14 106:3 107:8 112:9 115:8 116:2,18,19,24 117:21,22 118:24 119:1,5 123:22,24,25 124:1 128:14 131:6,8,11 132:19 134:6 135:20 137:9 138:7	graciously (1) 27:23	131:15 132:13 134:8,20 145:21	happen (9) 7:14 41:14 80:8 84:15 96:5 104:7,12 133:2 133:15
getting (2) 17:25 20:11	good (18) 3:6 5:20 6:17 17:24 24:17 28:2 39:19 42:16,21 48:5 59:15 86:14 111:5 113:2 114:9 116:17 123:10 145:1	grade (3) 76:24 101:10,12	118:1,9 121:22 122:1,4,23 124:22 125:4 131:15 132:13 134:8,20 145:21	happened (6) 19:20 21:8 23:19 25:21 33:6 125:23
give (11) 18:5 27:19 33:20 43:10 55:23 59:4 96:19 109:13 114:19 130:12 146:12	goodwill (1) 14:12	graduates (1) 7:5	groups (20) 8:22 11:8 23:8 30:17 30:23 41:25 43:19 51:10 52:18 80:14 99:18 100:9 111:21 120:16 120:16,17,22 121:1 128:18 145:22	happening (10) 67:22 89:25 95:7,24 128:14 129:3 132:20 132:20 133:16 135:14
giving (1) 5:5	Gore (4) 4:6 37:11 46:7 57:12	grant (1) 21:2	growing (1) 117:8	happens (3) 8:12 67:24 142:20
glad (1) 146:13	Google (1) 93:14	graphically (1) 98:3	guaranteed (2) 104:3,21	hard (13) 9:25 13:21 14:6 21:16 23:12 24:18,22 30:22 56:13 79:13 86:5 88:10 113:25
go (26) 27:6,18 31:13 33:5 37:13 54:23 62:15 74:17 82:3 87:5 92:24 94:11 98:5 99:19 104:20 105:15 112:11 112:23 115:16 117:6,18 118:12 120:4 130:19 132:24 134:7	gotten (1) 93:19	graphs (1) 98:19	guess (3) 80:14 110:9 117:8	hat (1) 71:20
gives (1) 13:14	governance (3) 32:23 46:18	grateful (3) 24:24 30:18 40:9	guidance (3) 72:7 79:18 146:16	hate (2) 5:22 105:15
giving (1) 5:5		gratitude (2) 29:21 43:16	gun (1) 6:13	he'll (1) 9:9
glad (1) 146:13		gray (1) 16:19	gung (1) 118:6	head (5) 14:22 15:17 20:16 118:24 120:4
go (26) 27:6,18 31:13 33:5 37:13 54:23 62:15 74:17 82:3 87:5 92:24 94:11 98:5 99:19 104:20 105:15 112:11 112:23 115:16 117:6,18 118:12 120:4 130:19 132:24 134:7		Grayling (1) 27:12	guns (1) 146:14	healing (1) 30:13
goal (8) 15:21 18:19 41:6 110:24,24 124:5 131:4 144:21		great (16) 8:4 15:6 17:10 19:8 19:11 20:10 30:3 40:17 41:6 41:14 43:9 44:23 46:20 94:9 96:21 115:1	guy (1) 22:12	health (7) 12:23 26:19,24 30:15 31:25 32:25 42:19
God (6) 6:15,16		greatly (1) 19:24	guys (2) 128:8 135:21	healthy (1) 123:10
		grieving (1) 7:19		
		ground (8) 6:12 10:14 103:18 113:25 124:12 124:12,23 131:4	H	
		group (46) 9:6,12 10:13 11:5	hair (1) 6:6	
			hall (1) 87:7	
			hand (4) 36:1	

hear (9) 5:23 6:7 13:11 18:23 49:16 52:10 60:17 82:9 131:7	62:6 highlight (1) 98:24 historic (3) 18:10 18:17 25:15 historical (1) 22:20 history (9) 14:7 21:23,23 22:25 23:1,2 24:14 25:25 26:9 hit (4) 16:9 17:14 43:22 89:10 hitting (1) 40:19 ho (1) 118:7 hold (3) 89:19 144:6,8 holes (4) 40:2,18 40:19 117:9 homage (1) 25:19 honors (1) 6:15 hope (5) 7:9 42:3 43:12 44:18 110:24 hopeful (1) 5:9 hospitality (1) 28:19 hours (9) 9:16 10:5,7 15:21 21:12 43:8,9 104:16 116:21 housekeeping (1) 132:25 housing (8) 67:6 67:13,16,17,23 68:6,13,15 html (1) 95:15 Hudson (42) 2:25 87:18 88:1 92:14,18 94:17 94:22 95:12 96:3,18 97:19 98:4,16 99:1,15 100:5,16 101:18 102:2 102:12,17,20 103:1,4,12,24	104:23 105:9 106:2 126:25 128:16 129:5,8 129:21 131:7 132:22 133:22 134:4,14 135:15 136:3,8 huge (1) 20:12 human (4) 5:23 5:24 6:2 88:18 humor (1) 70:7 hundred (1) 60:7	131:22,25 132:2,8 illustrated (2) 132:5,10 illustrates (1) 126:19 illustrating (3) 27:19 99:25 101:11 imagined (1) 40:23 immediate (1) 7:13 impact (7) 26:22 39:14 72:24 88:23 91:10,11 94:11 impacted (2) 100:9 128:3 impacts (3) 31:23 88:22 129:9 imperfect (4) 40:25 41:1,1 44:6 implementatio... 142:18 important (29) 7:20,24 14:15 15:8 16:1,24 17:14,16,17 19:17 21:18 22:18 24:16 25:24 29:16,17 32:1 38:21 39:11 63:2 76:19 85:6 87:18 91:10 110:16 117:4 119:12 125:25 133:8 importantly (2) 12:10 15:25 impressive (1) 105:18 improve (1) 26:22 inadvertently (1)	74:19 Inasmuch (1) 7:20 include (13) 60:4 61:3 70:9,19 77:1 104:10 107:3,16 110:17 115:10 120:9 136:20 138:23 included (10) 35:13 51:7 52:16 53:1,4,10 54:11 64:4 80:9 114:6 includes (2) 89:9 98:13 including (6) 16:8 47:9 82:21 82:22 83:21 91:23 inclusion (4) 51:14 52:23 67:5 122:13 inclusionary (4) 67:12,18,21 68:5 inclusive (6) 8:17 26:6 38:24 51:10 52:19 54:3 income (2) 67:15 68:7 increase (4) 60:6 63:3,20 115:15 increases (1) 115:19 increasingly (1) 88:12 incredible (2) 124:11,12 incredibly (2) 15:13 24:11 Independence ... 25:18 indicate (2) 131:11 133:14
I				
heard (16) 25:6 32:12 37:23 38:7,22 40:3 42:14,18 103:25 104:1 124:17 125:6,7 126:20 130:18 143:20 hearing (6) 9:4,5 28:7 71:6 77:15 86:1 hearings (1) 17:2 heart (4) 5:24,24 12:9 44:18 heartened (1) 19:24 heavily (1) 88:20 held (2) 60:10 98:5 hello (1) 6:14 help (13) 12:1,1 16:4 17:10 20:7 20:24 21:5 30:15 88:22,25 94:19 101:3 130:16 helped (2) 19:22 128:2 helpful (9) 20:25 21:1 62:11,12 68:2 82:9 97:3 107:23 108:5 helping (1) 99:4 helps (2) 8:13 110:20 hereto (1) 147:17 hesitate (1) 37:25 hierarchy (1) 91:1 high (4) 7:5 34:12 43:5 44:4 highest (2) 34:24	I&O (19) 59:20 60:21,24 61:20 61:24 62:22 64:9,10,22 65:9 67:5 68:1,9 69:9,23,24 70:9 71:24 72:3 iceberg (2) 91:7 91:8 IDAs (2) 63:14 64:7 idea (19) 6:1 36:5 63:2 80:2,11 82:24 88:8,17 89:2 90:12,17 90:22 93:22 94:10 116:17 127:1,22 135:24 136:22 ideas (1) 90:19 identified (5) 35:7,19 88:15 89:22 113:4 identify (4) 34:10 38:21 108:12 108:13 identifying (1) 34:12 ignored (1) 11:16 III (1) 16:8 illustrate (9) 99:9 99:11 100:12 102:9,11	illustrating (3) 27:19 99:25 101:11 imagined (1) 40:23 immediate (1) 7:13 impact (7) 26:22 39:14 72:24 88:23 91:10,11 94:11 impacted (2) 100:9 128:3 impacts (3) 31:23 88:22 129:9 imperfect (4) 40:25 41:1,1 44:6 implementatio... 142:18 important (29) 7:20,24 14:15 15:8 16:1,24 17:14,16,17 19:17 21:18 22:18 24:16 25:24 29:16,17 32:1 38:21 39:11 63:2 76:19 85:6 87:18 91:10 110:16 117:4 119:12 125:25 133:8 importantly (2) 12:10 15:25 impressive (1) 105:18 improve (1) 26:22 inadvertently (1)	74:19 Inasmuch (1) 7:20 include (13) 60:4 61:3 70:9,19 77:1 104:10 107:3,16 110:17 115:10 120:9 136:20 138:23 included (10) 35:13 51:7 52:16 53:1,4,10 54:11 64:4 80:9 114:6 includes (2) 89:9 98:13 including (6) 16:8 47:9 82:21 82:22 83:21 91:23 inclusion (4) 51:14 52:23 67:5 122:13 inclusionary (4) 67:12,18,21 68:5 inclusive (6) 8:17 26:6 38:24 51:10 52:19 54:3 income (2) 67:15 68:7 increase (4) 60:6 63:3,20 115:15 increases (1) 115:19 increasingly (1) 88:12 incredible (2) 124:11,12 incredibly (2) 15:13 24:11 Independence ... 25:18 indicate (2) 131:11 133:14	

indicator (1) 43:11	127:6,7	23:7,8	78:23 107:6	123:4 125:9
indigenous (1) 102:23	initiatives (3) 26:18,20 27:3	interacting (1) 88:12	112:1 140:10	137:22 138:3
individual (29) 19:12 45:21	ink (1) 98:19	interactions (1) 16:16	140:11	138:21 139:1
46:10,21,23	innovate (1) 27:3	interactive (1) 143:12	issue (8) 46:1,2	140:7,8
47:3,4,18 49:3	Innovation (2) 1:15 147:5	interconnectiv... 89:5	73:11,13 95:25	James-Hatter'... 82:10
51:11,13 52:20	innovative (1) 32:8	interested (3) 95:24 128:10	106:4 113:6	jealous (1) 48:9
52:22 53:9,13	input (3) 29:6	147:17	116:7	job (4) 17:14
59:21 60:3,16	insert (1) 65:16	interface (1) 98:10	issued (1) 23:12	31:6 42:16 99:5
60:25 111:16	inspired (1) 16:3	intergeneratio... 59:25	issues (18) 7:12	jobs (3) 20:18,19
111:24 115:24	inspiring (1) 39:24	interim (1) 27:21	7:20 10:9 11:14	21:8
118:3 124:23	instance (1) 115:13	intern (1) 105:13	12:8 22:2 23:19	Johnson (1) 25:18
125:2 127:25	instances (1) 10:22	internalizing (1) 110:8	24:2,4,6 30:8	Johnson-Javoi... 2:8 3:5,8,15,18
128:24 129:25	institutions (1) 28:23	interpretation ... 134:5	30:16 32:11,16	3:21,24 4:2,5,9
133:21	institutions (5) 84:12,19,21,23	intersections (1) 86:21	41:10 42:19	4:12,15,18,21
individual's (1) 119:21	instructions (1) 55:23	introduce (1) 14:18	73:17 74:6	4:25 5:3 31:5
individually (4) 20:22 24:10	integrated (1) 27:1	investment (1) 68:15	item (18) 36:9	31:12 45:10
60:18 62:19	intend (1) 98:23	investments (1) 21:7	48:22 49:5 51:4	50:6,10 52:6
individuals (11) 10:8 22:6 68:7	intended (2) 74:8	invitation (1) 105:4	53:10 55:11	54:22 55:8,20
84:13 88:20	84:18	invite (6) 65:25	65:25 68:10	56:16,20,23
116:2 117:22	intense (3) 10:19	97:6 145:7,18	71:7 75:25	57:1,5,8,11,15
118:6,7,13	30:24 100:13	146:9,17	76:17 77:16	57:18,21,24
145:23	intensely (1) 40:11	invocation (1) 5:5	79:16,19 86:9	58:2,6,9 59:4,6
inequality (1) 30:8	intensity (2) 16:23 110:14	involved (6) 40:18 41:18	86:15 112:2	60:15,23 61:15
inequity (7) 30:12 32:24	intensive (1) 10:1	43:18 112:19	127:19	65:22 66:18,22
59:17 66:5 69:2	intent (12) 39:16	124:18 127:25	items (4) 17:24	68:4,23 69:11
71:10 143:1	53:11 67:20	Isom (19) 2:12	20:8 36:10 53:9	72:16 74:1 78:3
inescapable (1) 7:8	77:4 110:20,21	4:10,11 9:13	iteration (1) 105:19	78:6,9,13,16,21
information (17) 37:13 42:10	113:8,8,11	16:19 19:10	iterations (1) 103:10	78:24 79:2,5,9
64:5 88:5,9,12	122:10 129:16	29:24 41:24	iterative (1) 104:17	79:12 80:24
89:16,18,19	132:24	51:24 57:16,17		81:22 83:15
91:1 97:25 98:9	intentions (1) 126:18	75:22,23 78:22	J	86:4 92:12 99:2
100:25 103:18	interacted (2)		James-Hatter (...)	100:19 121:3
128:7,7 133:10			2:14 4:7,8	121:15 139:8
infrastructure ... 70:12			27:14 30:1	139:12,15,21
initial (5) 32:20			38:10 57:13,14	139:24 140:2,5
103:17 104:20			62:24 71:2,5	140:9,12,15,18
			72:10,14,18	140:21,25
			74:5,8,12 75:9	141:3,7,13,21
			76:17,18 78:19	142:11 143:22
			78:20 79:17	144:3,7,11,15
			82:13 83:5,19	144:19
			84:17 85:24	join (1) 5:5
			86:20 120:7	joined (1) 6:23
			122:2,12 123:1	joining (3) 3:19

