FERGUSON COMMISSION MEETING

RECORD OF PROCEEDINGS

MARCH 2, 2015

MISSOURI HISTORY MUSEUM
5700 Lindell Boulevard
St. Louis, Missouri 63105

5:15 PM to 8:45 PM

Reported by:
Kathleen Watson Brunsmann, CSR, CCR, RPR, CRR
FERGUSON COMMISSION:

CO-CHAIRS:

Reverend Starsky Wilson
Rich McClure

MEMBERS:

Reverend Traci deVon Blackmon
Daniel Isom
Scott Negwer
Bethany A. Johnson-Javois
Gabriel E. Gore (Not present)
Brittany N. Packnett (Not present)
Rose A. Windmiller
Rasheen Aldridge, Jr.
Grayling Tobias
Becky James-Hatter
Felicia Pulliam
Sgt. Kevin Ahlbrand
Patrick Sly
Truman Robert "T.R." Carr
Byron Watson
(Whereupon the hearing began at 5:15 PM.)

MS. BETHANY JOHNSON-JAVOIS: Good evening to everyone. How is everyone doing this evening? Despite the weather, we made it, and that's a good thing.

I have to out myself here and say, in addition to my other job, I'm also in ministry, so if we can take just a minute before we begin tonight to be centered in the present moment. We're very happy about the fact that we are able to be here tonight. Before we begin, and we have a very special guest who is going to help us open up tonight in invocation.

So I'm going to ask at this time if Pastor Futrell from All Creation Northview Holiness Church of God in Christ would come and open up to open us officially this evening. Please welcome him.

(Applause.)

PASTOR FUTRELL: Let us pray. Dear Wise and Lovingly Father, first we all we say thank you on behalf of those who are gathered here today. Thank you for your many abundant blessings. Thank you for life itself, for the measure of health that
we need to fulfill our callings, for the sustenance, and for friendship. Thank you for the ability to be involved in useful work and for the honor of bearing appropriate responsibilities. Thank you as well for freedom to embrace you. Thank you for loving us even so for your boundless and gracious nature.

In the Scriptures you've said that citizens ought to obey the governing authorities. Since you have established those governing authorities to promote peace and order and justice, therefore I pray for our governor, the various levels of all city officials, and in particular for this assembled Ferguson Commission.

I am asking you that you would graciously grant them wisdom to govern amid the conflicting interest and issues of our time. Give them a sense to work on the true needs for our people, a keen thirst for justice and righteousness, confidence for what is good and fitting, the ability to work together in harmony even when there is honest disagreement, personal peace in our lives and joy in our tasks.

I pray for the agenda set before them today. Please give the assurance of what will please you and what will benefit those who live and
work in and around our beloved St. Louis region. In your most blessed name I pray. Amen.

(People in the audience say Amen.)

MS. BETHANY JOHNSON-JAVOIS: Thank you, Pastor Futrell, we thank you for coming today.

At this time Dr. Levine, President of Missouri History Museum is here to welcome us.

Thank you so much for attending.

(Applause.)

MS. LEVINE: Thank you very much. I'm pleased to welcome you to the Missouri History Museum. I've been here for 11 months and I feel that my education and my understanding of American history changed markedly on August 9th, and I feel so grateful that both the Commission was named here in this -- in our auditorium and that you have chosen to meet here tonight, and that there is a trust in the community in this institution and a comfort to be here and to be a part of helping to work our way toward the solutions.

The Missouri History Museum made a commitment many years ago to reaching out into the community, to embracing the community, to being a safe place for those issues to be discussed, and I'm pleased to be able to carry on that work here now.
Tonight we will have our galleries open until I think 9:30, the Currents and Reflections Galleries upstairs. In the Reflections Gallery, there's a section Seeking St. Louis. It looks at the civil rights history of St. Louis, and I hope that you will take time to visit the exhibitions, to think about what's in there, and to realize that -- that the study of history is not always the study of the past, but that we live in the presence of the past. We live with those messages of the past, and in our museums we take time to reflect on them and to I hope learn from them.

So we are pleased to have you here with us tonight. I hope it won't be your only visit to the Missouri History Museum. This is your history museum and you are welcome here every day. Thank you for being here tonight. Thank you to the Commission.

(Applause.)

CHAIRMAN REV. STARSKY WILSON: Thank you Dr. Levine and to your staff team here for your great hospitality and care for us, for having us again on this journey, we think it appropriate to return here after these 100 days of engagement and learning for the community to do even more.
My name is Starksy Wilson. I'm blessed to serve as co-chair on the Ferguson Commission with my partner Rich McClure.

I just wanted to give a bit of framing for the night. What we intend to do tonight is to be able to share with you some of the things that we have learned over this first 100 days. This will be kind of a top level and bottom line of what we have learned. There's much more. There are more than 22 reports that are out on our website. We encourage you to engage those for the sake of your own learning in this process as well.

We'll also seek to engage and gather information from you about where we go next, particularly about the racial and ethnic relations challenges that we have in our region. This is a cross-cutting matter that goes across all of the various areas of disparity we studied, so tonight we'll begin that dialogue and frame for the work ahead.

Right now some folks are passing out to you some keypads. One of the practices that we have engaged in over the course of our last -- over the course of all of our meetings is doing some polling so that we have a sense of who's in the room and so
that we can be accountable for whom we have engaged
over the course of these meetings.

To lead us in that process tonight,
Miss Jessica Perkins from Vector Communications will
come and give us guidance.

Jessica.

MS. JESSICA PERKINS: Good evening and
welcome. The ladies around you are passing out a
keypad. If you have not gotten one at the past
meetings, these are devices that we use to capture
information.

Here, I have the transmitter so you
don't have to worry about pointing it in my
direction or in the direction of the screen.

Please look at your keypads. You will
see ten numbers or alphabets combined. Our
questions are designed to be answered with A, B, C,
D, E, F. So if you're going to select A, you select
the one that says 1/A. If you're going to select B,
you select the one that says 2/B.

We typically do a practice question to
actually see how many people are here. If you look
up on the screen, you'll see "What is your favorite
color?" That's the question.

For those who can see the screen close
enough, down at the very bottom you see something
that is a red box that actually says polling is
closed. Polling is closed right now. So if you
were to press your transmitter or your keypad, you
would not have registered a vote.

So what you want to do is see that
either saying polling open or the green box. So
make sure that everyone does have a keypad. Does
everyone have a keypad?

UNIDENTIFIED PERSON: Yes.

MS. JESSICA PERKINS: So the first
question is: "What is your favorite color?"

Remember, do not press yet. A is black. B is
brown. Blue is C. D is green. E is orange. F is
purple. G is red. H is yellow. I is white. And J
is other. I will open polling.

Hold on. Polling is open.

(Wherein, polling is open.)

MS. JESSICA PERKINS: We're having
technical difficulties.

Okay. Based on the results, I don't
know the exact ones, but I know that 82 keypads were
being used. So we're going to go back.

Now I'm going to ask you to answer the
question: "In what geographical area is your
primary home or residence located?" A is St. Louis City. B is St. Louis County. C is St. Charles County. D is Jefferson County. E is Franklin County. F is St. Clair County. G is Madison County. H is Monroe County. And I is other.

And polling is open.

(Wherein, polling is open.)

MS. JESSICA PERKINS: We are still having technical difficulties, I'm going to check offline and we are going to go to the next part.

CHAIRMAN RICH MCCLURE: Okay. Thank you very much.

We are going to move to a presentation of I think it's just 18 slides or so, and Starsky and I are going to tag team on this and to provide for you some context after a little over 100 days, and so we'll do this now and then if we can, we'll go back and do the polling.

But we will be inviting some commissioner comment on this, so they're going to watch this and give some reactions as a Commission, and then during the open mike period we will invite any of you to provide any reactions as well.

So let me just say that a little over 100 days ago actually at this site, in this
building, this independent and diverse group was charged with studying the underlying social and economic conditions and the unrest and the protests that came from the tragic death of Michael Brown.

We've done that with openness and transparency, with extensive input, and so we felt that after just over 100 days it was important to share with you 100 days of learning.

This is very much a work in progress. The report is a work in progress and certainly the Commission's work is a work in progress. So what we are doing here tonight is sharing with you a snapshot. It is just that.

This is not intended to be a comprehensive report of everything we've learned. It is not intended to be a comprehensive set of policy recommendations. It is intended to share with you just a snapshot, some vignettes, some thoughts, some things that might spur questions on your behalf.

And so since it is a work in progress, we invite your comment, both tonight, we invite it by virtue of utilizing the website, contacting STL Positive Change dot com. This report is or will be posted on the website so you'll have a chance to
review it in detail.

So can you advance for me, Jessica?

Thank you very much. We'll have to have you do that.

This was our charge. To provide thoughtful recommendations and guidance toward charting a new path towards healing and positive change.

And I need to say very clearly and I think very importantly that our first most important learning is this, and that is very simply that we must confront our reality in order to thrive. And unless we confront our reality, we cannot effectively confront the change that is needed.

So awareness and knowledge are the key first components before you build to skills and action. Confronting our reality is an essential part of driving change.

Next slide.

Very simply, a vision for our region should be where all people, businesses and communities thrive, where inter-connectedness is our strength, where empathy and respect drive citizens to be informed, engaged, and invested in their families, in their neighborhoods, and in the region
as a whole. And this must be our vision.

And it's this call to our region to confront our reality that says we need to say very boldly that we are very far from having this as a regional vision. So we call on our citizens and our leaders to look into their hearts and to begin to own our reality, to embrace a regional vision that requires a clear assessment of who we are and where we truly are.

Next slide, please.

So over the last 100 days or more, we've been listening, we've had robust and sometimes very uncomfortable dialogue and collaboration. We've collected extensive input and data toward a report goal of September 15th, but we have been very clear from the beginning on two very important points.

First of all is that we will along the way make statements, have calls for action, adopt policy priorities, and that was certainly done at our last meeting and tonight here again you will hear additional calls for action in the citizen law enforcement arena.

We secondly said that we see our report as a bridge to a translation, to an implementation,
to a development of capacity in our region that will extend well beyond September 15th when the Commission's report is filed. And so this is 100 days of confronting our reality.

And for our priorities, I'll ask Starsky to take the next slides.

CHAIRMAN REV. STARKY WILSON: Good evening.

UNIDENTIFIED PERSONS: Good evening.

CHAIRMAN REV. STARKY WILSON: So as we suggested and because we had a little bit of difficulty with technology, in our first meeting we reached out to the community and said you set the table.

As I was talking with Patrick a little bit before the meeting tonight, he noted something that's always helpful for us to remember, that we are only here because the community engaged around these issues, sometimes in ways that were uncomfortable for those who were in leadership, to take action, but we are here are because of young people, because of ordinary folk who decided that the way we were doing things was not appropriate.

So the best first place for us to begin
with this listing was to say to the community in this Executive Order of 1415 that was signed by the governor, what are the things that you want us to do, how would you have us to order this work, and how would with you have us to engage.

What you see on the slide represents what the community told us in that meeting on December 1st. First of all, that by far the issue for us to address, and we would be unsuccessful if we did not engage first, citizen law enforcement relations. You see that 68 percent of the people who were there at that first meeting said this is the first place where we should begin.

What you then see is kind of an equal distribution between municipal governance and municipal courts. These were three areas that were stated, areas of work and issues in the Executive Order, and this is how the community asked us to respond to them.

Then there was a long list of some nine disparities, social disparities that were listed in the Executive Order. We asked the community what are those that you find most important. You see that by far education and economic disparity were listed as the most important, with over nearly 60
percent on one, over 60 percent on another, and then
following closely behind was racial and ethnic
relations.

So what we did was ordered our work and
began to have these open sessions where we would
take our community input on an issue and use these
Commission meetings to then stand up working groups
to engage these issues as informed by the
community's best thinking.

So the Citizen Law Enforcement
Relations Group was first with the leadership of Dan
Isom, Dr. Dan Isom from the University of Missouri
St. Louis. We then added Co-chair Brittany Packnett
from Teach for American.

The Municipal Courts and Governance
Work Group was established with the leadership of
Reverend Traci deVon Blackmon from Christ the King
United Church of Christ, and Dr. T.R. Carr,
Professor and former mayor of Hazelwood, and former
leader of our municipal league.

We stood up a working group around
educational inequity and child well-being with the
leadership of Dr. Grayling Tobias of the Hazelwood
schools, and Becky James-Hatter from Big
Brothers/Big Sisters of Southeast Missouri.
And then finally in our last meeting, we discussed economic inequities and opportunities, and this work group is led by Felicia Pulliam, Attorney and Director of Development with Focus St. Louis, and Patrick Sly, Executive Vice President with Emerson.

Today we begin likely the most difficult discussion. The one about racial and ethnic relations will begin today, and we will continue this work as a cross cutting matter that really gets to the idea and concept of reconciliation for our region.

At the top of the list we note -- next slide please.

At the top of the list of note is Citizen Law Enforcement Relations. We thought it important to tease out the top kind of issues, the six buckets of work that the community gave us to do when they gathered on December 8th.

The community suggested in these broad areas that we needed to strengthen citizen/police relations, that we needed to improve very specifically the relationships between young people in our community and the police and those interactions, we needed to enhance officer training
and preparation, we needed to reform police practices, and we need to increase funding for community policing.

In that session, we also had a broad education on the powers within the Peace Officer Standards and Training Commission, where authorities lie at the state level for improving these areas, and quite frankly, we had very frank discussion about the fact that community policing is something that needs to be defined, and perhaps we have an opportunity in our region to define it for the rest of the nation.

Going back to that first meeting on the next slide, we also made some commitments. Quite frankly, this meeting is a part of that commitment. We made commitments of guiding principles for our work. How would we do this work? We would do so with transparency. The things that we do need to be done in the open, in the public. We need to be accountable to each and everyone of you.

We need to give thought to equity and fairness and seek these things in our work as much as we seek it in the outcomes and recommendations that we will make to others. That civic engagement is a priority. We must take seriously not just the
data and academic study that come on the shelf, but also the voices of people who come out to these kinds of meeting and participate in our various work groups, and that we want to focus on sustainable actions with accountability and urgency.

That it would be nice to come out with recommendations that were helpful for a time, but we want things that have a capacity to have change for many of us the rest of our lives.

You told us in the first meeting that you wanted us to make bold, transformative recommendations, and we invite you to hold us to that standard.

Finally, we suggested that we must do this work with an eye toward diversity and inclusion in our work. And then finally integrity by which we mean that our actions and our statements need to align with one another and you should be able to see that in our work.

On the next slide, you see that what we believe we know at this time. Really the continuum and trajectory that we are seeking to engage.

First and foremost, that change is a process that begins with awareness. To be clear, while there are many of you here, there are 2.8
1 million people in our region, and this is all of our issue, all of our challenge, all of our problem, and we must all engage around these issues, and those who do not understand that this is an issue for them right now must be made aware that this is a regional challenge, that we cannot hide from in our respective coves, ghettos, or neighborhoods, but rather everyone needs such awareness. After such awareness, we must build knowledge.

(Applause.)

CHAIRMAN REV. STARSKY WILSON: After such awareness, we must build knowledge. We actually have to learn.

Ron Heifetz is the one who talks about leadership without easy answers and he suggests that adaptive challenges and trackable issues require learning first. So we must come with humility to the task, learn about things that we do not know and learn about some folks that we do not know, and then engage in this work.

After we are aware and have gained knowledge, we then must build the skills and capacities in order to take action. Skills we must learn at an individual level perhaps, and capacities we may need to build at a regional level.
There may be supports that we need to effectively take action, and we must invest in those supports. And in order to have policies to make ultimate impact, then we must have the capacity of the civic -- of the civically engaged community, accountable elected officials in order to make sure that change is ultimately made.

To get to other things that we have learned, Rich will come back at this time.

CHAIRMAN RICH MCCLURE: To build on Starsky's comments. It is clear that the essential step to change is confronting our reality. One national columnist called us out when he said that St. Louis has given up its sad facts. And he mentioned racial tension, he mentioned housing, he mentioned speed traps, and I would add to that the other priorities that were listed on the earlier slides of educational inequities, economic challenges, and the opportunity that has alluded so many in our region.

And it's important for us to realize that understanding deeply those challenges and realizing that they are all of our challenges is the essential first step toward what we must do next.

Next slide please.
So we've given you a couple of slides, those of you who were here last week saw these particular two slides, but they are intended to be illustrations of that challenge of confronting our reality.

So you heard Dr. Jason Purnell describe the study for the sake of all that previewed this reality. An 18 year gap in life expectancy between zip codes just one digit and ten miles apart. Two zip codes where four times the unemployment rate in one than the other. One where 54 percent live in poverty and the other where less than five percent live in poverty. Just ten miles apart.

These are the realities of our region and they're realities that must not stand. And so confronting them and realizing what the data tells us is our first step.

Similarly, we looked at the question of economic mobility. Next slide please.

This is a national slide but you can see St. Louis boxed in the center there and you can see that our ability for one generation to have the opportunity to have the same opportunities as the next is among the lowest in the country.

And so it is that economic mobility
challenge that we must address with education, with
job readiness, with the economic activity needed to
drive the opportunity to improve. This data simply
shows that the opportunity for those in the lowest
quintile of economic status to be able to move up to
a higher status and the probability thereof.

And so confronting our reality means
not only do we have to look at the data, but we have
to look at how we compare nationally and realize we
have so far to go.

Starsky.

CHAIRMAN REV. STARSKY WILSON: So the
next slide I would hope is a little difficult not
just to read but rather to digest.

As we look at what we have learned, I'm
thoughtful about some things that I've heard. One
of the things that Reverend Blackmon quotes often is
once I see, I can not unsee; once I know, I cannot
unknow.

What we've learned about our region is
this, that with only 22 percent of the State's
population, the St. Louis region represents 46
percent of the state revenue from municipal fines
and fees.

We have learned and we know that 66
percent -- African Americans were 66 more likely than whites to be stopped based upon their respective proportions of the Missouri driving age population in 2013.

We came to know as we put this in context of stats from the United Nations, and we had a presentation in our December 8 meeting from a delegation from the United Nations that African Americans in our nation are ten times more likely to be stopped by the police for minor traffic violations.

We came to know based upon the work of Dr. Raj Chetty at Harvard University as he studied communal -- I'm sorry, commuter living zones that St. Louis is the fifth most racially segregated metropolitan area of 50 large metropolitan areas in our nation.

We came to know that children in our community live in poverty at dramatic high rates. The regional zip code data from the Vision for Children at Risk on the number of children living in poverty runs as high as 46.3 percent in that there are nine St. Louis area zip codes with child poverty rates above 30 percent.

We came to know that on either side of
the Mississippi, whether you're talking about Illinois or Missouri, that one in five children live in poverty, and we all know that this has dramatic impacts on their health, on their life outcomes and circumstances, on their capacity to learn, and on their ultimate capacity to earn.

We all know and we can no longer unknow that between 2000 and 2013 the number of residents living below the federal poverty line in St. Louis suburbs grew by 53 percent.

We knew this data because we got it in our last St. Louis County Strategic Plan, quite frankly. We came to know it again when booking institutions visited many of us and told us in their study about poverty, confronting suburban poverty in America, that we quite frankly are the microcosm of this issue.

We see this, and we know that we are under-resourced in St. Louis County when it comes to homelessness. We know that we are under-resourced when it comes to philanthropic and social sectors. Of course, we are under-resourced when it comes to non-profit institutions to address this. We need capacity.

And we know we cannot change the
inevitable fact that 61 percent of the region's jobs are located more than ten miles away from downtown, making our region one of the most decentralized labor markets in the nation's 100 largest metropolitan areas.

And so if we really want to address economic mobility, then we must address access to jobs, we must address transportation-oriented development. These are things that we have come to know over the last 100 days, and now that we know we cannot unknow, we cannot not know, so we must do something about it.

We have not come to know this in a vacuum. The next slide suggests that we learned this with each and every one of you hand-in-hand. Evidence and public meetings, if you include those of our working groups and of this body, more than a thousand attendees in these six open comment sessions, twelve facilitated small group break-out sessions, eleven subject matter expert presentations, those from -- those who are local and those who are not, we reflected and made available as we referenced before twenty-two informational and research documents about the region's challenges.

These sixteen commissioners have
shared, they have listened in their spheres of influence and by invitation. Yes, when you have invited us into your respective spaces, to share the work we have done, and the call that we have been called to, and the notes and transcripts and video from each meeting have been shared publicly on-line following each meeting. We encourage everybody if you have not taken time to visit -- to visit the website at STL Positive Change dot org to do so because we believe that these facts are things that must be shared in all of our respective neighborhoods and areas.

Finally, I'll share before I transition back to Rich, that from these priorities, from this knowledge our priorities have begun to emerge. In the last meeting you saw, and if you didn't, you can go to STL Positive Change dot org on our website, you can see the legislative and policy priorities that were affirmed in two different work groups in the last meeting, but there are a few things that we can say aspirationally about our work, what we are seeking toward.

Number one, we seek a region where people are not placed in jail based upon their ability not to pay fines.
We seek to lower the disparity that suggests that a ten mile difference in zip code does not show an 18 year swing in life expectancy.

We seek that neighborhoods are safe and mutual respect and reciprocal accountability exists and abide within them.