26:24 143:8	kind (26) 13:25	42:8	laws (1) 18:16	lenses (6) 31:20
joint (3) 22:7	22:11,12 26:7	known (2)	lay (2) 15:22	32:5,17 38:4
65:3 143:7	37:1,20 62:13	109:23 119:2	21:14	91:2,5
journey (1) 9:23	74:9 84:15	knows (1) 119:12	layer (10) 89:25	Leslie (3) 7:3
Jr (1) 3:22	91:17,24 95:10	Kwansaba (1)	90:1,6,13 91:11	145:10,11
Judge (2) 15:11	97:1 98:5	5:13	127:4 128:8	lessons (1) 143:9
15:11	100:22 102:18		132:23 133:16	let's (7) 5:23 6:10
July (9) 25:17	105:12 114:15	L	133:19	6:11 38:9 45:15
31:17 33:3,6,15	114:19,21	Labor (1) 21:2	layered (1) 98:9	92:16 106:20
33:16 35:3	115:16,20	laid (2) 15:19	layers (1) 127:1	level (7) 16:23
141:24 147:19	125:6 126:7	16:11	laying (1) 17:5	24:5 101:3
jumping (1)	133:3,25	land (2) 144:21	lead (3) 5:10	123:2,3,5
43:13	kindergarten (2)	145:2	23:15 31:8	136:13
justice (3) 90:23	76:24 77:19	landed (1)	leader (1) 30:2	leverage (2) 32:9
90:24 95:25	kinds (3) 86:23	132:10	leaders (1) 26:15	114:18
juvenile (2)	125:5 126:20	lanes (1) 21:24	leadership (12)	leveraging (1)
73:15 95:25	Kira (1) 100:22	language (38)	14:11 27:14	115:22
juvy (1) 96:2	kitchen (1) 10:16	39:16 46:17	30:4,19,19	library (1) 95:4
	knew (1) 23:4	49:13 54:2	40:17 41:20	life (1) 128:3
K	know (63) 3:7,11	60:21 64:11	43:2 72:2,6	lift (2) 40:24 41:2
K (1) 77:5	7:21 8:7 11:12	65:14 72:12	79:18 146:15	light (1) 113:23
Kansas (2) 20:17	11:12,18 12:3	75:14 77:3	leading (4) 8:5	lighting (1) 88:14
20:20	12:15 15:19	79:25 80:8,10	26:20 31:7,7	LIHTC (2) 67:7
Karishma (3)	19:22 28:5,10	80:13 81:8,13	leads (1) 14:16	68:15
2:24 33:4 36:13	28:10,11,12	81:15,19 82:24	league (1) 20:18	liked (1) 23:4
keep (6) 13:22	31:6,17 37:9	83:9 85:14	learned (2) 11:20	limitation (1)
15:14 19:21	39:12 40:3,10	86:17 89:9,9	143:9	109:17
89:18 93:24	56:8 81:11 85:5	97:7 103:21	learning (1)	limitations (2)
100:5	87:8,12,12	121:4,7,25	14:14	35:6,8
Keeper (1) 12:11	94:25 95:3	125:18 135:19	leave (2) 55:10	limited (1)
kept (1) 28:7	104:5,15,16	135:22 136:5	123:25	109:19
Kevin (7) 3:19,19	107:23 109:14	136:20 137:3	leaving (1) 110:9	line (7) 21:22
37:10 46:7 57:2	111:1 112:11	137:17 138:24	led (2) 9:12 17:10	62:15,15 70:5
78:10 139:16	115:13 116:5,6	139:4	left (6) 39:18	93:25 103:16
key (10) 35:18	116:16 117:6	languages (4)	60:3 73:3,20	128:22
88:21 90:20	117:24 118:24	102:16,23,23	74:20 142:13	lines (1) 126:23
91:6,24 93:2	119:19,21	102:24	legacy (1) 29:19	link (1) 70:3
96:7,9,13	120:3,20	large (3) 70:13	legislation (3)	list (5) 34:25 35:9
127:12	121:21 122:19	123:12 124:7	25:24 67:20	35:11 83:21
keypad (4) 45:23	122:19 123:17	larger (1) 133:16	100:10	102:21
65:25 69:10	123:24 124:3	lasting (2) 19:17	legislatures (1)	listening (2)
78:2	124:13 125:21	21:3	24:3	12:10 14:13
keypads (4)	126:22 130:5	late (1) 93:24	length (1) 19:11	literally (5) 87:13
48:10,18,18	133:1 137:10	laureate (1) 5:4	lens (8) 31:18	87:16,20
86:24	137:10,16	law (6) 17:11	99:12 100:1,7	105:13 129:23
keys (1) 91:5	142:12	25:5,21 42:24	101:14,20	little (12) 16:21
kids (2) 20:11,19	knowing (2) 8:12	73:5 82:22	102:3,4	17:21,22 21:22

38:9 46:3,3 83:21 84:11 97:10 109:6 117:7 live (6) 5:19 41:4 88:16 129:24 133:7,9 lives (7) 20:21 26:22 80:12 88:23,24 99:20 100:3 living (3) 42:9 94:10 135:19 located (1) 142:16 location (2) 143:5 144:18 locked (1) 67:25 logical (1) 107:8 long (12) 12:5 17:18 19:3 21:10 22:8 24:15 30:7,23 39:17 81:8 83:21 141:24 long-term (3) 9:19 19:6 20:10 look (21) 12:14 19:14 21:10,11 21:16 31:18,19 32:6 59:2,7 64:24 74:13 75:3 87:15 88:24 91:7,24 96:6 129:23 142:18 143:9 looked (4) 32:6 37:21,23 115:18 looking (23) 5:8 5:17,17 22:9 28:15 32:4 39:13 43:22 50:22 81:11,19 82:18 89:24 90:14 93:23 95:14,20 96:8	96:11 103:10 113:3 129:10 129:11 looks (4) 71:18 97:12 115:7 130:15 loss (3) 7:3,7,9 lot (23) 14:9,12 14:14 16:3,4 38:1 40:17 64:7 88:19 97:4,24 99:19 100:24 100:25 102:15 112:18 119:13 122:15,17,18 122:22 127:15 129:11 Louis (9) 1:17 8:18 19:1 20:20 26:18 27:8,21 28:13 147:6 Louisiana (1) 27:6 love (1) 119:6 low (2) 67:15 68:7 luck (1) 24:17 luddite (1) 22:13 luddites (1) 94:20	136:10 141:6 141:17 maker (1) 139:6 making (14) 8:16 14:15 20:2,21 22:3 24:15 72:5 72:12 75:11 85:8 92:1 95:5 111:15 138:16 managing (97) 2:7 3:5,7,15,18 3:21,24 4:2,5,9 4:12,15,18,21 4:25 5:3 31:5 31:12 45:10 50:6,10 52:6 54:22 55:8,20 56:16,20,23 57:1,5,8,11,15 57:18,21,24 58:2,6,9 59:3,3 59:6 60:15,23 61:15 65:22 66:18,22 68:4 68:23 69:11 72:16 74:1 78:3 78:6,9,13,16,21 78:24 79:2,5,9 79:12 80:24 81:22 83:15 86:4 92:12 99:2 100:19 121:3 121:15 139:8 139:12,15,21 139:24 140:2,5 140:9,12,15,18 140:21,25 141:3,7,13,21 142:11 143:22 144:3,7,11,15 144:19 mandate (5) 80:15 81:5 82:18 83:11 85:15 Mark (1) 87:6 married (1) 27:8	Marvin (1) 15:11 Master (1) 27:7 match (2) 63:19 70:14 matching (8) 60:6,9,11 61:10 63:21,23 65:15 65:16 material (1) 102:25 matter (4) 67:24 96:16 125:11 130:10 matters (4) 16:15 19:21 31:21 91:4 McClure (89) 2:5 3:16,17 6:22 9:22 13:10 24:23 28:3,18 36:12 37:16 39:4 44:9 46:25 48:12 49:11 51:2,22,25 52:8 54:7 55:5,10,16 55:22 56:4,11 56:19,24,25 64:21 68:2 74:7 74:24 75:15 78:7,8 81:18,24 87:5 94:4 96:21 98:21 102:1 103:6 105:3,10 106:3 107:1,13 107:18,22 109:8 110:2 112:13 113:1 115:9 117:11 118:16 121:21 122:10 123:7 123:19 128:10 128:25 129:19 130:13 131:13 132:11 134:17 134:22 136:24 137:3,19 138:1 138:9,13,19,23	139:3,13,14 141:10,16 142:3,10 143:17 144:5 146:6 McFadden (2) 7:4 145:10 mean (21) 14:1 23:5,8 40:16 82:14 88:4 100:16 102:15 102:22,24 107:21 115:22 119:24 120:18 120:19 122:4 123:15 128:16 134:21 135:5 137:5 meaning (1) 75:6 meaningful (1) 29:4 means (6) 20:18 34:3 42:2 61:1 88:6 111:24 meant (1) 34:11 measurable (1) 15:23 measure (1) 19:8 mechanism (5) 45:13 53:6,8 60:5 64:12 mechanisms (1) 64:9 media (1) 117:23 Medicaid (1) 25:20 Medicare (1) 25:20 meet (2) 6:10 59:24 meeting (25) 3:4 3:9,10 12:18 28:1 31:16 40:23,23 45:14 47:24 48:10 72:3 73:8 77:5 103:9 106:12
--	--	--	--	--