That people can be equipped for and find jobs with wages capable of supporting their households.

That children and youth of our region can have equitable opportunities to learn and to succeed.

And we recognize and appreciate the full value of being racially and ethnically diverse as a region.

CHAIRMAN RICH MCCLURE: We know that change happens not through commissions and not through reports, but change happens through people, and so we're very mindful of the fact that it is our role to set the table for change and to focus attention on the need for change and to make very specific transformational recommendations for change, and then to, as I said, establish the opportunity for the region over a period of time to monitor ourselves and measure how we do in
implementing that change, and change will come
across, certainly policy, not just legislative, but
executive, perhaps judicial, in various levels of
government.

It will come through systemic change as
we face the institutional barriers of race and the
challenges that come from systems that have been
established that impact advancement, promotion and
access.

It will come by changes in practice, by
actions that are taken just in the way in which we
do business with each other, that affect the
delivery of not only the services but the way that
we approach life.

And then finally, and we are very
mindful of this, that many of these issues are
issues of the heart. They're issues that each of us
as individuals must face and we must face our
uncomfortableness, and face our assumptions, and the
way that we interact with each other and the way we
hold each other accountable.

And with each of these opportunities
for change, then comes the ability for us as a
region over time to face our reality and realize
that we have to look at what happens next, and so in
the work of the Commission there are some very
specific steps.

As was said, we will tonight begin the
dialogue on racial and ethnic relations and begin
that discussion. Our work groups are well under
way, and many of them have already begun meeting,
and I think over time you will see us meeting very
frequently, sometimes as much as once a week, not
with the full Commission, but with our working
groups on having the opportunity to hear dialogue
from citizens and from others who are very
interested in what they are doing.

Then we will begin to explore national
models that have implications for what we are doing
and the learning that we can have. This is our
opportunity, my friends, it is our opportunity,
because St. Louis is filled with well meaning and
well intentioned citizens who want to change, who
want a better tomorrow, and our opportunity is to
show them a path and a way and guidance to do that.
Not just by the work of a Commission, but by what
all of us do through our institutions and what we do
individually.

We know we can do better and our
opportunity now is to take what we've learned in a
hundred days and begin to take that awareness and
that knowledge and to begin to build upon it to find
a way forward.

Starsky.

CHAIRMAN REV. STARSKY WILSON: So at
the end of the day, I'm a preacher. Raised and
never made it away from the church. One of the
things we used to sing is God's got a way that you
can't go over. God's got a way that you can't go
under. God's got a way that you can't get around.
You must come in at the door.

The message to the community, to its
leaders, to those who seek to avoid difficult
conversation, who seek to get beyond this or through
this, who have awaited the call and who do not look
forward to the warm weather is that you can't get
around the things that we know about our region. We
must go through.

(Applause.)

CHAIRMAN REVEREND STARSKY WILSON: We
must go through the uncomfortable conversations. We
must go through the changes in investments. We must
go through the difficulty of empathy with those whom
we do not know, and some we do not want to know.

We must go through the facing of our
present and even wrestling with our past. We must
go through finding a collective vision for the
future. Public relations will not change this
issue. We must go through.

The Ferguson Commission will not
resolve this work in and of its own, nor would we
attempt to take the responsibility or to deflect
such from those who have responsibility for serving
this region. Rather, we will do our work in making
recommendations and engaging the community and
passing the work and the recommendations back off to
the community that we stood in the auditorium
downstairs and said we will be accountable to.

We will invite that community to do its
work in holding us, holding others, holding one
another accountable for making the change that will
be mapped in our recommendations.

The difference between the St. Louis we
want or we say we want, the region that we have is
each person taking responsibility and holding others
in community accountable. Change in our region will
not happen in an atmosphere where there is yes and,
and less no but. We get to a different tomorrow by
doing something different today.

So the question for those in this room,
and not only those in this room, but those who pay
attention to this room, those who have sent some of
us to this room, those who have been in briefings
about what goes on in these rooms, what are you
going to do differently today to make change and
make a difference tomorrow? This is the
conversation we'd like to have tonight.

We have been through 100 days of very
intentional listening, learning and conversation.
What will we do differently today based upon that
which we know about yesterday and hope for tomorrow?

So the next slide really kind of frames
up the discussion for our commissioners, and then we
will invite you into this discussion as well. The
commissioners are right behind you. I invite you to
be reflective with us for a few minutes, then we'll
invite the community to join us in dialogue and
conversation.

To the commissioners we ask: What have
you become aware of that you weren't aware of
before?

I've asked these questions in a chunk,
jump in wherever you feel moved.

What have you learned about a
particular issue?
How has that knowledge changed how you see things?

What have you become aware of that you weren't aware of before?

What have you learned about a particular issue?

And how has that knowledge changed how you see things?

CHAIRMAN RICH MCCLURE: Becky.

MEMBER BECKY JAMES-HATTER: How much time do we have?

CHAIRMAN RICH MCCLURE: I think we hold them to two minutes, so I think we should do the same to ourselves.

MEMBER BECKY JAMES-HATTER: All right. I'm with you.

Well, I have quickly some broad answers to my question -- I mean broad -- broad answers to these questions, and then specific.

I think what you just laid out, the idea of learning and understanding. I've been in this community for 21 years, working with kids in Big Brothers/Big Sisters, been in every neighborhood, every home, seen a lot, hear a lot, but I cannot describe the depth of understanding I'm
going through right now.

By reading -- I will go to one particular -- two particular things on the municipal courts. We heard the testimony, we heard all of the information from Better Together.

Mike, I won't say Mike's last name, has been working with Big Brothers and Big Sisters for ten years, I called him in and said Mike, what do you know about municipal courts. Mike told me the story of municipal courts that I heard the night before in testimony.

And then I said Mike -- and I had the research on my desk, I said Mike what cities in the county do you not want to get stopped in, and he named four of the top six and the research.

And I could go on and on, but I think on a bigger note, I think I'm learning another thing, is that children with the most need of the best education are getting the most novice teachers and the most insufficient funds coming to them, and that is deeply bothering to me.

And I think the last thing -- and I've got a whole list, so I could keep going. But the last -- the other thing that I'm learning is we've abdicated this problem as citizens and looked at the
leaders, whether they're leaders of corporations or
leaders that are elected, and we haven't come in
this room and kept this conversation going.
So September 15th will come, but I hope
these meetings don't stop because we've got to stay
in this room and own this problem.
(Applause.)
CHAIRMAN RICH MCCLURE: Who's next?
Rose?
MEMBER ROSE A. WINDMILLER: I'm on the
hot seat. So I'm Rose Windlmiller. I actually want
to --
I'm Rose Windmiller, I'd like to follow
up actually on something that Becky said, which I
was aware of, I work in the legislative field, so I
knew municipalities had a tendency to raise
significant revenue, some municipalities, through
court fees related to traffic tickets.
What I didn't realize was how desperate
some of these communities are to raise money, that
they're actually using this as a tool to pad their
budgets. So not only is that an issue for citizens
who are pulled over and can't afford an attorney to
plead their case down to a non-moving violation,
which many of us can do, it's a problem for the
municipalities who don't have enough money in their budgets to provide appropriate services.

So we can't solve one without the other, and I think that's something that we all as a community need to think about, be dedicated to, and figure out how services can be provided to everyone equally.

CHAIRMAN RICH MCCLURE: Thank you, Rose. I'm looking at people with microphones, so raise the mike. Byron. Byron then Tracy.

MEMBER BYRON WATSON: No, I've got manners.

MEMBER TRACI DEVON BLACKMON: What have you become aware of that you weren't aware of before?

I have become aware of just how deeply embedded the systemic racialized targeting of black people is in St. Louis.

What have I learned about that issue? Where I -- I had allowed myself to believe that it was unintentional and that it was done not with forethought. I no longer believe that.

I believe that it was intentional. I
believe that people are intentionally targeted based on where they live, to be stopped for traffic violations, and that those neighborhoods that are intentionally targeted are intentionally criminalized.

How has that knowledge changed how you see things?
It has made me become more aware that this is not a problem that has to do with people being taught differently, but people being demanded to behave differently. I don't know how else to say that.

At one point I thought that this was more of an awareness issue than a behavior issue, and now I know that it is a behavior issue, that the behavior is an intentional, and it is done with full awareness.

What will I do differently today because of it?
I will use every fiber in my being to push all the power that I have to change this so that people are accountable for their behavior. And I am a preacher too. We'll work on hearts in the church. But in government, I want behavior to have consequences.
(Applause.)

MEMBER BYRON WATSON: One of the things that I learned last meeting, and it still sticks with me today, I think we had a young lady come before the Commission, and this young lady poured her heart out to our Commission, and I still think of that young lady.

We've got a lot of people hurting in St. Louis. I've met so many people and I've heard so many of their stories, and one of the things that I'm now getting to understand even more is I understand where some of that anger now is coming from.

People want to do better. People are trying to do better. They're looking for opportunities to do better. We need to start creating those opportunities so these young people, as well as our -- our middle aged people, and just everyone has an equal opportunity. That's all they want. They don't want special favors. They just want an equal opportunity to be able to go out there and get jobs to be able to take care of their family, to be able to pay for Pampers and things we take for granted. Some people have a struggling time doing that.
And I think that's one of the things I learned last week with this young lady who stood before us, and I think that young lady will be in my mind for some time to come.

(Applause.)

CHAIRMAN RICH MCCLURE: Thank you, Byron. Any other? Yes, Felecia.

MEMBER FELICIA PULLIAM: Good evening.

Am I on?

Good evening. This is a little difficult, so I'm going to tell my truth.

Before this incident happened, based on the work that I've done in struggling communities, pushing against poverty, pushing against politicians, trying to fight city hall, I mistakenly believed that people that worked in this work with me knew what was happening and were actively endorsing and participating the systemic oppression of black and brown people in this community, and I was extremely frustrated and found myself completely isolated, believing that I was pushing this big ball, you know, up this hill with just a few people that understood how difficult these challenges were, and being in love with these communities because
it's my home.

I'm a North County girl. I love my communities. I don't see the invisible boundaries. I purposefully ignore them so that I can live in my community. And right now I live in my community in the City of Ferguson.

And what I've learned after the scab was ripped off August 9th is that most people just weren't aware of how difficult it is for so many people in our region. I have learned that there are a lot of good people, now that they are aware, that want to do something to change these conditions.

And I've learned that we can do this, that people want to participate, and I am excited and encouraged by that knowledge, because it is a huge relief, even knowing how difficult it will be for us, I am so grateful to everyone who's on this learning journey with us and committing, committing to do this very difficult work to change our community because I believe that we can do it.

So thank you.

(Applause.)

CHAIRMAN REV. STARSKY WILSON: Rasheen.

MEMBER RASHEEN ALDRIDGE: I also can't go the status quo route and I have to just talk.
Before this, I was aware of issues that affected young people like myself. I was aware that young people like myself was harassed a lot more than people who did not look like me.

But what I wasn't aware of is how much it had happened. I wasn't aware of the data of how five times more that are African American is pulled over, that we are constantly targeted, harassed, that we are pulled over to have these traffic fines, and are pulled over and arrested for warrants, and that we young African Americans have five times more than other individuals.

What I do want to say is that I am very appreciative of this Commission because this Commission has shined a light on it. And I believe Starsky had said at the beginning, raising the awareness is the first start.

We know that these issues are going on, but not everyone understands. Some individuals may have been pulled over one time, but there individuals that are in this room that get pulled over constantly for doing nothing wrong.

This Commission has honestly shined a light on the issues that minorities go through on a day-to-day basis. This Commission has made it their
charge, and all these individuals that I'm truly
honored to serve with, to say that they are going to
stand with this Commission, they are going to stand
in this with the community, and they are going to
stand and make some change.

I know a lot of people that go oh, like
this Commission is not about it, but I can honestly
from my word say that these individuals on this
Commission has did the first thing, we have made
awareness that we have racial issues in St. Louis,
that these courts are out of order, and that the
police need to be held accountable for their action.

(Applause.)

MEMBER RASHEEN ALDRIDGE: And the next
step is actually creating some change. As we go
through the process, I am very honored to serve with
all these members on this Commission as we figure
out what can we do to make our St. Louis a better
region.

How do we make this Commission
something sustainable, not just beyond -- or not
just to September, but beyond September, because if
we stop, this is just going to continue. We done
read this book before, people wake up and then they
fall asleep, and then we get a Commission, then we
get to September. We have to figure out how do we continue going on, how do we keep pushing forward, how do we really make the change for the generations as well.

I thank the community as well.

(Applause.)

CHAIRMAN REV. STARSky WILSON: We want to thank all the commissioners that have shared. In fairness, and so I just -- what you count matters. I counted had two white females, two black females, and two black males speaking, and we don't want to be accused of not offering equal opportunity. So I want to invite my commissioner colleagues who have not had occasion to speak who might not be a white female, a black female, or a black male to speak before we move on to the next --

MEMBER SCOTT NEGWER: I think I fit that category.

You know, I was seriously was getting ready to stand up and then Felecia stood up, and that's exactly what I was going to say. She echoed optimism at the end.

I'm a business owner in Ferguson, and I was born and raised in Ferguson. And, you know, what I've learned is we have issues. But the
positive part is here we are seven months after the
incident and we still have probably over a hundred
people showing up at the Ferguson Commission to hear
what's going on. That's progress.

There's not a business meeting that I
do not attend that I'm not asked about the Ferguson
Commission. That's progress.

And what they're asking me is not hey,
what's going on, hey, it's where are you at, what
are you discussing. Everyone is concerned about
this issue. This isn't just a Ferguson issue. It's
a St. Louis area issue.

I was just in a meeting in Dallas,
Texas, meeting with people from across the country,
business owners like myself. I had three business
meetings, or dinner meetings, in every one we spent
at least 30 minutes discussing the Ferguson
Commission and what's going on.

People from across the country know
what's going on and are interested in how we are
trying to solve our problem. And I leave those
meetings encouraged because people do want to talk
about this issue. And it is our charge, as Starsky
said it very well, we have to look at this and not
ignore it, and you need to hold us accountable and
keep us on point. Make sure we address the issue
and we don't let this issue kind of die out as it
gets age.

So as Felecia said, I'm actually
optimistic after the first hundred days. I think we
are doing the right thing.

(Applause.)

MEMBER SCOTT NEGWER: T.R. Carr.

CHAIRMAN REV. STARSKEY WILSON: It was
Scott that called you out this time.

MEMBER TRUMAN ROBERT CARR: As a
faculty member, I think two or three minutes is too
short.

Now, what I've learned about the whole
process is that we're facing some really complex
issues, and one of the things that's going to be a
challenge for this region is that any time we
propose a solution, we may inadvertently create a
new problem. So we have to be very, very careful as
we move forward to redress the issues that we've
identified, and we've identified quite a few, just
to be sure we do not create new problems.

At the same time I've been aware, like
recently we're aware of the fact that Ferguson/St.
Louis is on the minds of people across the country
and around the world.

The University in Kansas is bringing me over tomorrow to address one of their graduate seminars about the Ferguson Commission and regionalism in St. Louis, the problems that we face. And bringing down a group of around 30 international students from the University of Illinois at Champaign Urbana to deal with understanding more about this. So this is an issue that has grabbed the attention of the entire world.

What I'm encouraged about, I guess I share Scott's enthusiasm and Felecia's is that we're moving forward, and that this Commission begins the process and it will continue, but we will in fact solve the problems because we have to. We will in fact solve the problems because our very future really ties to a work of this Commission and the partnerships that create with other organizations and institutions across the St. Louis area.

(Applause.)

CHAIRMAN REV. STARSKY WILSON: Thank you, T.R.

Now that we've had occasion to hear from commissioners and we have appropriately assured equal opportunity, particularly to my white
brothers, we want to hear from each and everyone of you.

So what are the things that you will do differently, seven months in, a hundred days into the Commission's work, what are the things that you might do differently now that we come to this point.

As has been our custom, Miss Laurna Godwin will lead us in our open mike period where we'll hear from members of the community.

Laurna.

MS. LAURNA GODWIN: Thank you Starsky and thank you Rich.

Let's live give the commissioner a round of applause because they're volunteering their time.

(Applause.)

MS. LAURNA GODWIN: I would like to move it over here, pull it back to get it to move.

This is our open mike period where we want to hear from you. We're running a little bit late. We went longer. If you put your name in the fish bowl at the beginning, I'm going to pull randomly, you will have two minutes to speak. I have the timer up here.

And for those of you who don't get a
chance to speak but want to leave a comment, I will pass out some yellow sticky pads, if you would like to comment and put it up on that white board behind that TV photographer right there and we will review them later on.

But let's start, and the question is that was up at the registration desk: What are you going to do differently today and in the future because of what you've heard from the Ferguson Commission, what you've learned as well.

The key point is this is not about the Ferguson Commission doing the work, it's about all of us taking the lead. The Ferguson Commission is just setting the table. So I'm going to call the first three names so you can start to prepare yourselves for speaking.

The first one is Jeanine Molloff. Are you still here Jeanine? Okay. Come up on. And then after Jeanine, we'll have Patrick Fox. And then after Patrick Fox, we'll have Windsor McKnight. Are you Patrick and Windsor? Okay. And then we'll do the keypad polling. Technology is back up, it's a beautiful thing. You have two minutes.

MS. JEANINE MOLLOFF: The things I
would do differently, first I would hold politicians
and courts accountable. My eyes have been opened.
The issues are quite clear, racism, police
brutality, police lawlessness, prosecutorial abuse
and a police military mindset which then creates a
combat zone.

There can be no positive change until
these issues are dealt with. Police and prosecutors
must be held accountable to the public. Equity is
lovely but justice is better. Justice cannot exist
in a political vacuum determined to silence those
who challenge a growing police state.

Our civil rights are not certain
privileges a police chief may permit. They are God
given rights. In order to bring fairness and
justice to our state, police must be held
accountable. Citizen review boards must have
subpoena powers which cannot be revoked by the
governor or anyone else.

Racial profiling is not only here, it's
prolific, and there can be no justice without
fairness and there's nothing fair or just about
racism or any other form of dystopia. Police
military must stop. Community based policing must
have accountability and transparency. Legal terms
such as obstruction must be clearly defined and not held to the whims of individual police officers. Our rights and the Bill of Rights must be respected and enforced.

While jobs, economic mobility are important, remember that racism and police brutality thrive even in well educated and affluent communities. Professor Henry Louis Gates of Harvard was accosted by a police officer who only saw a black man as he tried to enter his own home.

Racism and inequality are the disease and police accountability is one part of the needed remedy. Police accountability and community-based policing can happen right now. As said before, justice delayed is justice denied.

(Applause.)

MR. PATRICK FOX: That's hard to follow. This is Patrick Fox, and I was prepared say something different but I won't avoid your question.

I'm prepared to do what they did on the Pettus Bridge in Selma, Alabama, the protestors that formed and led the formation, and then prepared to sit down, be arrested, and to put my physical presence on the line to bring about the change in the way we operate.
Now, I've heard some things -- first of all, I want to say that this Commission is doing great work. It's putting its heart and soul into it, and I commend you, but what I've heard tonight is that we should hold you accountable for your recommendations, and your role is to set the table for change, and that your report be the bridge to implementation.

The work of this Commission cannot end until you have done everything you possibly can to get your recommendations implemented. Great ideas not implemented have no impact. This is going to require the Commission to take on the responsibility to form a political movement.

This Commission was given birth by a political movement. We call them protestors. But what they did is they made it very uncomfortable for our government to ignore what it has so long ignored. They've given it to you hoping perhaps, and I'm cynical here, that you'll come up with a great book and this will all go away.

The Commission was formed as a result of this movement, the relentless activities of a few thousand people, and until this becomes a political movement again that brings about change, your work
is not done, and you should be held accountable for
that.

Thank you.

(Appplause.)

MS. LAURNA GODWIN: As Mr. Windsor comes up, let me call the next two. Cindy Hollins.
Cindy, you still here? Raise your hand for me.
Cindy? Are you Cindy?

MS. CINDY HOLLINS: Yeah.

MS. LAURNA GODWIN: And then Diana Oleskevich.

Go ahead.

MR. WINDSOR McKNIGHT: I'm Windsor McKnight. I'd like to address the Commission. I want to thank you for giving me the opportunity to speak. What I'd like to do is toss my hat into the arena of political activist.

I want to give you what we call an arrowhead to show you the focus of your own Commission. I'm going to put in place my life story about the life and times of what had really happened with the City of St. Louis and the region of St. Louis.

It involves the denial to earn a living by a minority under an oppressive system designed to
disenfranchise all black minorities for the benefit
of the group. If you'd like, my name has been given
to you, and I look forward to hearing from you about
any and all comments about my situation. Because it
is true. I'd like to thank you for the opportunity
to speak. Thank you.

(Applause.)

MS. LAURNA GODWIN: Cindy, please come
forward.

MS. CINDY HOLLINS: My name is Cindy
Hollins, and the change that I will make will be for
me to educate myself and my children about being
aware of racially motivated arrests in our
community.

I wasn't raised in poverty, but my
circumstances, my kids, you know, have been -- is in
that situation now, and I -- they've led a sheltered
life because of my morals and values that I was
raised with. I've tried to instill certain values
in them, and I don't -- I didn't necessarily tell,
you know, tell them about, you know, how to handle
themselves if they were arrested or anything like
that. But it is an issue now and I just want them
to be able to conduct themselves in a positive way,
and --
MS. LAURNA GODWIN: Thank you.