M

112:3 122:17 141:24 142:16 143:4,8,24 144:12 146:21 meetings (10) 8:20 10:4 23:9 39:10 76:21 98:1,7 111:20 142:13 143:15 member (2) 13:3 16:8 members (12) 2:10 9:11 10:1 13:20 16:25 17:12,13 43:16 43:17 87:11,13 94:5 memberships (1) 16:7 memory (1) 123:19 mental (3) 26:18 26:24 42:18 mentioned (7) 16:5 19:10 29:23 34:2 55:25 65:9 88:2 message (3) 13:25 115:8 124:10 messages (1) 91:6 messed (1) 25:9 met (1) 35:3 method (1) 34:15 methodology (2) 31:15 33:4 methods (1) 88:8 MetroLink (1) 70:5 Michael (5) 5:4 5:13 7:3,4 145:10 middle (2) 67:19 68:3 midway (1) 43:20	military (1) 13:5 million (5) 20:8 21:1 60:7 61:11 63:21 mind (5) 6:8 45:4 107:5 110:4 125:10 mindful (1) 145:9 minds (1) 80:12 mine (1) 19:9 minimum (3) 44:17 115:14 130:2 minority (1) 118:22 minute (3) 50:16 87:3 114:3 minutes (7) 58:19 60:13,17 128:19 141:23 141:25 142:4 mirror (3) 80:10 81:15 83:18 missing (2) 64:15 141:14 mission (1) 11:23 Missouri (10) 14:7 15:2 17:6 25:18,21 27:8 67:12,22 68:12 118:1 MO (2) 1:17 147:6 mobile (3) 95:11 95:14,16 mobility (1) 60:2 model (5) 10:14 11:4 41:8,14 100:11 molding (1) 80:12 moment (12) 9:10 14:10 22:20 38:15,16 38:25 43:25 45:4,5 115:1	146:2,17 moments (1) 146:8 Monday (3) 15:4 15:4,18 money (4) 13:5 64:1 65:3 98:19 month (4) 43:9 93:24 103:13 103:19 months (5) 14:7 15:13 19:20 23:20 29:7 morning (2) 15:5 15:18 motion (43) 51:19,21,23 52:1,3,3,7,9,12 53:21 54:8 55:13 58:10 62:22 66:1 68:20 69:18 70:25 71:23 76:16 85:22 86:8 134:17 135:4,6,6,7,9 135:11 137:6,8 137:17,20,20 137:23 138:1,6 138:14,16,18 138:22 139:3 141:17 mourning (1) 7:19 move (17) 16:12 32:1 36:10 50:20 51:5 68:21 69:21 76:16 77:8,10 93:22 95:19 126:5 128:1 138:8,12,12 moved (10) 46:9 61:23 68:24 69:1 71:1,3 75:19 85:23 142:1,3	movement (1) 16:5 moves (1) 75:21 moving (10) 15:14 31:3 33:1 40:19 70:12 92:21 93:9,25 124:6,8 Muhammad (6) 26:16 32:13 36:3 51:1 53:20 146:13 multiple (7) 28:19 32:9 34:9 38:3 65:1 89:12 89:20 multiplying (1) 34:19 municipal (12) 9:18 10:23 12:20 18:9,25 30:5 32:23 46:18 73:15 116:6 117:25 131:15 Museum (1) 14:7 mutuality (1) 7:8 <hr/> N <hr/> Namaste (1) 6:15 name (4) 6:18 65:16 107:21 123:17 names (2) 107:16 123:18 narrative (15) 75:1 89:3,23 90:15 92:11 96:6 99:20 101:1 114:18 114:19 115:11 115:18 125:3,4 127:12 narratives (1) 91:9 nation (2) 11:10 29:2	nature (10) 12:5 12:6 59:25 100:13 130:25 131:14,23,25 132:3,8 navigation (1) 94:25 necessarily (8) 53:17 108:11 108:14 111:12 122:7 126:10 129:24 133:9 necessary (3) 39:2 44:3 112:5 necessity (1) 16:12 need (39) 3:20 5:25 6:4,8,12 6:16 12:7,7 13:4,4,6,9,12 13:23 25:1 29:20 31:22,24 49:4 63:4 64:24 74:16 82:23 87:11 100:12 100:25 101:16 102:7 109:6 119:22 122:19 130:5 135:12 135:13 137:11 137:11 138:6 141:24 144:22 needed (8) 5:10 18:16 30:16 44:25 73:1,9,12 75:17 needing (1) 21:9 needs (2) 113:21 126:16 negative (1) 71:14 Negwer (12) 2:20 4:13,14 57:19 57:20 68:22 78:25 79:1 112:15 140:13 140:14 144:1
---	---	--	--	--

neither (1) 147:12	104:7 106:11 134:9 138:25 147:11	offer (8) 5:11 27:25 37:17 39:6 72:14 94:3 135:6,6	ongoing (4) 7:13 9:10 23:21,21	52:4 53:4,5,5 53:13 76:22
never (2) 23:6 115:7	notice (2) 103:9 103:22	offered (3) 61:1 135:4,7	oOo- (1) 3:3	106:10,11,16 106:16,17,24 107:7,10,11 108:21 109:16 110:5,8,18,19 113:3 120:8 121:5 124:20 125:1 126:9,9 128:12,14 129:2,4,7 131:5 133:23 134:25 134:25 135:16 135:21,22 136:4,18 137:4 137:4,7,7,23,24 138:2,6,7,8,19 138:20,22 139:4
new (11) 16:7 17:5,12 26:25 41:10 73:19 79:20 104:8,10 133:19 142:17	notification (2) 93:7 104:9	offering (2) 61:6 135:9	open (21) 8:20 27:23 28:5 37:5 56:2 58:14 66:12 69:17 70:24 71:16 76:7 77:22 85:22 86:6 92:23 103:23 105:6 106:18 106:21 112:3 137:8	106:16,17,24 107:7,10,11 108:21 109:16 110:5,8,18,19 113:3 120:8 121:5 124:20 125:1 126:9,9 128:12,14 129:2,4,7 131:5 133:23 134:25 134:25 135:16 135:21,22 136:4,18 137:4 137:4,7,7,23,24 138:2,6,7,8,19 138:20,22 139:4
news (1) 89:22	noting (3) 66:15 68:2 133:13	office (6) 9:4 14:22 15:10,12 20:16 22:16	opener (2) 48:13 48:15	106:16,17,24 107:7,10,11 108:21 109:16 110:5,8,18,19 113:3 120:8 121:5 124:20 125:1 126:9,9 128:12,14 129:2,4,7 131:5 133:23 134:25 134:25 135:16 135:21,22 136:4,18 137:4 137:4,7,7,23,24 138:2,6,7,8,19 138:20,22 139:4
Nicole (5) 2:25 87:18 94:8 103:7 125:19	notify (4) 69:15 76:4 77:20 86:2	officer (3) 9:15 16:16 83:25	opinion (9) 107:2 107:2,6,11 108:8 110:14 111:22 113:14 116:12	106:16,17,24 107:7,10,11 108:21 109:16 110:5,8,18,19 113:3 120:8 121:5 124:20 125:1 126:9,9 128:12,14 129:2,4,7 131:5 133:23 134:25 134:25 135:16 135:21,22 136:4,18 137:4 137:4,7,7,23,24 138:2,6,7,8,19 138:20,22 139:4
Nicole's (1) 92:13	November (2) 9:1 10:13	officers (16) 16:6 18:12 19:13 25:5 42:18 44:21,22 73:6 80:4 81:16 82:6 82:22,23 83:14 84:8 85:18	opinions (5) 9:5 51:11 52:19 115:24 118:3	106:16,17,24 107:7,10,11 108:21 109:16 110:5,8,18,19 113:3 120:8 121:5 124:20 125:1 126:9,9 128:12,14 129:2,4,7 131:5 133:23 134:25 134:25 135:16 135:21,22 136:4,18 137:4 137:4,7,7,23,24 138:2,6,7,8,19 138:20,22 139:4
night (1) 67:19	number (38) 22:2 34:16,19 34:20 43:5 45:11 59:20 61:22,24,25 65:25 66:5,6 67:6 68:9 69:3 69:4,9 71:10,11 75:25 76:17 77:16 79:16,19 81:1,2,6,12,21 85:14 86:15 99:18 101:11 109:17 122:19 128:6 134:21	official (1) 108:6	opportunities (3) 16:14,15 116:11	106:16,17,24 107:7,10,11 108:21 109:16 110:5,8,18,19 113:3 120:8 121:5 124:20 125:1 126:9,9 128:12,14 129:2,4,7 131:5 133:23 134:25 134:25 135:16 135:21,22 136:4,18 137:4 137:4,7,7,23,24 138:2,6,7,8,19 138:20,22 139:4
nine (1) 14:7	North (2) 20:1 142:17	officially (1) 103:16	opportunity (35) 9:7 10:21,25 12:24 13:14 22:24 26:8,14 27:20,25 30:6,9 32:25 36:7 39:7 41:3,19 50:1,15 50:23 53:14 58:16 59:16,18 66:5 69:3 70:4 71:10 78:2 79:23 89:12 99:3 111:17 112:4 143:1	106:16,17,24 107:7,10,11 108:21 109:16 110:5,8,18,19 113:3 120:8 121:5 124:20 125:1 126:9,9 128:12,14 129:2,4,7 131:5 133:23 134:25 134:25 135:16 135:21,22 136:4,18 137:4 137:4,7,7,23,24 138:2,6,7,8,19 138:20,22 139:4
NIXON (2) 13:19 26:11	north/south (2) 70:3,6	officials (2) 22:6 22:6	options (10) 33:18,24 48:23 49:7 106:9,16 110:13 112:7 134:18 142:22	106:16,17,24 107:7,10,11 108:21 109:16 110:5,8,18,19 113:3 120:8 121:5 124:20 125:1 126:9,9 128:12,14 129:2,4,7 131:5 133:23 134:25 134:25 135:16 135:21,22 136:4,18 137:4 137:4,7,7,23,24 138:2,6,7,8,19 138:20,22 139:4
noon (1) 50:14	notably (1) 9:8	oftentimes (1) 46:22	orange (3) 50:9 50:13 61:17	106:16,17,24 107:7,10,11 108:21 109:16 110:5,8,18,19 113:3 120:8 121:5 124:20 125:1 126:9,9 128:12,14 129:2,4,7 131:5 133:23 134:25 134:25 135:16 135:21,22 136:4,18 137:4 137:4,7,7,23,24 138:2,6,7,8,19 138:20,22 139:4
Normandy (1) 13:8	note (36) 7:23 8:2 16:18 17:16 20:15 25:15 27:10 34:24 37:7 43:15 44:9 45:11 46:10,15 46:16 48:19 50:9 53:22 56:1 59:2 64:21 66:13 76:10,15 86:7,10 96:22 97:1,16 104:12 104:25 106:8 120:9 122:13 126:10,22	okay (17) 36:12 45:3 55:4,13 56:19 62:20 64:13 69:14 76:13 78:4 79:6 100:5 112:23 117:23 118:16 135:18 141:18	order (11) 3:9 10:20 32:13 34:10 35:21 37:8 51:10 52:18 54:3 56:17 130:5	106:16,17,24 107:7,10,11 108:21 109:16 110:5,8,18,19 113:3 120:8 121:5 124:20 125:1 126:9,9 128:12,14 129:2,4,7 131:5 133:23 134:25 134:25 135:16 135:21,22 136:4,18 137:4 137:4,7,7,23,24 138:2,6,7,8,19 138:20,22 139:4
North (2) 20:1 142:17	numbered (2) 61:13,16	old (1) 18:22	ordinance (1) 100:10	106:16,17,24 107:7,10,11 108:21 109:16 110:5,8,18,19 113:3 120:8 121:5 124:20 125:1 126:9,9 128:12,14 129:2,4,7 131:5 133:23 134:25 134:25 135:16 135:21,22 136:4,18 137:4 137:4,7,7,23,24 138:2,6,7,8,19 138:20,22 139:4
north/south (2) 70:3,6	numbers (2) 34:25 67:11	on-line (3) 33:17 128:20 129:10	ordinances (1) 68:6	106:16,17,24 107:7,10,11 108:21 109:16 110:5,8,18,19 113:3 120:8 121:5 124:20 125:1 126:9,9 128:12,14 129:2,4,7 131:5 133:23 134:25 134:25 135:16 135:21,22 136:4,18 137:4 137:4,7,7,23,24 138:2,6,7,8,19 138:20,22 139:4
notably (1) 9:8	observe (1) 11:12	once (4) 17:7 23:11 117:9,21	Ordinarily (1) 112:19	106:16,17,24 107:7,10,11 108:21 109:16 110:5,8,18,19 113:3 120:8 121:5 124:20 125:1 126:9,9 128:12,14 129:2,4,7 131:5 133:23 134:25 134:25 135:16 135:21,22 136:4,18 137:4 137:4,7,7,23,24 138:2,6,7,8,19 138:20,22 139:4
note (36) 7:23 8:2 16:18 17:16 20:15 25:15 27:10 34:24 37:7 43:15 44:9 45:11 46:10,15 46:16 48:19 50:9 53:22 56:1 59:2 64:21 66:13 76:10,15 86:7,10 96:22 97:1,16 104:12 104:25 106:8 120:9 122:13 126:10,22	obviously (4) 24:19 38:12 105:8 123:21	one's (1) 135:7	organization (2) 27:1 133:1	106:16,17,24 107:7,10,11 108:21 109:16 110:5,8,18,19 113:3 120:8 121:5 124:20 125:1 126:9,9 128:12,14 129:2,4,7 131:5 133:23 134:25 134:25 135:16 135:21,22 136:4,18 137:4 137:4,7,7,23,24 138:2,6,7,8,19 138:20,22 139:4
noted (10) 25:22 49:8,12,13 65:18 100:11 101:14 102:12 133:18 136:16	occasion (2) 6:24 50:4	ones (15) 36:15 36:16 47:9 50:9 50:12,13 59:2 59:10 74:18 80:6,9 81:8 84:20 119:6,6	organizational ... 125:16	106:16,17,24 107:7,10,11 108:21 109:16 110:5,8,18,19 113:3 120:8 121:5 124:20 125:1 126:9,9 128:12,14 129:2,4,7 131:5 133:23 134:25 134:25 135:16 135:21,22 136:4,18 137:4 137:4,7,7,23,24 138:2,6,7,8,19 138:20,22 139:4
notes (6) 53:18	occasions (1) 28:20		organize (1) 31:8	106:16,17,24 107:7,10,11 108:21 109:16 110:5,8,18,19 113:3 120:8 121:5 124:20 125:1 126:9,9 128:12,14 129:2,4,7 131:5 133:23 134:25 134:25 135:16 135:21,22 136:4,18 137:4 137:4,7,7,23,24 138:2,6,7,8,19 138:20,22 139:4
	occurred (1) 67:18		organized (1) 7:22	106:16,17,24 107:7,10,11 108:21 109:16 110:5,8,18,19 113:3 120:8 121:5 124:20 125:1 126:9,9 128:12,14 129:2,4,7 131:5 133:23 134:25 134:25 135:16 135:21,22 136:4,18 137:4 137:4,7,7,23,24 138:2,6,7,8,19 138:20,22 139:4
	OCE (1) 15:17		organizing (2)	106:16,17,24 107:7,10,11 108:21 109:16 110:5,8,18,19 113:3 120:8 121:5 124:20 125:1 126:9,9 128:12,14 129:2,4,7 131:5 133:23 134:25 134:25 135:16 135:21,22 136:4,18 137:4 137:4,7,7,23,24 138:2,6,7,8,19 138:20,22 139:4
	odd (1) 110:21			106:16,17,24 107:7,10,11 108:21 109:16 110:5,8,18,19 113:3 120:8 121:5 124:20 125:1 126:9,9 128:12,14 129:2,4,7 131:5 133:23 134:25 134:25 135:16 135:21,22 136:4,18 137:4 137:4,7,7,23,24 138:2,6,7,8,19 138:20,22 139:4