(Applause.)

MS. LAURNA GODWIN: As Diane comes up, I'll pick two more, and then because of time we need to move on. But if you have comments that you want to leave, again we have yellow sticky note paper, you can write them out and put them on that white board back there and we will collect them.

So after Diana speaks, we'll have John Parker and Jim Roos.

Great. Okay.

MS. DIANA OLESKEVICH: What I've become aware of is that having raised two very dark skinned brown sons in an atmosphere of white privilege, I made a crazy-ass assumption that they were immune, and since Michael Brown's murder, I have listened to them in new ways and heard what is a reality for them and what is a reality for so many.

In the last hundred days I have begun to read a book called Waking Up White. I've read another book Witnessing White. My black brothers and sisters have told me that us white folks have a lot of work to do, and I've begun to do that.

In the next hundred days, I'm joining with ten other white folks, and each of us ten is
going to get ten more, and hopefully we will become
a much more integrated and diverse group, and we are
creating signs that say Black Lives Matter. 500 of
them have been distributed already and are in front
yards, including mine. The goal is to distribute
5,000 of them as a way to raise awareness and
educate white folks about what is the reality of our
black brothers and sisters.

I was educated in the master's view of
history, and it is what it is, that's the way, and I
have learned so much in the last six months. It
didn't start a hundred days for me, but coming to
the first and second Commission meetings has
certainly been influential. I too could share your
recognition that my entire view of this city has
been turned upside down. I've lived in -- thank
you.

Thank you. Thank you.

(Appplause.)

MR. JOHN PARKER: John Parker. Good
evening everybody. One, I want to applaud the
Commission for this task. It is unbelievable what
you are attempting to do, and I wish you all the
greatest success.

My family was the first black family in
Ferguson in 1962. Dr. Tobias and I go back 30 years at least. So I'm not going to call him out there like that, but I've listened to all this tonight, and many of you have heard me say this, that if we are going to address the issue of race and restorations in the City of St. Louis, we have to be able to become comfortable being uncomfortable.

And I heard you speak about struggling with people who you felt were unaware of this issue. I don't want to -- with all due respect, they're not aware, they don't know because they don't want to know. There are systemic racial issues all over this city, and they're staring people in the face and they choose not to address them.

Simply, why does the Metro Link stop at 270? Why does it stop at the Gallery? Because people don't want an element in those other neighborhoods. Until -- exactly, no buses in St. Charles. Until we sit down and have a serious real conversation, real where people are sitting across from each other, sitting on the edge of their chair, being uncomfortable with the conversation, nothing will ever be accomplished.

Thank you very much.

(Appause.)
MR. JIM ROOS: My name is Jim Roos. I always tell the gas company, it's R-O-O-S. I run a housing ministry business called Neighborhood Enterprises. I started it in 1971. For 43 years I've looked for ways, primarily self-supporting ways to provide affordable housing to people. I don't mean subsidized housing, I mean market-rate, decent rental housing.

One week after Michael Brown was shot, I was able to drive up to Ferguson. It was raining. A Saturday morning. People were sweeping up trash. I went to the McDonalds and I listened to people talk.

Two hours later I came back to my neighborhood, which is on the near south side between Jefferson and Grand or Grand and Kingshighway. I signed a contract that would force -- that would cause me to sell, but I was forced to sell a building in which we have four families in four-room apartments, used as one or two bedrooms, the rent was 400 and 425, that we couldn't get refinancing for because BMO Harris Bank had bought out Southwest Bank and would not renew a loan that we had for five years.

The people who bought that building
asked all four tenants to move. We were able to house all four tenants in our units. And they're getting tax credits to redevelop that building, which was decent, ordinary housing, that you and I pay taxes for.

So we have -- what I'm able to do and what I'm asking to do for the Commission at a later date is tell you about the subtle housing policies and practices that cause areas like Canfield Court in Ferguson [sic].

I have had the unique opportunity for forty almost five years to look at that and study it, to create a general purpose corporation that actually provides housing in a not-for-profit corporation that owns housing and advocates for policy. I have twenty copies with me of -- thank you -- of what I submitted to the Commission and beyond the Commission, I wasn't asked to do so, I have twenty copies of a brochure about our organization. I have some extra copies for the public and for the media and I'm hoping for an opportunity in April, either the 13th or the 27th meeting to give you more details on this.

(Applause.)

MS. LAURNA GODWIN: Thank you to all
who spoke during the public open mike. If anyone
has a comment they want to write down, I'll come
around if you hold up your hand with yellow paper.
Okay. I will do that.

Jessica, all of you have your keypads,
please pull them out. We need to go to -- your
keypads here. If you do not have one because you
came in -- Monique, look around the -- keep your
hands up for the keypads since some came in since
then. And put up -- who wants a yellow sheet?
We're coming around with the keypads.
Keep your hands up for the keypads.
So everyone has a keypad. Okay,
Jessica.

MS. JESSICA PERKINS: All right. We're
going to do the color question very quickly because
most of you have already gone through it. I think
we've probably got maybe 10 or 15 additional people.
So the question is what is your favorite color. A
is black. B is brown. C is blue. D is green. E
is orange. F is purple. G is red. H is yellow. I
is white. J is other.
I will open polling now, and please
press the appropriate alphabet on your keypad.
(Wherein, polling is open.)
MS. JESSICA PERKINS: And it looks like we actually gained about 30 new people since we key-padded the first time.

All right. So this audience is actually no different from any of the others. To be very honest with you, most people favor blue. As you can see, there are 25 out of a 114.


I am opening polling now for registering your response.

(Wherein, polling is open.)

MS. JESSICA PERKINS: For the individuals that came in new, one of the things that I will tell you is that polling is open. If I haven't stated polling is open, then your comment or your polling or preference will not register.

This is quite interesting. I want to run this one again because we had 114 people
register their favorite color, this time we only
have 69 people who registered their home or
residence. Something happened. You know who you
are.

No, it's not open yet. Polling is now
open. I would like to see us get to 100. Okay,
here we go.

(Wherein, polling is open.)

MS. JESSICA PERKINS: Excellent. So
about 50 percent of the individuals here are living
in St. Charles County, followed by St. Louis City.
UNIDENTIFIED PERSON: St. Louis County.
MS. JESSICA PERKINS: Sorry. Thank
you.
Okay. Your third question applies to
where you primarily work or go to school. Polling
is not open yet, I've got to read the choices.
A is St. Louis City. B is St. Louis
County. C is St. Charles County. D is Jefferson
County. E is Franklin County. F is St. Clair
County, Illinois. G is Madison County, Illinois. H
is Monroe County, Illinois. I is other.
Polling is open.
(Wherein, polling is open.)
MS. JESSICA PERKINS: This question is
fairly simple. It asks what gender do you identify.

Polling is open.

(Wherein, polling is open.)

MS. JESSICA PERKINS: Interesting, it looks like we've got about -- probably about 60 percent women.


Polling is open.

(Wherein, polling is open.)

MS. JESSICA PERKINS: Okay. Now we're asking you to be a little bit honest, but we'll give you ranges, so you don't have to give your exact age. But we want to know what age group do you identify with. A, 21 and under. B, 22 to 34 years of age. C, 35 to 44 years of age. D, 45 to 54 years of age. E, 55 to 64 years of age. F, 65 and over. G, decline.

Polling is now open.

(Wherein, polling is open.)
MS. JESSICA PERKINS: This is actually fairly common from what I've had in the past meetings where it's been almost evenly divided across all age groups.

This is in regards to meeting attendance. This is the seventh meeting of the Ferguson Commission and we'd like for you to kind of think back on the other six and let us know how many of the previous meetings you have attended.

A is none. B is one. C is two. D is three. E is four. F is five. G is six.

And polling is open.

(Wherein, polling is open.)

MS. JESSICA PERKINS: So it looks like approximately for about a third of you this is your first meeting, and then others you've attended some of the other ones.

Now we're going to get into the meat of kind of the topic of discussion for tonight. This question we're asking you to either answer: A, always a problem or worked out eventually.

So the question is do you think racial and ethnic relations will always be a problem in the United States, or that a solution will be worked out eventually.
Don't worry, polling is open. Yes, you only have two choices, but rest assured the next question you have more.

(Wherein, polling is open.)

MS. JESSICA PERKINS: By the way, this question actually was taken from a Gallup Pole, so we're actually comparing the results here in St. Louis to the nation as a whole, so that is why we asked that particular question. Always a problem.

Okay. So let's move and ask you to think about this one on a continual but related to St. Louis. On a scale of one to five, with five being very likely, how likely is it that racial and ethnic relations in the St. Louis Region will improve over the next three to five years.

And polling is open.

(Wherein, polling is open.)

MS. JESSICA PERKINS: Interesting. The reason why I say this is interesting because if I'm not mistaken when you answered the question that only had one or two answers about 76 people said there would be a change, and if you look through here, 44 plus 16 is about 60, 64, it's close, but not exactly the same. But it gives us an idea that there is hope, that we will be making changes.
1 Ladies, will you please stand up with
2 the baskets. Those keypads, they only help us do
3 this job. They don't open your garages. They don't
4 turn on your televisions, and so we'd really like to
5 get them turned back in. Thank you for your time
6 with the polling this evening.
7
8 MS. LAURNA GODWIN: Thank you, Jessica.
9 Now, while those keypads are being collected, and
10 please do turn them in, because we borrowed them
11 from an organization and they're very important to
12 the organization to use at other community meetings,
13 but as you can see, it's a great way to just get a
14 snapshot of the group that we have here.
15
16 So now, if you listen closely we're
17 going to move into our small group discussions. We
18 have three break-out sessions tonight, and each
19 break-out session is going to address the same three
20 questions. I'm going to tell them to you right now
21 so you can start thinking as you move to those
22 break-out sessions.
23
24 The first question is: What are the
25 ways that racial and ethnic relations create
26 opportunities for the region to thrive?
27
28 Second: What stands in the way of
29 realizing racial and ethnic reconciliation.
And third: What are the key considerations surrounding race that we need to address in our working groups and the overall work of the Ferguson Commission.

So those are the three questions.

Again, they are all the same in all three groups.

Now, most of you when you came in and registered, you should have received a card with a number on it. If you didn't, we'll take care of that in a minute. So raise your hand if you received a card that has the number one on it.

(Hands raised.)

MS. LAURNA GODWIN: Okay. Room number one, you either take the elevator down one level or walk down one level, and you will see the signs that say group discussion number one. You are in that group. Okay.

Show of hands for group number two.

(Hands raised.)

MS. LAURNA GODWIN: Number two, go downstairs one flight or walk down the steps. Group two, you will see the signs right next door to group one.

And then group three, please raise your hands.
(Hands raised.)

MS. LAURNA GODWIN: So it's about even between all three groups, that's interesting.

Okay. Group three is on this floor, make a left when you turn around, walk down the hallway and see someone is about to do a live shot, but walk around the live shot, to your left, and it's in the Schnucks room on your right. The first room on the right.

Now for those of you who did not receive a number, please raise your hand.

(Hands raised.)

MS. LAURNA GODWIN: Okay. This is the way I'm going to do this. I'm going to take this quadrant right here, you're group one. This quadrant right here, because there's an aisle in the middle there. The back four rows, group two. Back over here group three, and we'll put ones over here in one group because there are just a couple of those.

So please one, two, downstairs.

Break-out three is on this floor. Please go to your different break-out rooms.

Starsky has something.

CHAIRMAN REV. STARSKY WILSON: Just
before you go, we want to remind you because you may not have this on an agenda, we will reconvene in this space following the break-outs, we have some follow-up work from the last week's priorities, policy priorities, so if you desire to be a part and engage and see the Commission do that particular work, we will be acting in session for about 15 minutes on some policy priorities from last week. If you would like to witness that, then please come back to this space following your break-out.

(Recess for break-out sessions.)

MS. LAURNA GODWIN: The three people, the designated people, are you all here? Right. Then we can start. Everyone in the back, if you're not going to move forward, please be quiet and we will continue.

Okay. Come up and state your name.

MR. C. SHARP: My name is C. Sharp. I'm the 2014 artist of the year from the City of St. Louis.

(Appause.)

MR. C. SHARP: The ways that racial -- the way that race and ethnic relations create opportunities for the region is collaboration, integration in our schools for equal education,
dialogue that gives everybody a chance to understand each other, diversity and equal playing -- equal playing fields that allow the children in our society to thrive, and a society that has the confidence in our court system as a whole to separate what's innocent and what's guilty.

What stands in the way of realizing racial and ethnic reconciliation, my point is ourself, we got to get out of our way.

Segregation and politicians, focusing on the children, early childhood into kindergarten, first grade, second grade, teaching them what society is all about. And black people just kinda need to get out of our way, put ourselves in a position of power to vote, complete the census, you know, doing things like that that puts our voice out there to give us a corporate footprint.

And lastly, what are the key considerations around race that we need to address in our -- that we need to address in working groups and overall work in the Ferguson Commission, which is you all, which is just diversify. We all need time to heal. Somebody said that we need time to heal. The African American community and the Caucasian communities just needs time to heal from
all the disparities and just all the disappointment that's been going on in our -- in our lives.

Resources, to our communities, education. The young lady, she also mentioned that racism is taught, it's nothing that you're born, it's taught. So we also have to, like I said, pay attention to the environment that we're putting our children in because they're soaking it up like sponges.

And just racial economic segregation is -- okay. Well, racial and economic segregation is for everyone, everybody needs it, everybody needs to understand that the separation cannot happen any more and that everybody has to find a way to unify themselves in the work place, unify themselves in the streets, unify themselves in education and government.

Thank you.

(Applause.)

DR. MIRANDA ELLIOTT: Hello, my name is Dr. Miranda Elliott. And some of the comment themes that we experienced was education, culture, and mental models, and these same areas are barriers that will also be things that we can focus on to make things better.
So for the mental models, we're dealing with white privilege, a system of inferiority for African Americans. We talked about how we perceived and how our perceptions are reality, dealing with the mental models, and dealing with the culture, the culture of separation, the culture of being -- being different and not accepting other's differences, that's the culture we have, it's systemic, and we have to use that same issue to focus on change, and a lot of people have problems with change, so if we address our relationships with others from a cultural standpoint, be more inclusive, go back to progressive engagement with one another, those are ways that we can improve our relationships. Also, education, if we talk about education from the standpoint of helping others know who we are and help them to value African Americans, help children to value who they are as of African Americans, help the public understand as much as possible about that the power of diversity is a means of improving our relationships, and the ways that we can do that is through reconciliation, conference groups, group meetings, public apologies, and acceptance of wrong. We have to get passed fear in order to
do that, and it's mainly about our heart condition, so changing our hearts, changing our minds, be more inclusive, and recognizing the value of African American individuals will be a means to resolve some of the issues.

So it kind of all goes together, so value, personal perceptions, education, and reconciliation all goes together in making improvements.

(Applause.)

MR. JOHN PARKER: Hi, I'm John Parker. I was wrangled into handling group three. It would have been a whole lot easier if I could have just torn the paper off of the wall because we had tremendous input, and it was just great to listen to everybody.

Opportunities, we want to address the -- we did talk about employer relations, employment and unemployment issues. I think it's not necessarily an opportunity, but I think it needs to be addressed within the minority community, why opportunities for minorities are missing.

We -- I talked about identifying the various groups that we are trying to help. There are 135 different cultures in the City of St. Louis,
in the surrounding area. And this Commission is -- is essentially trying to help the community, but by trying to help everybody, you help nobody.

So we need to focus on the differences in those cultures and address the differences in each one of those cultures. There is a different culture between the African American community and the white community, the Hispanic community, the Bosnian community, we all face different issues. In order to do that, we have to attack those issues based on culture that we're talking about.

Racial breakdown and disparity within the police departments around the St. Louis area also. Moving the conversation from race to culture. Let's eliminate the word race. It's not even a medical term any more. We need to get to a point where we're talking about different cultures of people and identifying safe places to discuss diversity. Lots ever people feel uncomfortable about discussing diversity in their own work place for fear of losing their jobs.

The barriers that we did talk about, people associate with people that they feel comfortable with. At work, you have a division of people. In many employment places, you have a
division of people. You have them, us, black, white, things like that. People are associated with people that they -- that they feel comfortable with, and we have to get them to feel comfortable with everybody.

Facing the fact that diversity in a lot of companies and a lot of communities is taught. Diversity is an issue that is not eased into. It is either diverse, or it is not diverse, you don't ease into it.

Fragmentation of St. Louis that prevents people from knowing each other. The various communities are segregated off, and those segregated lines run much much more than probably myself and many of you people do.

For instance, we talked about this, the old St. Louis question of where did you go to high school. We all know that that is code for where did you grow up at.

So institutional policies, people who -- who are satisfied with who have in our area, the haves are satisfied with it, and they don't really care how the have-nots are doing, so things don't ever change because the haves control the city.
The administration of companies is highly segregated by class with every corporation in the city. If you look at the upper echelon of many of the companies in the City of St. Louis, it is a racially segregated area.

Understanding our own history, and this is primarily for black people. We have to understand where we've been to have an understanding of where we are to have an understanding of where we are going. Okay.

And the key considerations, also identifying spaces for togetherness and inclusion within the city and the various communities, supporting businesses that bring income into low income areas. Education system needs to be -- needs to begin to prep kids for the future, and for a competitive and healthy economic basis of our city.

And disparity, it enhances the competition for jobs. Obviously, within the education system, you have a lot of higher profile high schools in this area, and they're prepping their kids for a work force of the future that the future is going to have and the low income areas are not. We're prepping our kids in low income schools for jobs just -- that aren't going to be there when
they come out. Thank you very much.

(Applause.)

CHAIRMAN RICH MCCLURE: We want to thank all three of our groups and all three of the folks who volunteered to summarize. I'll remind you that we take all of that data and we put it together, summarize it and put it out website so it's very much available from every meeting, as it will be from this one.

I have to tell you that everyone of the commissioners, we find the energy and the passion and the creativity and the thoughtfulness that takes place in these group break-outs to just be incredibly inspiring.

What you are doing is you are helping us set the table. You are helping us articulate what our region feels, and you're helping us begin to create the awareness and the knowledge that leads ultimately to skills and action. So thank you for being willing to engage and to participate.

The next portion of our meeting is for Commission business, and so we're going to turn to Citizen Law Enforcement Relations this evening.

Let me just remind you of our process.
Our process is from the priority that you identified, that Starsky covered in the slide here, we had a working group for each one. They've had -- several of them have had a head start because they were the first priorities you identified.

So Citizen Law Enforcement Relations has done that, they've had several meetings. The co-chairs as identified were Dan Isom and Brittany Packnett.

Brittany is not here tonight. She is a member of the President's 21st Century Task Force by Presidential appointment, and they reported to the President today. So you will read that in your newspaper tomorrow or on the evening news tonight, so she was there presenting. But the great benefit we have is she brings that knowledge back and can contribute that to that working group so we are blessed to have her be part of that.

So that working group, along with the Municipal Court Working Group, identified their policies priorities at our last meeting. The Commission discussed them, adopted those priorities, and so tonight Citizen Law Enforcement Relations and, Commissioner Isom will give this report, is prepared to talk about the call to action, what
happens as a result of those priorities, who should
act, and how do we begin to move that forward.

So this is Commission business. He's
going to give the report to the Commission and ask
for comments from the Commission and critique from
them. It is not an audience participation
component, but if you have thoughts or comments, we
welcome those, you're welcome to write those down,
share them with us, this is a work in progress.

Again, or you're welcome to post them on the
website, however you would like to do it. We
welcome participation in that way.

So with that, Starsky, did I miss
anything?

CHAIRMAN REV. STARKY WILSON: These
are preliminary recommendations.

CHAIRMAN RICH MCCLURE: Oh, yes. These
are preliminary recommendations. This is not the
universe of what this task force will recommend,
they in fact will continue their work and have much
more to do.

Thank you. Dan.

MEMBER DANIEL ISOM: Thanks Rich and
Starsky.

As they both stated, this is the update
on Citizen Law Enforcement Relations. Brittany, as
they said, could not be here today.

At our last meeting, reviewing the
case law session proposals that are out there
right now and listening to the community's voice,
the Commission adopted the following legislative
priorities for 2015.

I will skip through the next slide
because it essentially goes over those priority area
that we have, but it also breaks them down into
three different areas. The priority area, the call
to action, and the accountable body.

For the first one, update use of force
statute and consider adequate documentation as a
priority area.

The call to action is to update use of
force statute to reflect the Tennessee versus Garner
Supreme Court decision.

Then the next call to action is
establish a statewide database that would document
use of force incidents. That would be a legislative
measure to put that in place.

One thing to note is that there is
already currently legislation that is calling for
the use of force statute to be updated. There isn't
legislation right now that would talk about a statewide database. So that's an area that is not addressed in the legislation that's currently out there.

I don't know if we want to go through these one by one and give comment to commissioners before we move on to the next one.

CHAIRMAN RICH MCCLURE: Quick question, Dan, so could an individual police department decide to voluntarily establish a database on the use of force incidents?