90:25 145:21 original (6) 60:7 61:11 73:20,21 74:18 77:3 originally (3) 72:22 74:15 76:22 ought (1) 123:8 out-of-school (1) 101:9 outcomes (2) 132:2,2 outline (4) 32:18 127:6,8 142:20 outlined (2) 12:17 16:10 outside (3) 50:11 50:12,24 outstanding (1) 99:5 overall (6) 46:17 63:6 99:21 133:6 135:19 136:19 overarching (2) 90:16 91:8 overlap (1) 84:5 overly (1) 8:11 oversight (2) 42:15 70:17 overview (2) 31:14 114:19 owner (1) 64:23	57:22,23 76:25 79:20,22 80:21 81:4,14,20 82:5 82:15 83:1,8,10 83:17 84:7 86:16 97:21 98:12,17 114:11 115:12 124:25 135:8 136:1,6 137:1,9 137:25 138:11 140:16,17 142:2 Packnett's (1) 81:2 page (21) 32:19 61:12,14,16,17 61:21 68:2 69:25 72:17 74:2,2,2,3,3,18 80:25 81:1,20 81:23 100:23 129:14 pages (2) 115:6 141:24 paper (4) 116:15 116:16 129:15 136:8 parallel (1) 95:8 parents (2) 7:3 84:14 part (23) 8:4,19 18:23 24:14 28:14 39:25 54:18 63:4,6 70:17 74:20,21 82:1 85:13 94:25 108:2 109:23 111:7 111:23 114:24 119:17 128:22 129:22 partake (1) 145:18 participating (3) 33:3 89:13 114:16	particular (15) 17:13 32:4 45:8 97:24 98:25 100:9 105:5 108:23 109:2,3 109:22 118:25 125:3 132:8 133:10 particularly (8) 25:14 108:8 109:21 114:20 145:4,8,9,14 parties (6) 83:3 85:9 87:4 147:7 147:14,17 partner (2) 9:23 84:1 partners (6) 26:15 82:21 83:22 84:9,11 85:18 parts (2) 18:24 62:17 Party (1) 8:6 pass (1) 139:20 passed (4) 18:10 18:17 24:2 25:20 passion (1) 37:22 passionate (1) 10:20 Pastor (3) 57:6 78:14 139:25 Pat (7) 4:22 30:10 37:10 46:7 58:3 79:6 140:22 path (7) 10:15,24 15:22 23:23 24:1,12 63:5 pathway (2) 49:6 87:10 pattern (1) 36:23 pause (2) 7:16 43:22 pay (1) 14:25 pdf (2) 94:24	95:7 peaceful (1) 145:16 peacefully (1) 8:3 people (55) 5:18 6:20 7:18 10:17 11:5 14:11,14 14:18 16:2,4 18:10 22:22 23:6,13,14 24:4 26:5 36:22 40:7 41:4 42:17 43:10,25 49:16 63:19 80:11 86:21 88:11,22 89:10,18 91:3 92:22 95:6 98:5 101:9 105:1 107:8,9 108:7 108:18 110:14 110:20 111:11 111:19,20 112:9 114:25 117:16 118:10 119:14 124:14 143:13 145:12 145:16 people's (3) 102:24 123:16 123:18 percent (3) 56:10 66:14 69:19 percentage (1) 23:5 perfect (2) 40:25 42:8 period (2) 19:2 101:12 Pershall (2) 1:16 147:6 persist (1) 145:25 person (2) 20:5 119:24 person's (1) 128:3 personal (3) 116:15,15,16	personally (2) 23:7 124:9 personnel (4) 80:5,6 82:20 85:18 perspective (2) 82:10 101:4 perspectives (2) 9:6 40:7 phone (6) 3:19 3:20,20 6:14 95:17,21 phrase (1) 136:2 phrases (1) 90:19 pick (3) 37:25 115:14 119:5 piece (6) 19:16 53:21 65:5,10 100:10 127:12 pieces (5) 32:5 89:18,19 90:9 94:11 pinch (1) 95:18 place (10) 10:16 12:7 15:6 19:15 31:21 33:14 34:25 44:20 91:3 96:16 places (6) 12:9 41:4,15 43:23 122:20 134:21 plan (3) 68:14 93:22 126:21 planned (4) 132:19 134:5 136:19 144:2 plans (2) 20:3,5 platform (3) 108:1 116:24 117:1 platforms (2) 89:20,21 play (3) 17:2 22:25 28:23 plays (1) 102:4 pleasantly (1) 113:22
P				
p.m (2) 3:4 146:21 packaged (2) 90:7,8 packet (8) 31:14 33:11 59:7 61:13,18 73:24 92:25 141:22 Packnett (40) 2:16 4:16,17 9:13 16:24 29:25 42:25				

<p>please (13) 15:4 31:13 54:8 59:7 66:9 71:13 76:4 76:5,6 77:19 86:2 138:14 142:5</p> <p>pleased (3) 6:18 6:22 8:19</p> <p>pleasure (1) 132:13</p> <p>plugged (1) 40:2</p> <p>plus (2) 10:3 29:8</p> <p>poems (2) 5:11 5:12</p> <p>poet (1) 5:4</p> <p>point (44) 9:20 29:18,20 30:20 30:21 34:8 36:3 37:7 39:3 42:21 42:22 43:3,13 48:5,21,25 49:14 53:3 56:17 62:21 75:4 84:22 86:22 100:20 101:4 108:16 109:13 112:8 113:19 114:14 114:22 119:11 119:15 124:13 126:11 129:3 130:12,14 131:2,21,22 132:1 135:3 141:18</p> <p>points (5) 32:9 89:11,16 114:25 130:21</p> <p>police (11) 5:14 5:22 9:11 11:1 13:6 16:6,13,13 18:12 19:1 44:13</p> <p>policies (1) 72:23</p> <p>policing (2) 18:16 42:14</p> <p>policy (16) 7:24</p>	<p>8:13,15,16 18:6 32:10,14 88:19 88:21,24 89:9 91:15 100:7,9 110:13 143:13</p> <p>poll (1) 45:17</p> <p>polling (14) 45:13,23 56:3,9 66:12 69:17 71:16,17 76:7 77:22,23 78:2 86:6 98:7</p> <p>portion (6) 3:9 18:19 28:1 58:13,15 141:20</p> <p>portions (2) 18:21 19:7</p> <p>posed (1) 35:6</p> <p>position (2) 15:1 15:9</p> <p>positive (6) 10:15 11:11 29:4 30:6 103:3 124:8</p> <p>possessives (1) 111:9</p> <p>possible (5) 8:14 39:1 94:1 98:11 108:16</p> <p>Post (1) 17:3</p> <p>potential (6) 37:24 38:2 39:22 61:3 65:7 113:17</p> <p>practice (1) 19:15</p> <p>practices (3) 72:23 128:1 130:21</p> <p>pray (1) 28:8</p> <p>pre-K (7) 77:1,2 77:5,19 101:10 101:11,12</p> <p>preacher (1) 117:6</p> <p>precedent (1) 86:23</p>	<p>preclude (2) 107:5 138:18</p> <p>prefer (1) 6:7</p> <p>preference (2) 97:2,17</p> <p>preliminary (2) 16:10 99:15</p> <p>prepared (1) 15:13</p> <p>presence (3) 8:24 9:19 28:23</p> <p>present (19) 3:12 3:14,17,23 4:1 4:4,8,11,14,17 4:20,24 5:2 32:15 33:7,12 58:20 98:14 129:17</p> <p>presentation (9) 89:25 90:6,13 126:7 127:1,4 128:8 130:11 132:23</p> <p>presented (7) 39:21 49:3,7 50:17 55:2 125:20 135:3</p> <p>presenting (1) 125:18</p> <p>president (3) 25:18,19 27:21</p> <p>President's (1) 43:6</p> <p>press (10) 44:11 45:18 66:9,10 66:11 71:13,14 71:15 76:5,6</p> <p>pressing (5) 32:11 69:15 76:5 77:20 86:2</p> <p>presumably (1) 109:11</p> <p>presume (1) 52:3</p> <p>pretty (4) 93:21 95:15 98:8 106:13</p> <p>prevent (1) 38:16</p>	<p>previously (1) 47:8</p> <p>primarily (1) 70:4</p> <p>principles (2) 67:17 88:15</p> <p>print (10) 22:14 88:5 95:7 97:3 97:11,12 129:9 129:12,23 130:15</p> <p>printable (1) 97:1</p> <p>printed (4) 90:9 94:16 127:13 134:7</p> <p>printing (1) 97:11</p> <p>prior (5) 26:23 55:2 58:18 142:14 143:15</p> <p>priorities (31) 12:18,25 21:15 21:17 24:12 29:13,14 31:2 31:20 33:9 35:14 37:14 39:20 42:6 51:6 52:15 54:11 58:17 59:1 62:12 66:4 69:8 71:9 76:3 77:18 101:22 102:10 122:22 130:18 130:19 143:13</p> <p>prioritization (5) 29:12 31:11,15 33:12,13</p> <p>prioritize (3) 13:13 29:16 32:21</p> <p>prioritized (7) 58:22 61:24 66:6 67:11 68:9 122:23,24</p> <p>prioritizing (3) 12:15 33:16</p>	<p>88:7</p> <p>priority (13) 32:17 33:1 35:9 35:22,24 54:19 59:9 71:11,12 89:21 90:3 100:13 101:16</p> <p>privileged (1) 43:4</p> <p>probably (7) 56:17 64:24 105:19 110:11 116:22 121:12 129:10</p> <p>problem (2) 118:4 133:5</p> <p>problems (1) 42:13</p> <p>proceed (4) 11:9 31:11 45:3 137:5</p> <p>proceeding (1) 147:7</p> <p>proceedings (2) 1:7 147:10</p> <p>process (96) 10:14 14:2,16 17:10,25 19:4 23:13 25:4 26:6 29:22 30:14 31:11 32:20 33:2,12 35:10 35:17,23 37:23 38:23,23 39:18 39:21 40:13,15 40:21 41:2,11 41:20 45:3,9,25 46:11,24 48:20 49:5,25 50:21 50:25 51:3 53:15 55:11 62:9 72:2 82:2 87:23,23 91:21 92:20,23,24 94:9 99:7 105:21 107:3 108:4 111:21</p>
---	---	--	--	--

111:24 114:15 115:17 117:20 119:16,25 120:10,12,17 120:21,24 122:9 125:5 126:14,17 127:8,8,11 128:11,15,17 129:3,12,15,20 129:22 130:9 130:10,12 132:4 133:6 134:1 135:20 135:21 136:15 136:19 146:4,8 146:16	progressed (1) 9:5 progressive (3) 43:2 60:24 115:3 projects (3) 70:12,13 71:12 promise (1) 20:24 promote (1) 68:6 promoting (1) 27:4 proofread (1) 147:8 proper (1) 66:2 properly (2) 61:23 69:1 proposal (1) 131:19 propose (1) 121:4 proposed (9) 58:25 59:10 66:3 69:7,15 71:8 72:10 76:2 77:16 protect (2) 5:15 8:5 protests (1) 7:25 proud (1) 44:7 prouder (1) 24:10 proudest (1) 18:24 provide (9) 46:16 60:24 61:5 63:22 70:3 86:20 89:11 109:9 110:25 provided (4) 37:11 46:7,8 81:25 provides (3) 63:18 110:23 131:2 providing (2) 9:7 67:16	public (19) 15:2 15:5,7 17:13 18:6 19:21 22:19 29:6 37:8 43:17 46:4 69:23 71:12 97:11 116:12 119:17,22 120:5,6 publicly (3) 16:18 119:2 137:18 pull (3) 91:18 96:15 146:14 pulled (2) 71:19 101:1 Pulliam (51) 2:13 4:19,20 30:9 39:6 52:10 57:25 58:1 59:10,14 60:19 63:16 64:2,17 64:20 65:13,18 67:4,8,9 68:11 68:16 69:22 70:1,21 71:19 71:21 72:1,8 77:12,14 79:3,4 80:20 85:1 95:23 96:15 102:13,19,22 103:2,5 104:19 119:11 125:15 132:15 134:24 139:2 140:19 140:20 142:1 pulling (1) 32:12 purpose (1) 105:23 purposes (2) 70:5 135:24 pursuit (2) 72:4 79:18 push (5) 27:16 29:3 31:8 32:9 86:5 pushed (3) 21:16	79:6,13 put (22) 6:13 12:9 14:2 16:23 20:9 29:13 41:21 44:20 49:20 59:13 74:16 77:2 97:17,17 98:19 105:23 109:12 112:5,8 126:19 127:17 133:2 putting (4) 25:11 97:20 145:20 145:22	quite (5) 16:2 22:18 39:23 94:14 97:9 quote (2) 128:4 130:6
				R
				race (1) 101:13 racial (13) 12:21 30:12 31:25 32:25 38:4 99:12,17,20,23 100:7 101:13 101:20 143:2 racially (1) 85:6 racism (1) 11:19 raise (2) 64:14 66:21 raised (3) 104:6 111:14 131:3 raises (1) 131:20 random (1) 34:25 rank (1) 62:11 rapid (1) 70:6 rapidly (1) 63:18 Rasheen (7) 2:18 3:22 57:3 78:11 117:11,13 139:18 rationale (1) 109:13 rationalize (1) 64:25 raw (1) 14:9 reach (2) 41:3 95:4 reached (3) 14:4 23:22 124:11 read (19) 20:11 22:14,16,18 52:13 60:22 66:15 68:5 69:9 83:8 85:15 93:6 93:8 104:10,24 105:1,2 114:17 129:12
				Q
			QAP (2) 67:13 67:20 Qualified (1) 68:13 question (24) 37:2 52:2 54:15 55:6 62:15 63:13 64:14 66:20 69:5 71:6 74:7 81:18 83:7 107:8 108:21 111:8 112:14 125:16 131:21 132:16 134:16 134:20 136:25 138:7 questions (18) 51:2 70:23 74:5 75:17 77:7 94:2 94:4 96:21 97:22 101:14 102:7,11 103:7 106:14 107:7 111:6 128:6 143:17 quick (4) 14:19 31:14 62:14 94:8 quickly (5) 31:17 60:8 92:21 93:9 94:1	

<p>readers (2) 104:3 104:5 readily (1) 119:20 reading (12) 20:9 22:9 32:19 64:1 79:24 81:24 104:20 112:20 115:13 129:14 130:1,2 reads (2) 60:24 77:5 ready (2) 99:6 134:22 real (5) 13:16 14:18 19:17 21:3 128:3 reality (1) 7:17 realize (3) 13:13 25:7 47:23 realized (2) 25:10 87:17 realizing (2) 79:23 83:18 really (37) 5:18 11:4 14:4 16:25 19:6 21:11 23:10 30:20 31:2,17 38:16 39:9,19 43:15 45:1 47:5,15 48:9 56:5 73:12 76:20 85:3 91:19 94:8,9 105:18 110:16 110:16 111:5 112:7 116:25 117:19 118:20 129:6 133:11 135:9 137:11 reason (2) 113:4 113:12 reasoned (1) 10:20 reasons (1) 109:10 recap (1) 33:13</p>	<p>receive (1) 53:8 received (3) 34:4 34:12 106:17 recess (1) 87:4 recognize (3) 48:1 100:13 102:8 recognizes (1) 42:3 recognizing (4) 40:16 108:1,7 145:4 recommendati... 9:17 61:21 63:25 64:4 65:7 66:4 67:4 69:3 69:8,22 70:9,23 71:9 75:18,21 76:22 77:18 79:20 80:1,15 80:19 82:11 110:15 114:4,8 recommendati... 5:9 8:16 9:4,13 12:16 13:1,13 16:11 17:1 24:7 36:18,23 38:8 39:13,17,20 41:17 42:4,5,6 43:8 45:8 51:6 51:7,9,14 52:14 52:15,17,23 58:22 71:24 81:15 99:13 110:22 116:4 132:3 recommended ... 35:20 59:8 69:23 80:2 recommending... 59:11,20 72:11 reconciliation (...) 8:8,10,12 146:3 record (35) 1:7 45:21 47:11 48:17 49:2 60:22 76:11,15</p>	<p>78:1 82:9 83:8 86:10 92:13 97:2,20 100:15 104:1 107:19 107:20,25 108:10,14,15 109:23 110:23 110:25 111:17 111:25 112:6 119:18,22 120:5,6 123:17 131:25 recorded (4) 47:11 77:24 93:17,18 recording (1) 93:20 records (1) 123:22 recreating (1) 108:15 recruiting (1) 17:23 red (1) 56:2 redirecting (1) 61:8 redundant (1) 67:24 refer (3) 15:4 72:17 141:22 reference (3) 58:14 114:13 121:22 referenced (1) 67:14 references (1) 68:14 referred (1) 73:5 referring (2) 121:5 143:24 refining (1) 35:10 reflect (9) 46:21 47:3 51:11 52:19 89:4 114:7 124:19 136:11,12</p>	<p>reflected (4) 14:4 80:13 81:7 132:4 reflecting (1) 65:10 reflection (2) 59:19 65:5 reflective (1) 81:5 reflects (8) 39:16 76:20 124:20 130:23,24 131:13 133:24 134:11 reform (6) 10:23 12:21 18:9,25 30:5 72:23 reforms (1) 9:18 regarded (1) 44:18 regarding (6) 9:14 67:6 69:4 74:5 75:17 77:7 regardless (1) 135:21 region (25) 6:21 8:15,18 11:7,13 11:22 12:2,8,13 14:17 19:23 20:17,25 21:7 22:2,25 23:22 24:14 28:24 29:2 32:16 41:7 41:16 42:14 118:9 region's (2) 10:16 11:17 regional (2) 26:20 90:20 registered (1) 37:13 regs (1) 63:1 regular (1) 144:12 regulation (1) 100:10 regulatory (1)</p>	<p>74:10 rehearse (1) 83:8 Reinvestment (...) 61:4 relate (1) 5:23 related (5) 36:15 66:6 73:16 74:22 147:13 relates (4) 73:17 73:18 106:7 128:11 relations (4) 12:20 29:24 32:23 42:24 relative (4) 96:10 108:3 114:22 147:15 release (3) 142:15,20 143:25 relevant (6) 89:8 91:17 102:14 105:4 115:18 131:17 relief (1) 21:5 remaining (2) 33:22 142:24 remarks (1) 23:16 remedy (1) 38:4 remember (15) 7:16,21 8:7 14:6 46:17 73:6 76:24 122:16 122:17 123:13 127:19 129:15 145:11,12,22 remembering (2) 145:3,13 remembrance ... 145:6 reminded (1) 7:1 reminder (2) 130:9,9 reminding (1) 62:13 remove (2) 18:12</p>
---	--	--	---	---

54:2 reopen (1) 93:16 report (102) 11:24 18:1 20:3 21:11 22:10 23:11 24:18 28:15 31:1 42:20 43:6,7,20 43:21 46:16 47:14,25 48:21 49:6,10,18 51:15 52:16,20 52:24 53:1,5,19 54:12 75:1 85:4 87:10,15,23 88:3,6,16,25 89:2,4,15 90:7 90:7 91:23 92:20 95:1 98:3 99:21,24 103:20 106:7 107:24,25 108:18,19 109:2,11,24 111:8,18 112:6 112:17,20 113:9,17,20 114:1,7,9 115:11,25 116:1,18,19 117:21 118:3 118:14,15,22 119:10,18 120:9,22 121:23 122:13 125:19,19 126:16,18 127:11 131:15 131:21 132:1,5 132:6,9 135:24 136:20 142:15 142:20 143:25 144:24 reported (2) 1:24 80:7 Reporter (2) 147:1,4	reporting (1) 73:14 represent (5) 36:24 38:25 111:19,22 130:5 representation ... 106:5 representative ... 35:9 130:8 represented (5) 98:3 109:12 130:6,7 133:4 represents (1) 39:1 request (1) 59:12 require (3) 64:19 70:13 108:12 requirement (3) 18:25 19:12 132:7 requirements (2) 17:6 19:13 requires (1) 43:25 requiring (2) 82:6,17 reread (1) 54:8 research (16) 40:4 90:2 91:25 92:8 97:25 98:13,22,23,24 99:4 101:3 105:17 124:18 125:23 127:24 130:20 researched (1) 32:2 reservations (7) 51:13 52:22 53:9 54:10,11 54:13,17 reserve (1) 67:1 resigned (1) 27:12 resist (1) 8:7 resistance (2)	7:23 145:6 resolve (1) 93:16 resource (6) 82:23 83:14,25 84:8 85:17 102:9 resources (2) 20:2 88:7 respect (4) 13:4,9 23:13 134:3 respectfully (2) 52:8 100:2 responded (1) 17:9 response (3) 9:10 32:11 135:17 responses (5) 34:16 66:15 71:18 77:24 86:8 responsibilities... 87:21 responsibility (4) 18:13 22:7 23:25 122:5 responsible (5) 12:12 26:19 80:11 83:3 84:22 responsive (2) 95:19,20 responsiveness... 80:3 83:12 rest (1) 110:9 restarted (1) 87:8 restoring (2) 61:10 65:14 result (2) 11:11 131:18 resulted (1) 29:8 results (3) 5:20 11:3 35:4 resume (1) 18:12 retain (1) 35:15 retry (1) 116:11 Rev (1) 2:11	revenue (2) 18:13 63:22 Reverend (6) 2:4 3:13 16:8 56:21 76:11,14 review (13) 31:10 35:12 36:8 53:7 92:23 93:1,5,11 103:22 104:22 134:10 136:11 142:19 reviewed (1) 38:13 reviewers (1) 93:2 reviewing (1) 141:19 reviews (1) 93:2 rewrite (1) 75:6 Rich (13) 2:5 3:16 6:22 13:3 16:5 49:7 56:24 78:7 88:1 104:1 106:25 126:12 141:14 Rich's (1) 111:3 right (29) 16:21 33:4 40:8,8 43:10,13 49:22 51:1 56:2 65:24 67:1,3 83:18 85:4 92:3,18 96:18 99:6 102:6 105:10 111:10 112:25 114:19 115:15 123:12 128:16 130:3 133:22 134:12 rightfully (2) 106:20 114:14 rights (3) 8:3 25:23 73:16 rigor (2) 46:20 136:14 rigorous (3) 35:12 134:9	136:11 road (5) 1:16 112:11 137:21 142:17 147:6 Roberts (1) 137:10 robust (5) 35:5 130:25 131:10 133:13,21 role (6) 11:16,17 22:25 26:19 28:22 142:22 roll (18) 3:10 44:1 45:24 47:12 48:9,19 56:14,17 59:22 66:19 67:2 77:25 90:21 108:10 123:16 130:7 133:2 139:9 room (1) 14:11 root (2) 5:22 32:15 rose (8) 2:19 5:1 7:19 58:7 79:10 104:2 118:17 141:1 Rose's (1) 120:3 roughly (1) 73:2 rounded (1) 35:18 RPR (2) 1:24 147:22 Ruby (2) 27:20 27:21 rules (3) 17:3,4 137:10 running (1) 20:17 runs (1) 87:18 rush (1) 7:15 <hr/> S <hr/> safe (1) 144:5 safety (2) 44:20 44:21
--	--	---	---	---