MEMBER DAN ISOM: So this is largely a regional issue that we're trying to deal with here in the St. Louis area. There could be the call to action to each police department within this region to actually adopt a database or a system that would collect this area separately, or the collection of police departments in the area commit to collecting this information.

The key is it's probably more than likely already collected in some form or fashion by every police department. It's just a matter of collecting it in a way that is consistent across police departments.

MEMBER SERGEANT KEVIN AHLBRAND: If I
may expound on that a little bit. This is a nationwide issue, this discussion that's going on right now. I just attended a meeting over the weekend and will attend another one with representative law enforcement from all 50 states. This discussion is going on nationwide, but I think certainly we could regionalize it, perhaps through -- there are groups that we could probably do this through and we ought to look into that.

CHAIRMAN REV. STARSKY WILSON: To Commissioner Ahlbrand, this is one of the -- the development of a national database is actually one of the recommendations of the 21st Century Task Force earlier today. It is one of the top level things there, that philanthropy has been moving over society foundation, invested three point three million dollars and the establishment of a national database because we do continue to have this challenge of data, which is a critical issue when we start talking about accountability.

So I just want to express appreciation because in that report it did note that while there is a job to enter a national database, the accountabilities are still in local police forces, local police commissions, local police department,
so this regional conversation that Mr. Ahlbrand and Commissioner Isom raised are quite appropriate and thoughtful.

Thank you.

MEMBER DANIEL ISOM: Commissioner Blackmon.

MEMBER REVEREND TRACI deVON BLACKMON:

In the establishment of a regional database, my question is have you given any thought to that database including accusations of excessive force, and not just proven documentation of excessive force.

And the reason I'm making that difference is sometimes when you accumulate all of the accusations about something, whether it's the officer or the person involved is found guilty or not, you establish a pattern. Right?

So a part of what has happened, even in the data that we do accumulate, is that the only data that is released is if someone is found guilty, so someone is charged with that offense. But if you have 50 people in an area reporting that excessive force has been used, the fact that those 50 cases may not be found guilty still substantiates a need for investigation in that area in my opinion.
So my question in if this database, can there be room, I'm not saying that people should be penalized if they're not found guilty, but can there be room for a report to be kept that is accessible to the community that says this person has been accused of excessive force 71 times, they only were guilty one time, but 71 times somebody said they did it. Is that a possibility?

MEMBER DANIEL ISOM: Well, I mean that's a great point in terms of trying to determine whether or not there is a problem. I think it might be in a separate area when we talk about police accountability or civilian oversight, where you would have information about complaints filed, not necessarily complaints that have been investigated and adjudicated and found guilty, but complaints filed, which is what you're talking about, would give you a sense of the level of problem in a community. Now certainly that could be categorized in different areas, one being complaints of use of force.

So I do think it could be done. I don't know if it would be in the same sort of database with just strictly use of force, use of force and what type of force was used. But I think
that's a great point.

MEMBER BECKY JAMES-HATTER: Just on a very basic level, update the use of force statute, I mean the update is something is going to start or something is going to stop. Exactly what does the update do?

MEMBER DANIEL ISOM: Well, really the update puts our state statute in line with the Supreme Court decision that was rendered a long time ago. Now, most police departments recognize that that is not a constitutional statute, and so most police departments policies actually reflect Tennessee versus Garner.

So in reality, it won't change much in terms of specific law enforcement agencies because they're already abiding by Tennessee versus Garner, but I think it's important for the state statute to reflect what is Supreme Court precedent.

MEMBER BECKY JAMES-HATTER: I guess I'm -- what does the Supreme Court recommend for the person on the street?

MEMBER DANIEL ISOM: Oh, what do they --

MEMBER BECKY JAMES-HATTER: Yeah, what does this mean for the person on the street?
MEMBER DANIEL ISOM: So prior to
Tennessee versus Garner, a police officer could
shoot a fleeing felon, somebody you believed had
committed a felony and was fleeing. That person did
not have to be armed.

So the case involved a young kid who
burglarized a house, the police arrived on the
scene, the young kid ran out of the back of the
house, was about to jump over the fence, and they
shot him in the back and the kid subsequently died.

That case went all the way to the
Supreme Court and it said that you cannot use deadly
force basically unless it's to stop the immediate
use of deadly force against you or someone else.
And so that was sort of the basic gist of it, that
you couldn't just simply shoot a person that was
running away from a felony, that was an overuse of
the authority of the State.

CHAIRMAN REV. STARSKY WILSON: I just
wanted to reinforce one point that I think I heard,
so it's a question. Under this particular call to
action, to establish a statewide database that would
document use of force incidents, while the work
group is calling for it, and while the
accountability is in the Missouri legislature, there
is not currently legislation moving on this issue.

MEMBER DANIEL ISOM:  No.

CHAIRMAN REV. STARSKY WILSON:  Okay.

So this would be a space where the lawmaker or lawmakers could act in order to move forward the work of the work group?

MEMBER DANIEL ISOM:  Yes, and to make a point, this could be also a local regional commission. There would have to be, of course, somebody else, some programing put into this initiative, but it could be done regionally.

Any other questions?

(No response.)

MEMBER DANIEL ISOM:  Moving to the next priority area, create a legal mechanism for empowered civilian oversight that emphasizes civil rights enforcement.

There is currently Missouri statute that already empowers local communities to have civilian oversight. So the accountable bodies would be the municipalities with police departments in the St. Louis metropolitan area.

MEMBER BECKY JAMES-HATTER:  How many municipalities currently have oversight boards?

MEMBER DANIEL ISOM:  That's a good
question. I'm not sure.

MEMBER BECKY JAMES-HATTER: My question was how many municipalities have civilian oversight boards, and that's a question to be answered. Okay.

MEMBER DANIEL ISOM: That is a good question, and maybe T.R. would have some comments about this because we've talked about it. What is considered to be civilian oversight? Is a city council over a police department civilian oversight? Is a police board civilian oversight? Traditionally it's been viewed in a little different way. But T.R.

MEMBER TRUMAN ROBERT CARR: In terms of municipalities, I'm not sure about the municipalities in terms of St. Louis County. The county police boards and civilians are empowered with subpoena authority and they are the civilian oversight.

The county police board receives every complaint against the police. They review those complaints before they go to the chief of police, and they have authority over that. So then that's only for St. Louis County Police. That does not deal with any of the municipalities. But the policy probably varies from municipality to municipality.
But it's really critical that the civilian oversight board be independent from the elected officials. It's really important that they have some authority and St. Louis County has had that since 1955.

CHAIRMAN REV. STARSKY WILSON: I believe this is an important point, I appreciate Dr. Carr for that context. It's also important because of how we got here for these civic engagement points. It's the case since actually material on there has been conversations, proposals about civilian oversight, both in the City of Ferguson and the City of St. Louis. But how that moves and whether it continues to move kinda keeps with this principle of civic engagement and accountability because the systems can be in place but the people are not paying attention, pushing, moving, then perhaps they don't actually have to work in the way you think they do, or you think they should.

On this point we note and reflect and appreciate the movement in both of these municipalities, both Ferguson and the City of St. Louis. We expect and anticipate from our engagement with particularly civic leadership in the city, that civilian oversight in the city should be back about
mid April. We look forward to continuing to monitor
and report back executive leadership and note that
that's what they expect as well.

So this is one for us to continue to
follow up on, these accountabilities at the local
level, and be thoughtful about other places where
this could translate. It would be significant if
there was civilian oversight in the city and in the
county, but again, as T.R. notes, there are these
various municipalities where they're still some work
to be done -- would still have some work to be done.

MEMBER DANIEL ISOM: I think part of
the work of our work group will be to find out
which -- which departments, which municipalities
actually have police oversight. That would mean
people who are not elected and have investigative
powers or oversight over police departments. So
that will be our charge as we move forward.

The next priority area, implement
measures and standards for anti-bias training and
core cultural competencies.

Of course, they already exist, a
statute on the books for racial profiling. There
are -- there is legislation out there that talks
about racial profiling. But our call to action
would be to have it consistent with these principles of impartial policing.

So some of the areas that have been mentioned before that need to be changed in this statute would be changes in how you fill out data, changes in the consequences for having disparate numbers, and then finally, there is a proposed or a draft legislation that would require eight hours of training a year in this area, as opposed to I think three.

MEMBER SERGEANT KEVIN AHLBRAND: Three in three years.

MEMBER DANIEL ISOM: Three in three years that's mandated at that point.

REVEREND TRACI deVON BLACKMON: Three hours in three years?

MEMBER DANIEL ISOM: Yes, three hours in three years. So --

MEMBER SERGEANT KEVIN AHLBRAND: Can I comment? It used to be yearly training, but the problem that we had with the mandated yearly training, with your license being required on that, we had officers that were being deployed overseas and they would come back, and the Post Commission would say your license is null and void because you
didn't have your training for the year.

So that's why we went to the three-year model to cover those instances. Now we're certainly in favor of increasing the hours, but we needed to move it over one year so we wouldn't hurt our servicemen that were coming back.

CHAIRMAN MCCLURE: The question is is eight hours enough, and would that vary by region and by the makeup of the municipality or the region? Are those things to think about?

MEMBER DANIEL ISOM: Well, if it was mandated and eight hours would be required statewide, there would be no variance from community to community. So that certainly would be an issue.

Eight hours, which is, you know, a day of training, I think is probably sufficient if you were going to do it on a yearly -- yearly basis. If it has an impact on people's licensing, then I think you lessen the impact when you have to do it all in one year.

This is something that you have to specifically I think revisit in terms of personally and as in an organization, and so I think without the commitment of doing it on a yearly basis, then you won't get the same sort of impact that I think
we want as a community.

Now that does create challenges, of course, in a number of different areas.

CHAIRMAN REV. STARSky Wilson: I just want to ask a clarity question, a question for clarity. On accountable body, you have Missouri legislature and the various municipalities, I thought where does Post fit into this matter around training in accountability?

MEMBER DANIel ISOM: Yeah, for this Post would fit if there where you could put eight hours of training in on a yearly basis, so Post would be in that category as well.

CHAIRMAN REV. STARSky Wilson: So we have one divisional accountable body here, and the Post Commission police officers that falls under the Department of Public Safety, so there's executive authority there for implementation, even with the accountabilities in the legislature and with police departments as well.

MEMBER DANIel ISOM: Right.

CHAIRMAN REV. STARSky Wilson: Okay.

MEMBER REVEREND TRACI deVON BLACKMON: Commissioner Dan, I have a question, I just don't know, is there on-going training in different areas
and other areas that police get every year?

MEMBER DANIEL ISOM: There are four
different broad categories in terms of training,
that is up to each police department to determine
what they do in those broad categories. So there is
a lot of flexibility in what police departments can
do from year to year.