<p>sake (7) 8:8 41:7 41:15 53:24 97:14 126:11 146:8 satisfy (2) 44:5 75:2 Savati (1) 6:15 savings (1) 61:8 saw (1) 9:8 saying (13) 65:8 81:5 83:2 92:13 101:2,18,23 106:25 115:12 116:23 118:13 125:17 137:16 says (17) 12:12 29:15 52:12 64:23 82:18 108:21 109:9 113:12,18 114:3 120:9 121:20 126:2 126:10 128:13 130:9 131:16 schedule (3) 13:23 87:1,2 scheduled (1) 87:2 school (18) 13:8 19:24 27:4 43:5 76:23 80:5,5 82:2,20,23 83:3 83:13,24 84:8 85:17 92:5,6 105:15 school's (1) 105:16 school-based (1) 73:5 schools (6) 7:6 82:22 83:22,23 84:23 85:19 score (6) 33:23 33:25 34:5,18 34:21 61:17 scored (2) 33:22 62:7</p>	<p>scores (3) 34:12 34:17,24 scoring (4) 33:19 33:20 34:6 62:6 Scott (8) 2:20 4:13 57:19 78:25 112:13 114:14 131:2 140:13 Scratch (1) 83:17 screen (6) 69:6 71:7 76:4 106:9 106:11 137:4 search (2) 11:2 96:13 second (27) 12:3 33:19 46:1 51:23,24 52:4 53:12,21 54:25 55:14 61:6 62:22 66:2 68:22 71:2 75:22 77:11,12 77:13 104:24 111:18 127:6 135:10 139:2,6 142:12,19 secondary (1) 19:16 seconded (6) 61:23 69:2 71:4 85:24 142:2,4 seconds (1) 75:24 section (1) 93:15 sections (1) 125:2 see (20) 11:16,16 24:12 25:8,8 45:12,15 49:6 63:24 76:8 92:16 95:6 99:22 100:16 104:8 105:5 112:20 127:23 130:3 137:13 seeing (3) 18:3 65:12 75:25 seek (2) 12:1,1</p>	<p>seeking (2) 10:14 10:15 seen (3) 9:16 10:22 35:24 selected (1) 33:24 Selena (1) 146:13 self-explanator... 106:13 sell (1) 97:5 Senate (1) 13:7 Senator (2) 14:22 20:15 send (5) 104:7,7 104:9,13,25 sending (1) 109:4 sense (11) 12:4,5 14:12 22:22 25:24 33:21 65:7 72:5 118:12 135:25 137:15 sent (2) 11:24 109:1 sentence (2) 90:16 110:17 separately (2) 75:4 137:12 separates (1) 135:11 separating (1) 90:12 separation (1) 132:23 September (10) 18:1 24:19 28:16 92:18 142:15 143:4 143:21,23,24 144:20 Serena (4) 26:15 36:1 45:4 50:22 series (2) 17:2,18 serious (1) 24:18 seriously (1) 12:25 serve (5) 6:18 15:8 17:12</p>	<p>128:8 135:23 served (1) 8:21 serves (1) 43:12 service (7) 15:2,5 15:7,16 27:11 27:13,17 session (1) 29:10 sessions (2) 30:24 39:10 set (11) 24:7 29:14 35:7 58:21,22 67:16 86:22 92:6 131:12 133:10 144:2 setting (2) 44:4 143:12 settings (1) 27:23 settled (1) 34:15 seven (3) 15:12 141:14,16 sexually (1) 6:6 shape (3) 29:19 31:1 124:20 shaping (1) 31:2 share (4) 27:20 27:25 104:4 114:12 shareable (1) 89:17 shared (1) 122:5 sharing (2) 89:12 103:16 shift (2) 18:11,17 shifted (1) 18:6 shifting (1) 18:19 short (3) 14:19 21:9 89:14 Shorthand (1) 147:3 shot (1) 5:16 show (9) 11:3,7 16:20 18:4 45:20 96:9,12 99:14 101:19 showing (1) 102:3</p>	<p>shown (1) 98:24 shows (3) 46:18 92:17 113:4 shred (1) 126:7 side (1) 27:13 sides (1) 113:2 signature (28) 29:12 31:20 32:5 33:9 35:13 51:6 52:14 54:10 58:17 59:1 66:3 69:7 71:9 76:2 77:17 90:18 92:10 96:6 98:23 101:21 116:24 117:1 127:7,22 127:23 130:18 131:9 143:12 signed (1) 25:21 significance (1) 145:3 significant (12) 18:11,17,18,19 19:6 23:5 24:14 32:8 62:10 96:23 122:22 122:25 significantly (1) 20:22 signing (2) 18:24 25:23 silence (2) 146:8 146:17 simple (5) 13:25 67:10 76:19 97:10 136:10 simplified (1) 8:11 singular (1) 111:9 sir (1) 13:11 sit (2) 39:7 41:15 site (1) 95:16 sitting (2) 13:7 99:6 situation (1) 95:2</p>
---	--	---	---	---

<p>six (6) 19:2 96:9 104:25 141:4,8 141:12</p> <p>sizes (3) 67:6 68:14 69:4</p> <p>sizing (1) 67:14</p> <p>skims (1) 127:11</p> <p>skin (1) 6:4</p> <p>Skype (1) 43:4</p> <p>slash (3) 55:25 55:25 56:1</p> <p>slate (7) 35:22 59:1,9 69:7 71:8 76:2 77:17</p> <p>sleeves (1) 44:2</p> <p>slip (1) 87:6</p> <p>Sly (7) 4:22 30:10 37:11 46:7 58:3 79:6 140:22</p> <p>small (2) 21:5 72:12</p> <p>smart (1) 6:14</p> <p>society (1) 8:18</p> <p>software (1) 139:7</p> <p>solemnity (1) 146:9</p> <p>solid (1) 30:3</p> <p>solution (1) 133:5</p> <p>solutions (1) 32:16</p> <p>somebody (8) 22:14 94:24 110:18 120:24 127:10 129:18 130:6 146:11</p> <p>someone's (2) 130:1 146:10</p> <p>something's (1) 91:17</p> <p>somewhat (1) 119:4</p> <p>son (2) 27:9 145:13</p> <p>sorry (3) 25:9</p>	<p>68:9 141:8</p> <p>sort (14) 18:2 23:4 90:4,10,15 91:4 93:18 99:16,20,23 104:3 128:20 129:17 131:9</p> <p>sought (1) 10:13</p> <p>sound (2) 19:2 115:5</p> <p>sounds (5) 94:8,9 94:13 116:12 135:12</p> <p>sources (1) 61:3</p> <p>space (8) 45:1,2 46:18 53:18 75:6 85:9 88:21 127:8</p> <p>spaces (2) 30:18 38:3</p> <p>speak (15) 9:9 29:18 46:22 50:5,15,24 53:13 94:12 100:20 101:1 113:21 117:22 117:23 129:13 145:11</p> <p>speaking (3) 25:3 84:12 95:13</p> <p>speaks (7) 53:15 62:4,8 102:15 126:9 134:8,8</p> <p>specific (9) 20:8 32:7 36:6 93:15 103:16 104:17 131:12 143:1 145:16</p> <p>specifically (10) 72:3 81:3 118:19 119:8 121:4,8,12 133:12 143:10 145:11</p> <p>specificity (5) 17:1,8 18:7 86:18 99:25</p>	<p>specifics (1) 15:22</p> <p>speech (1) 6:7</p> <p>speed (3) 24:17 28:14 88:14</p> <p>spending (1) 98:18</p> <p>spent (8) 13:5 21:13 33:15 39:13 44:2 97:12 112:18 116:21</p> <p>spirit (2) 55:12 121:20</p> <p>spiritualized (1) 8:11</p> <p>spoke (1) 9:7</p> <p>spoken (2) 49:25 113:22</p> <p>spot (1) 97:25</p> <p>Sr (2) 7:4 145:10</p> <p>St (9) 1:17 8:18 19:1 20:20 26:18 27:8,21 28:13 147:6</p> <p>stacking (1) 91:20</p> <p>staff (31) 2:23 34:8 36:20 37:12,15 38:3 39:2 41:21 51:16 52:25 53:2 59:2 60:21 66:24 73:16 75:12 80:18 81:9 82:4,21 83:13 84:8 85:17 87:14 93:1,2,10 97:16 98:5 104:23 105:2</p> <p>stake (1) 103:17</p> <p>stand (3) 115:16 146:9,18</p> <p>standards (4) 9:14 16:6 19:15 44:14</p>	<p>standpoint (1) 42:12</p> <p>stare (1) 6:13</p> <p>Starsky (22) 2:4 3:13 6:18 9:23 13:3 16:5 28:4 44:11 47:1 53:3 56:21 72:19 78:4 87:14 97:23 104:1 106:19 112:16 113:19 117:13 130:14 139:10</p> <p>Starsky's (4) 12:17 55:18 111:18 113:19</p> <p>start (10) 3:8 5:23 75:13 89:22 91:25 92:11 99:22 112:12 115:24 137:21</p> <p>started (12) 10:24 16:19 17:18 23:11,17 25:17 40:20 64:7 91:22 92:2 92:10 144:22</p> <p>starting (7) 3:10 15:4 16:20 32:21 42:21,21 43:3</p> <p>state (22) 5:22 11:10,14 15:17 16:1 17:6 60:6 60:11 61:2,9,10 63:17,23 65:11 65:15 66:3 70:10,10,14,16 97:22 121:11</p> <p>stated (2) 77:3 121:12</p> <p>statement (7) 44:17 106:23 107:3 113:7 116:15,16 139:5</p>	<p>statements (1) 106:10</p> <p>states (1) 70:15</p> <p>statewide (4) 61:1 63:14,17 63:21</p> <p>status (2) 92:7 101:7</p> <p>statutory (1) 64:19</p> <p>stay (1) 75:14</p> <p>step (3) 21:25 23:18 93:4</p> <p>stepped (6) 19:25 23:14 39:24 69:12 93:5 104:2</p> <p>stepping (2) 15:10 20:13</p> <p>steps (2) 15:23 141:19</p> <p>steward (1) 82:11</p> <p>sticky (1) 114:20</p> <p>Stlpositivecha... 141:23</p> <p>stood (1) 44:11</p> <p>stop (4) 11:12 40:21 41:9,10</p> <p>story (4) 36:18 88:18 128:3,21</p> <p>straight (1) 34:11</p> <p>strategic (1) 26:18</p> <p>strategies (1) 27:2</p> <p>strategy (1) 87:24</p> <p>stream (6) 61:2 63:14,17 65:8 70:8,19</p> <p>streams (2) 63:22 64:3</p> <p>street (3) 5:15,20 6:11</p> <p>streets (1) 20:25</p> <p>strength (3) 18:4</p>
---	---	---	--	--

<p>105:11 116:1 strengthen (1) 35:21 strengthening ... 67:15 stress (1) 111:6 strictly (1) 109:6 striped (1) 35:25 strong (2) 5:17 105:25 stronger (2) 14:16 35:8 strongly (6) 33:25 34:1 46:14 109:21 119:1 130:1 struck (1) 44:11 structural (1) 42:13 structurally (1) 24:9 structure (1) 88:25 struggle (1) 25:20 struggling (3) 112:16,25 119:13 students (5) 27:4 43:5 72:25 73:17 76:23 study (2) 39:8 118:11 studying (1) 43:6 stuff (10) 23:5 96:1,12,19 103:15 104:10 127:15 128:20 133:1,2 subcommittee ... 16:25 subcommittees... 17:9 submit (4) 23:22 46:12 51:12 52:21 submitted (5)</p>	<p>32:20 50:13,25 51:15 52:24 subsequent (1) 40:1 substance (3) 23:14 30:21 44:15 substantiate (1) 125:22 succeed (1) 73:1 success (1) 12:13 suffer (1) 7:9 suggest (8) 9:8 96:23 100:8 101:8 122:25 131:23 133:20 137:6 suggested (1) 42:17 suggesting (2) 65:14 137:18 suggestion (2) 64:14 115:9 suggestions (4) 9:18 37:4 40:1 41:9 suggests (2) 53:16 134:1 sum (1) 34:6 summer (4) 11:2 20:18,19 143:7 Sunday (1) 145:4 superintendent... 20:5 supervising (1) 67:15 supplied (1) 43:7 support (20) 9:3 10:12 11:21 19:13 20:12 36:16 56:13 63:8 65:11 67:12,22 68:12 98:23 100:22 102:1 106:18 109:22 110:25 119:3 128:5</p>	<p>supported (1) 82:25 supportive (1) 82:16 supports (1) 98:25 supposed (1) 48:6 sure (41) 8:7 14:3,24 19:14 21:2 22:4 23:10 25:6 26:2 28:9 29:17 39:16 40:2,8 44:2 45:11 59:7 64:25 65:4 72:5 73:12,15 74:11 75:12 77:4,5 85:8 88:9 93:2 93:18 95:6 98:10 105:1 106:20 111:11 119:19 120:8 125:13,25 136:20 146:11 surprised (1) 113:23 survey (3) 33:12 33:17 35:16 suspension (2) 73:18 76:23 suspensions (2) 101:10,11 Suzanne (3) 1:24 147:3,22 sweat (1) 21:13 symbolic (1) 114:25 system (2) 11:1 96:4 systematic (2) 11:18,19 systems (3) 26:21 26:21 95:4</p> <hr/> <p style="text-align: center;">T</p> <hr/> <p>T.R (8) 2:15 4:3</p>	<p>30:4 57:9 78:17 113:7 121:22 140:3 table (12) 7:11 8:9 10:16 11:9 22:22 26:15 29:14 30:12,14 30:22 45:12 92:22 tables (1) 10:8 tablet (1) 95:21 tactical (1) 16:15 tag (1) 131:9 tagging (1) 125:20 take (30) 6:12 11:5,23 12:7 15:10,23 21:25 22:15,16 36:2 41:17 45:4,5,17 46:12 47:17 58:24 60:16 62:18 66:19 86:25 87:1,2 89:18 90:10,16 113:6 116:24 126:16 133:11 taken (6) 12:25 23:25 33:14 87:4 147:11,15 takes (4) 15:1 19:3 97:15 115:6 talented (1) 105:13 talk (27) 5:25 6:4 6:8,12,16 8:8 13:4,5,7,9 25:24 33:5 45:6 90:5 95:4 97:11 99:19 101:7 106:4,4 108:5 110:4 120:11 128:17,17 133:20 142:21 talked (2) 19:11 40:4</p>	<p>talking (22) 5:17 16:2 29:5 46:2 74:25 81:2 88:19 100:5 107:23,25 110:3 120:15 120:16,25,25 125:20 129:1,7 129:9,19,21 133:12 talks (1) 120:10 tangible (1) 6:2 tanks (1) 5:19 target (1) 40:20 targets (2) 16:10 17:15 task (6) 25:12 43:7 44:16,25 98:4 100:14 tax (3) 61:6 67:16 115:19 taxable (1) 91:21 taxonomy (1) 96:7 Tea (1) 8:5 teacher (2) 82:21 83:25 teachers (6) 80:5 80:17 81:9 83:13 84:8 85:17 team (13) 28:20 31:7 36:20 87:14 88:13 95:13 97:16 103:22 104:22 105:14,17,17 105:18 teamwork (1) 105:12 tear (1) 5:23 tears (1) 21:13 technical (1) 73:11 technologically... 94:15 technology (4)</p>
---	--	---	--	--

45:15 88:8 93:13 127:20 Teer (1) 15:11 teeth (1) 18:18 teething (1) 96:4 tell (9) 15:25 36:17 56:5 117:2,2,3 123:16 129:3 135:13 tend (1) 115:25 term (4) 12:5 21:9,10 22:8 terms (4) 83:2 98:22 102:24 132:14 tested (1) 21:25 testimony (3) 90:2 98:15 125:7 texts (1) 117:7 thank (68) 5:6,7 8:2 9:19,22,24 10:10,11 13:10 13:16,18,19,20 14:1 15:16 23:17 24:22,23 25:1,11 26:11 27:13 28:12,17 28:18,19,21,22 33:10 39:2 41:19,19,23 43:1 56:12 58:10,11 63:9 64:17,20 66:25 67:9 70:1,20 71:21 72:1,6,8 72:18 76:19 79:14,16,22 84:24 85:9,10 86:16 88:1 94:21 95:22 98:17 99:3 106:2 118:16 137:1,25 146:15,18 thankful (2) 8:23	8:24 thanks (9) 14:11 25:13 26:8 27:11,16,19 60:19 105:25 146:12 theme (4) 90:16 90:18 91:8 99:24 theoretically (3) 34:22 127:2,15 thing (10) 12:3 75:11 83:20 99:8 110:19 127:13 128:4 129:18 133:9 135:5 things (46) 6:3 7:14 14:15,20 14:23 17:17,23 19:10,19 25:1 26:13 37:21 38:22 40:21 41:14 42:11,17 42:22 44:19 45:11 46:5 49:25 50:3 72:5 84:15 89:17 91:5,20 95:3 96:5 97:10 98:2 100:25 101:6 112:10 115:20 123:8 124:15 126:5,20,25 127:9,18,21 131:8 137:12 think (124) 14:5 15:6,13 17:16 18:19,22 19:6 19:17 21:15,16 22:17 26:7 36:15 37:8,18 38:5,6,7,12,17 38:19,21,24 39:1,11,21 40:24 41:2,13 41:24 42:5,12	42:21 44:23 48:3,5 50:13 53:3 62:4,4,9 62:10 63:6 64:15,23 75:10 79:13 80:22 82:13,15 83:1 84:4,18 92:3 96:4 97:14 99:10 100:3,3 100:11 101:15 105:3,19,19 106:12,15,20 107:8,10,22 108:5 110:14 110:18,24 111:1,2,4,5,6,7 112:16,21 113:1 114:1,2,4 114:9,12,22,23 115:17 116:4 116:17 117:3 117:24 118:1,3 118:13 119:12 121:1,2,10 122:15 123:7,8 123:12,19,23 124:6,19,21 125:24 126:3 126:12,21 130:15 131:3,7 131:20 132:6 133:12,18 137:11 144:5 thinking (10) 38:14 39:14,22 75:5 89:24 90:25 91:6,19 105:20 125:16 third (3) 61:8 69:21 127:13 thorough (4) 11:25 30:24 36:21 43:24 thought (15) 30:7 38:17 47:2 62:9 82:1 95:10	99:13 109:5,16 111:23 114:4 124:15 127:13 128:11 143:20 thoughtful (10) 10:18 13:1 31:9 36:20 38:24 41:16,16 72:1 145:7,13 thoughtfully (2) 11:3 36:14 thoughts (6) 6:9 13:17 36:25 37:6 41:5 94:5 thousand (1) 60:8 thousands (3) 20:19,20 21:12 threat (1) 5:14 three (30) 19:4 32:6 34:1,7 43:9 46:5,6 56:15 59:11,11 60:14 62:17 71:25 72:11 73:3 74:19 80:13 101:14 102:7,11 109:24 110:17 111:3 118:19 126:25 134:18 141:8,8,15 143:3 three-quarters ... 43:21 thrive (1) 73:1 tie (1) 34:25 tied (1) 92:8 time (50) 3:11 5:4 6:20 7:7,22 8:23 14:8 16:9 17:15 19:3 23:15,18 25:14 32:12,18 33:6 36:6 37:12 39:12 42:10,14 42:14 44:2,19	48:11 55:21 80:7 82:7,17 83:16 85:7 87:20 93:8,25 96:23 97:8,12 97:15 101:12 103:8,16 104:12 105:5 112:8,18 117:21 126:17 142:17 144:13 147:11 times (2) 32:14 88:2 timing (1) 144:10 tip (1) 91:7 title (1) 59:7 Tobias (1) 27:12 today (21) 6:23 7:1,15 8:24 13:12 14:21 29:3 31:1 33:9 37:10 44:5 46:6 47:17 54:18 55:3 86:24,24 103:14 108:9 122:24 146:12 today's (3) 12:14 26:13 29:9 told (1) 12:17 tomorrow (1) 96:5 tone (1) 6:4 top (17) 33:20,23 34:23 35:1,9,11 35:15,22,23 36:17 56:2 59:9 61:17,20 74:3 91:17 102:10 topic (2) 91:24 92:8 topics (1) 112:23 torn (1) 124:3 total (4) 34:21,24 61:17 141:15 totally (2) 84:5 135:13
---	--	---	--	--

touch (2) 142:12 146:11	transparency (3) 114:15 123:9 125:5	25:16 33:18 34:14 45:17 48:23 49:7 50:16 58:19 60:13,17 63:22 65:4 103:25 106:9 109:24 110:17 125:9 131:7 141:4,4,8 141:14 142:13 143:15,20 145:23	underneath (3) 90:18,23 91:14 underpinning (...) 99:24 understand (30) 22:20,21 30:15 31:21 39:15 40:6 45:25 46:5 48:7 49:17 52:1 62:6 73:16 75:13 84:1 88:22 98:22 103:14 109:4 110:21 111:11 113:19 118:21 118:21 119:9 119:20,23 124:14 127:10 135:10	32:10 34:3 58:23 use (12) 9:14 21:20 26:14 45:14,15 48:10 48:15 55:19 67:15 86:24 94:20 111:9 User (1) 98:9 utility (1) 15:1 utilizing (2) 93:12 100:1
touched (1) 146:11	transparent (2) 38:24 47:15	type (1) 98:13		
Traci (9) 2:11 3:25 30:4 57:6 68:25 117:13 121:22 126:13 139:25	transportation... 69:24 71:11,12			
tradition (1) 8:4	treatment (1) 85:5			
tragedy (1) 115:1	tremendous (1) 113:25			
tragic (3) 7:2,12 7:18	tremendously (...) 14:5 16:17 20:13 24:20			
trained (1) 84:20	trick (1) 71:20			
training (19) 9:11 11:1 16:7 16:13,14 17:6 21:3 42:18 44:14 74:9,11 80:4,17 81:7,16 82:3,20 83:13 85:17	tried (3) 37:20 42:13,19			
transcript (8) 92:17 119:15 119:25 120:2,4 131:25 147:9 147:10	true (8) 12:6 38:6 38:7,23 120:20 131:14 146:3 147:10			
transcription (1) 147:9	Truman (3) 99:3 99:10 105:17			
transcripts (2) 111:18 123:22	Truman's (1) 25:19			
transfer (1) 92:4	trust (1) 11:4			
transfers (2) 92:5 92:6	truth (2) 125:10 125:12			
transformative... 32:7 34:3 37:24 38:8 39:22 58:23 91:4	try (7) 13:21 14:2 18:4 42:1 75:1 120:4 131:6			
transforming (1) 60:1	trying (10) 23:10 42:7 73:21 80:10 110:12 115:14 120:1 120:20 125:21 135:10			
transit (4) 70:6 70:11,11,16	Tuesday (4) 20:4 33:16 51:16 52:25			
translated (1) 147:8	turn (5) 18:13,14 37:2 72:9 113:23			
translating (2) 102:18,19	turned (1) 61:9			
	two (32) 5:11,12 14:18 17:19 18:5 19:25			
		U		
		Uh-huh (1) 65:23		
		ultimate (1) 122:5		
		ultimately (6) 14:16 34:15 35:8 106:14 131:18 132:3		
		unable (1) 143:6		
		unaccredited (1) 20:1		
		unanimous (12) 53:17 67:2 71:19 76:9 107:4 120:11 120:14,18 121:24 124:5 125:13 134:1		
		unanimously (7) 51:9 52:18 54:13 101:24 121:14,18 122:7		
		unbundled (1) 74:16		
		unclaimed (2) 60:10 61:8		
		uncomfortable... 41:15		
		underlying (1) 7:14		
		undermine (1) 115:4		
		underneath (3) 90:18,23 91:14		
		underpinning (...) 99:24		
		understand (30) 22:20,21 30:15 31:21 39:15 40:6 45:25 46:5 48:7 49:17 52:1 62:6 73:16 75:13 84:1 88:22 98:22 103:14 109:4 110:21 111:11 113:19 118:21 118:21 119:9 119:20,23 124:14 127:10 135:10		
		understanding... 54:16 63:7 82:16 83:24 110:8,10 111:12 112:7 115:3,4		
		understood (2) 11:15 73:8		
		unflinching (5) 32:14 34:3 38:8 58:24 91:4		
		unfortunately ... 14:25		
		unique (1) 6:24		
		uniquely (1) 8:24		
		unit (4) 67:6,14 68:14 69:4		
		united (2) 14:17 145:20		
		unity (1) 145:19		
		universe (1) 103:15		
		University (2) 27:6,7		
		unrest (1) 143:7		
		update (1) 95:3		
		urgency (1) 12:4		
		urgent (4) 7:13		
				V
				Valley (1) 27:22
				valuable (2) 126:15,15
				value (1) 108:3
				various (6) 23:8 37:4 99:12 145:5,18,21
				vary (1) 104:14
				venue (1) 144:23
				version (6) 90:7 97:4,12 127:14 130:16 135:23
				versions (1) 93:17
				versus (3) 99:18 111:25 133:15
				viable (1) 5:18
				view (4) 30:17 47:20 53:7 95:16
				viewing (1) 95:18
				viewpoint (1) 46:21
				views (5) 10:18 11:6 47:3,15 113:18
				virtue (1) 50:25
				visual (1) 89:3
				visually (1) 45:20
				visuals (1) 89:4
				vital (3) 22:3 120:23,23
				vitality (1) 11:3

FERGUSON COMMISSION MEETING 8/7/2015

<p>voice (8) 24:15 24:16 26:5 42:1 42:7 113:21 120:23 122:9 voices (6) 7:18 25:3,6 46:23 122:18 145:15 volunteer (2) 10:7 15:21 volunteers (2) 10:6 84:13 vote (49) 36:9 45:19 46:8 47:17,19,21 48:7,17 49:18 50:19 57:2 58:25 60:17 66:10 67:2 69:10,12 71:13 71:14,18 76:9 78:10 106:15 108:7 112:4 117:7 120:13 122:6,6 130:8 133:2 134:16 134:18,23,24 135:12,13,21 135:22 136:3 136:11 137:11 137:23 138:2,7 138:10 139:16 140:6 141:14 voted (15) 34:13 45:22 47:8 66:15,16,17 78:15 86:10 101:23 107:19 112:11 115:15 118:11 121:9 131:1 votes (10) 37:11 47:10,12 76:14 108:10,17,22 120:13 122:18 141:15 voting (20) 25:23 34:20 38:12</p>	<p>48:8,15,25 49:2 50:17 55:6 56:5 66:24 69:19 76:9,11 78:10 117:20 136:18 137:13 141:6 141:17 vulnerable (1) 26:23</p> <hr/> <p style="text-align: center;">W</p> <hr/> <p>wage (3) 63:3 115:14 130:2 wait (4) 18:1 62:16 114:3 117:18 walk (3) 25:8,9 87:22 walked (2) 22:24 38:17 walking (2) 5:15 33:11 want (67) 5:6,11 6:3 12:19,21 13:20 15:25 18:5 21:21 22:11 23:25 26:13,14 27:25 28:11 40:10 43:1,15 45:11 46:15 47:2,5 49:12 65:4 66:10,10 76:10 85:2 88:16 89:15,17 97:22 98:10 99:3 101:6 105:11 109:12,22 110:13,17 111:6,11 114:6 115:3 120:2,2,8 120:11 121:6 122:3,8 123:11 124:9,14,24 127:25 128:9 129:7,17 130:10,12</p>	<p>135:5 137:15 137:20,21 138:9 144:21 wanted (6) 49:15 84:10 103:14 108:25 127:17 142:12 wants (5) 104:4 105:5 135:5 137:6 138:8 Washington (1) 43:5 wasn't (7) 118:23 119:25 120:14 121:25 128:19 134:1 142:8 water (4) 91:12 91:14 127:9 128:22 Watson (15) 2:17 4:23,24 58:4,5 62:14,20 75:19 75:20 79:7,8 107:15,21 140:24 144:17 way (56) 12:12 17:3 22:15,17 23:23 25:11 31:9,11 36:17 43:21 44:19 45:22 47:13,19 47:20 48:6,7 54:19 75:2 82:6 88:5 89:23 91:20 93:18 94:15 95:14 97:6,7 103:3 105:16,24 109:14,15 110:7 114:6,17 115:4 116:8 121:24 123:25 124:20 125:1 125:18,21,22 125:25 127:4 127:20 128:21 131:3,5 133:24</p>	<p>137:5 139:17 143:12 145:12 ways (14) 13:15 14:9,10 16:4 23:8,24 24:9 40:22 45:17 47:8 88:11 89:10 127:24 128:6 we'll (22) 9:21 24:19 38:4 45:4 48:8,17,19,24 49:8,9 50:14,23 62:4,18 93:9,24 96:6 99:13 106:14 128:17 139:9 143:4 we're (82) 8:19 8:23,23 12:10 12:11 14:14 28:15 29:5 30:18 31:4 36:3 44:4 45:6,15,16 47:17 48:2,6,16 49:1,2 50:16 55:5 56:14 63:20 66:1 67:23 70:15 73:20 74:17 75:5 80:18 81:19 82:6 84:3 84:12 86:22,23 87:2,5 88:3 90:14,25 91:6 91:19 92:2,21 92:23 93:8,12 93:13,19,21,23 93:25 95:1,14 96:3 102:3 104:15 106:3 107:23,25 110:12 111:9 116:23,24 119:5 122:5 123:24,25 125:18 126:8 128:25 129:6</p>	<p>131:5 132:16 132:19 133:12 138:6 141:14 146:13 we've (43) 6:25 8:8,21 9:16 10:22 22:1,10 23:25 25:7,15 25:16 26:6 28:5 29:6,7 30:3,5 40:4 42:2,16,18 42:19 44:7 49:25 60:2,3 88:15,18 90:1 91:2,24 98:7 101:14,24 102:10 113:22 119:12 123:23 126:17,18,24 130:18 134:21 wear (1) 6:6 web (1) 96:24 web-based (1) 97:8 website (4) 96:25 97:7 126:19 131:22 Wednesday (5) 33:15 50:14,25 58:19 143:23 week (7) 9:8 15:1 20:4 25:16 33:15 103:17 104:14 weekend (8) 7:22 15:18 25:4 29:2 145:3,14,17,19 weigh (1) 93:19 weight (4) 6:5 99:16 130:11 132:7 welcome (7) 10:10 11:20 13:17 27:20 36:24 87:24 106:14 welcoming (1)</p>
---	---	---	---	--

28:21	79:14 81:10	worded (1) 54:19	working (52)	<hr/> Y <hr/>
well-being (20)	82:8 83:6 84:10	words (7) 21:21	8:21 9:6,12,23	yada (3) 128:2,2
12:22 27:15	84:24 85:10	96:7,10 108:25	10:8 11:8 15:12	128:2
29:25 32:24	86:7,14 92:16	109:17,24	27:15 29:10,11	yeah (7) 43:8
41:18 44:21,22	96:22 99:8	125:10	29:21 30:5,9,13	48:4 51:1 94:17
72:21 73:5,25	100:2,6 101:5	work (90) 6:20	30:14,17,23	105:9 112:15
74:2,3 81:12,13	101:23 102:6	6:23 7:2,15,21	35:2,4,14 38:20	134:14
82:11,25 83:20	103:21 111:7	8:9,9,20 9:2,2	39:9 41:25	year (10) 7:10
85:13 101:7	111:14 121:10	9:20,25 10:5,6	43:16,19,23	13:8 17:5 18:10
142:25	121:17 122:21	10:18 11:1,8	45:1 49:19	19:2,11 25:19
wellness (4) 9:15	123:3,6,15	12:14 13:21	59:18 64:6,7	27:24 38:25
16:16 27:4	126:8 128:13	14:6 18:8 21:22	83:22,23,24	82:2
42:19	129:2,6 131:20	23:12 24:17,22	84:2,14,19,23	years (3) 19:4
went (7) 14:2	133:18,23	28:1,6,9,10,15	87:19 88:13	24:3 118:10
33:21 60:9 92:1	134:6,15,19	29:19,20 30:22	99:18 102:2	yesterday (4) 9:9
103:25 121:23	135:2 138:5,17	30:25 31:1,10	103:15 104:15	16:4 25:22
125:5	139:10,11	31:19 33:13	111:20 114:12	44:12
West (1) 21:1	141:5 144:14	35:2 36:24	121:22 122:1,3	yield (2) 13:15
whatnot (1) 23:9	144:25 146:7	38:18,19 39:9	125:4 128:18	34:21
whichever (1)	Windmill (29)	39:23,25 40:17	134:8	yielded (2) 35:8
21:24	2:19 5:1,2	41:13 44:7,16	works (4) 60:5	35:23
whistles (1) 97:5	55:15 58:7,8	44:24 45:1	95:15 116:13	young (5) 7:18
white (1) 35:25	63:11,12,24	48:19 51:10	127:20	43:10 80:12
wide (2) 11:18,25	64:13,18 65:2	52:18 56:13	world (2) 40:21	86:21 145:12
willing (3) 17:20	65:17 71:1,4	64:8 67:6,17	95:14	youth (3) 31:24
23:18 44:1	79:10,11 94:7	68:15 82:12	worry (1) 114:24	72:24 84:3
willingness (2)	94:18 95:9,22	85:6,19 87:6,18	worst (1) 110:19	<hr/> Z <hr/>
15:8 19:21	108:20 109:20	88:10,20 89:8	worth (1) 105:22	zero (6) 33:25
Wilson (102) 2:4	110:6 111:10	90:1 91:10,15	wouldn't (3) 24:4	34:5,6,18,20,22
3:13,14 6:17,18	118:18 141:1,2	95:8 100:17	127:16 133:9	zoning (5) 67:5
9:24 25:13	143:19	101:19 102:4	wrapping (1)	67:12,18,21
26:12 37:7 48:4	window (3) 33:6	105:16 116:18	118:24	68:5
48:14 49:23	89:14 104:13	118:4 119:4	wrestle (1) 116:7	<hr/> 0 <hr/>
50:8,12 52:2	winds (1) 28:7	120:16,16,17	write (4) 75:13	<hr/> 1 <hr/>
53:12,24 56:8	wise (1) 98:10	120:22,25	116:15 117:4,5	1 (14) 32:22 53:4
56:21,22 58:11	wish (3) 127:3	125:22 126:3	writing (6) 75:11	53:5 55:25 66:9
60:20 61:12,19	132:24 133:3	133:7,17	81:25 84:4,18	69:15 71:14
62:18,21 63:9	woke (1) 67:18	142:23 143:3	91:22 92:9	76:5 77:20
65:19,24 66:13	wonder (3) 126:8	145:25	written (6) 51:14	81:21 86:2
66:20,24 68:1,8	126:10,16	worked (5) 33:2	52:23 76:3 90:3	106:11 107:10
68:12,17 69:1	wonderful (2)	36:14 38:3 40:4	109:8 125:19	107:11
69:14,18 70:20	6:19 94:8	113:24	wrong (1) 5:17	10 (7) 61:22,25
71:3,17,23 72:9	wondering (3)	worker (1) 21:3	<hr/> X <hr/>	64:10 66:6 68:2
73:23 74:4	97:24 112:20	workers (3) 80:4	X (4) 110:15,16	73:2 87:3
75:16,20,23	114:13	81:17 82:7	110:18,19	
76:8,13 77:6,10	word (3) 81:6	Workforce (2)	Xavier (2) 27:6,7	
77:13,23 78:4,5	93:6 96:13	1:15 147:5		

FERGUSON COMMISSION MEETING 8/7/2015

<p>100 (4) 10:7 56:10 66:13 69:19 11 (1) 33:22 11th (3) 51:17 53:1 54:4 12 (10) 23:20 34:5,19 79:25 80:18 81:2,12 81:13 141:11 141:15 12:41 (1) 3:4 120 (1) 16:9 13 (5) 73:4,5,25 74:3 77:24 13th (3) 31:17 33:3 141:24 14 (13) 19:5 59:20 60:21,24 61:20,24 62:22 64:9 65:9 66:5 66:14,15,16 14,000 (2) 10:5 15:20 15 (9) 10:3 11:5 34:21 36:22 71:18 75:7 76:9 86:8 118:7 151 (1) 62:7 15th (10) 18:1 24:19 28:16 33:6,15 92:18 143:16,24 144:2,8 16 (6) 72:20,21 79:24 81:1 85:14 100:23 18 (2) 73:12 74:2 180 (1) 34:22 18th (1) 9:1 19 (7) 67:5 68:1 69:3,9 73:12,14 74:3 1965 (1) 25:17 1A (2) 45:18 51:5 1st (1) 17:5</p>	<p align="center">2</p> <p>2 (19) 32:19 53:4 53:5 55:25 66:1 66:10 69:15 71:14 74:18 76:5 77:20 80:25 81:1 86:2 106:11 107:7 107:11 121:5 137:4 2,200 (1) 10:3 20 (7) 33:20,23 68:10 69:4 90:24 116:21 116:21 200 (13) 29:8,12 29:15 33:19,22 39:20 79:21 91:14,23 102:8 102:10 110:21 116:20 2014 (1) 7:6 2015 (3) 1:9 88:8 147:19 2015/16 (1) 67:13 2015/2016 (1) 68:13 21st (1) 33:16 24 (2) 9:16 104:16 24th (4) 103:9,10 142:14 144:14 26 (5) 19:24 67:6 67:11 68:10 69:9 27 (4) 43:8 69:24 71:11,24 28 (16) 35:23 36:4,12,25 37:2 47:17,19,22,22 50:17 52:7 56:12 59:9,13 72:21 74:13 28th (1) 103:19 29 (4) 69:23 70:10 71:10,24 2B (1) 45:18</p>	<p align="center">3</p> <p>3 (7) 56:1 66:11 69:16 71:15 76:6 77:21 86:3 30 (11) 24:8 33:20,23 34:23 34:23 35:11 69:24 90:21 91:13 116:22 116:25 300 (1) 115:6 300,000 (1) 63:17 30th (1) 34:25 31 (2) 35:1 36:17 31st (1) 35:3 33 (1) 141:24 3344 (2) 1:16 147:5 3C (1) 45:19 3rd (3) 76:24 101:10,12</p> <p align="center">4</p> <p>4 (7) 33:25 34:6 60:7 61:11 63:21 64:22 71:7 4:05 (1) 146:21 40 (3) 25:19 90:21 91:12 42 (1) 13:7 45 (1) 92:4 48 (1) 104:16</p> <p align="center">5</p> <p>5 (3) 21:1 75:25 81:23 5:30 (2) 144:12 144:16 50 (2) 24:3 62:7 50th (1) 25:22 52 (1) 19:5 529 (3) 61:22 62:1 66:7</p> <p align="center">6</p> <p>6 (2) 76:17 77:16</p>	<p>60 (1) 129:14 63 (1) 15:21 63135 (2) 1:17 147:6 6th (3) 143:4,8 143:21</p> <p align="center">7</p> <p>7 (6) 1:9 74:2 79:16,19 86:9 86:15 7th (1) 24:18</p> <p align="center">8</p> <p>8 (5) 61:14,16,17 61:21 81:6 8/24 (1) 142:15</p> <p align="center">9</p> <p>9 (4) 69:25 72:17 74:2,2 9/15 (1) 142:22 9th (7) 142:15 143:21,23 144:10,12,20 147:19</p>
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