MEMBER REVEREND TRACI deVON BLACKMON:
My question, the reason I'm asking that question is
because I have an interest in whether or not it is
possible to use all training material to be vetted
with cultural competence. So I'm asking is there
training material that is used during the year no
matter how they use it? Is there a way to ask for
that material to be screened for cultural competence
so that cultural competence is ingrained in
everything that is happening in law enforcement and
not just an eight-hour training on any day.

MEMBER DANIEL ISOM: Yes, I mean there
is a way. That will have to run through the Post
Commission for them to approve whether or not each
training is culturally competent. So yes, there is
a way to do that.

CHAIRMAN REV. STARSKY WILSON: I think
this is a solid point, if not the cultural
competency of the training materials has not come up through the work group, and I know it's not one of the identifying priorities we saw last week, perhaps as we continue to do this work, this is something that can be brought back before the group for consideration.

MEMBER DANIEL ISOM: Right. I mean -- I think the key to this is that these are legislative ideas, and so --

REVEREND TRACI deVON BLACKMON: I see.

MEMBER DANIEL ISOM: -- so we didn't add some of those other items in this area. But the work that we have going forward will have more information about those areas, especially related to Post.

CHAIRMAN REV. STARSKY WILSON: Anything else on this particular area from the commissioners?

MEMBER BECKY JAMES-HATTER: Just one point of clarity. Is this already going through the General Assembly or --

MEMBER DANIEL ISOM: So I'm glad you brought that point up before we moved on. I still think that the work group and Commission really needs to define what we would like to see in terms of updates to the racial profiling.
MEMBER SERGEANT KEVIN AHLBRAND:

There's one bill that's been filed, there's another bill that's being looked at. There are a lot -- there needs to be a lot of discussion on both of the bills with all groups concerned, but there is one bill that's been filed.

MEMBER BECKY JAMES-HATTER: Just a final question. If you're moving from the three hours to eight hours, I'm assuming there's going to be a fiscal note of costs, or not? Or is that going to be a point of contention as much as anything?

MEMBER DANIEL ISOM: Well, typically, the way training has worked is that it's the responsibility of the individual licensee, and so that by extension falls on the police department because they want all of their people trained, so there -- there will be a municipal note.

What I might mention though, as you add training, you're going to have to add the number of hours that officers are required to do in a three-year period. You have to. Right now they're only required to do 48 hours. If you're going to add eight hours here, four hours there, you know, ten hours there, then -- and especially mandated training, now you're summing up, you know, all of
those flexible hours of training that they can do,
and so there is going to have to be an added number
of hours that people are going to have in a three
year period. Recognizing that you're only doing 48
hours in a three-year period right now.

CHAIRMAN RICH MCCLURE: Probably not
enough.

MEMBER DANIEL ISOM: Not enough.

MEMBER RASHEEN ALDRIDGE: I have a
question. Possibly thinking of or working on, but
is the work group thinking to -- and it doesn't
necessarily have to change the language, but I see
update statute, I think that's good, but I think
like having a more strict statute, or a more
enforced statute, instead of updates, because you've
seen some of the people who are gunned down are not
even felons at all, they're just individuals that
are unarmed. Or is there a way that that can be
restricted, or is that something that can be
stricken? Or I don't know if that is a training, a
cultural training like Miss Blackmon said.

MEMBER DANIEL ISOM: Yeah, I think much
of what we're talking about in terms of updates is
trying to strengthen the statute, one being, you
know, getting a better picture from the data
collection, the other is what are sort of the
consequences of what happens if your data is
despairing, you know, issues like that are things
that we're talking about concerning strengthening
the statute, but also issues related to training as
well.

MEMBER BYRON WATSON: One last question
here in terms of what we talked about in terms of
how we have the municipal courts that are holding
these court hearings in police stations and police
departments, as opposed to being separated from the
police department, and you've got some employees
that are working for the police departments and then
they're also working for the courts, is that any
conflict of interest? I don't know, I'm asking the
question.

MEMBER DANIEL ISOM: You know, I'm not
sure.

(Members of the audience said yes.)

MEMBER DANIEL ISOM: But it sure seems
like a conflict of interest. You know, do police
departments work with the court system within
municipalities? Yeah, they do. But the appearance
certainly makes it look like it's a conflict of
interest. Whether or not legally it is or not, I'm
not sure.

So the next priority area is to increase the rigor of law enforcement preparation through new certification standards and training, so the call to action would be to support legislation that encourages the certification for police departments. There's currently legislation that's out there in that area.

The second column actually would be each municipality should evaluate its police department to see how it may improve. So we could encourage police departments of municipalities to become certified or go through the certification process. And then encourage capacity building opportunities for law enforcement.

So the accountable bodies are the Missouri Legislature, in terms of requiring certification; municipalities with police departments, encouraging them on their own to become certified; and this is an area for civic organizations.

In the non-profit world, there's a lot of grants and support for encouraging and helping with capacity building. A lot of what we talked about in terms of law enforcement in some ways has
been oversight training, but this is more like an upper hand.

These police departments that are aggressively following the policies with operations, maybe even with budgets, is there a possibility for civic organizations to help them build the capacity to do a better job. We might get more done in that area than any of the other areas combined. So that is a possibility as well.

CHAIRMAN REV. STARSKY WILSON: This is area where Chief Belmar, specifically in St. Louis County, and I thought Chief Johnson as well, but clearly Chief Belmar particularly supports this certification of police departments as a standardization for -- for the state and region as well.

MEMBER DANIEL ISOM: I think many -- many law enforcement, at least chiefs, support this as well. There would be a fiscal note to it, though, and that would have to be our call to action, that if we want real change, sometimes there has to be real money put behind it.

CHAIRMAN REV. STARSKY WILSON: Yes.

MEMBER DANIEL ISOM: So that's an issue we have, almost 600 different law enforcement
agencies in Missouri, so this would apply to each
one of them via statewide mandate.

MEMBER ROSE A. WINDMILLER: So, Dan,
is -- Kevin too -- is there an ability to stratify
this so you could say that police departments that
serve populations of a certain size are required to
be certified so that we could at least begin to get
some of these -- not St. Louis City and St. Louis
County, but some of the smaller municipalities that
serve a certain swath of a population covered?

I mean, I know that certification is
very expensive for police departments. Is that the
main impediment, and if it is, and we're not able to
get a lot of additional state revenue to do it, how
could we stratify so we at least begin that process?

MEMBER DANIEL ISOM: I think that's
possible. I think you could craft legislation that
way, but I don't know that this is just an issue of
small versus large police departments. You could
have, you know, a police department in any category
that is not doing well, and so -- it's a good idea,
but a lot of work would have to be done to carry it
off.

So the CALEA process is about I think
$25,000.00 to be certified from CALEA, and that is
all other kinds of fees that go along with that as well. The Missouri police chiefs certification I think is about $500.00.

MEMBER SERGEANT KEVIN AHLBRAND: I'm not exactly sure what the cost is, but the problem is the infrastructure is not there to be able to take on that task right now. There's robust discussion about it. We've got to lay the ground work for the infrastructure. I do not see this happening this year, but we are talking about it.

MEMBER ROSE A. WINDMILLER: I'm sorry, the infrastructure?

MEMBER SERGEANT KEVIN AHLBRAND: As far as getting the certification bodies, they're not ready to take on this task either. So it's got -- it's going to probably have to be a couple of year process.

MEMBER ROSE A. WINDMILLER: Thank you.

MEMBER SCOTT NEGWER: Could you just clarify what the certification process is and what would be certified?

MEMBER DANIEL ISOM: Well, it's very similar to, I was going to say academic certification process.

MEMBER ROSE A. WINDMILLER: Similar to
accreditation.

MEMBER DANIEL ISOM: Accreditation, right. So you review policies, review procedures, making sure that police departments have procedures and policies that are up-to-date, consistent with best practices, that you're following those policies.

In the CALEA process, there a portion of it that is related to community policing, community relations, there is interview of people who are in the community, so it's a broad accreditation that kind of looks at the entire scope of your police department or your police agency.

There are probably I think about five different categories that the accreditation body looks at that you have to pass.

CHAIRMAN RICH MCCLURE: In the two group I listened in on, there was discussion about citizen engagement and citizen involvement with their municipality. This is one where a municipality that wanted a real police department with qualified officers and with the right training could say we want them certified. That's what we're going to do. And citizens could rise up and demand that in effect. I understand the comment about
capacity, but you know, if the money is there to
support it, frankly $25,000.00 to get certified to
me is a small cost to do it right, and that the
certifying organization will build the capacity when
the money is there, but to me this is one where you
don't wait for the legislature, we get citizens to
demand that their municipalities require -- demand
certification from the police departments.

MEMBER DANIEL ISOM: So I think this is
an area for the work group to also find out which
police departments are already certified and which
police departments aren't.

CHAIRMAN REV. STARSKY WILSON: The same
question I asked before, is there legislation moving
in these areas of call?

MEMBER SERGEANT KEVIN AHLBRAND: Filed,
but moving, no, because that was in conjunction with
talking to the bills sponsor that it's just -- the
accrediting agency is just not ready to do it this
year. So there is a bill filed, but with everybody
agreeing on, we can't get it done this year. There
has to be much more discussion on it.

CHAIRMAN REV. STARSKY WILSON: There's
only two accrediting agencies spoken of, there are
only those two?
MEMBER SERGEANT KEVIN AHLBRAND: Well, CALEA is an international accrediting agency, and the Missouri Police Chiefs Association also does a statewide one, which is probably what most smaller departments would look at, but they don't have the employees right now to do it. They're requesting that there's a lot more discussion about it, so next year we could go forth great, and part of the reason for filing the bill is to get that discussion started. It certainly did, so the bill is not moving forward, but the discussions are continuing.

MEMBER FELICIA PULLIAM: Could we set up an infrastructure and build on having it set up at the state so the state is doing the licensing, so we're not dependent on these two existing certifications -- excuse me -- certifying entities that don't have the capacity to do it? So if we're looking long term, and we already need some infrastructure and need capacity, can we look at the cost and long term benefit of having that rest with the State of Missouri, and then that way the state is doing the certification of the departments and the training and the clearing house?

MEMBER DANIEL ISOM: I mean ideally, in my opinion that's where it should rest.
MEMBER SERGEANT KEVIN AHLBRAND: That's part of the discussion also.

MEMBER FELICIA PULLIAM: That's part of the discussion?

MEMBER SERGEANT KEVIN AHLBRAND: Yeah, that's why we're talking about, this is something we can't get done this year. You're talking about a pretty huge dollar outlay of state employees, so it's something that has to be looked at.

MEMBER FELICIA PULLIAM: Okay. Thanks.

CHAIRMAN REV. STARSKY WILSON: From what we've heard from others, a) we need to be thoughtful about the fact that this is more than one session, this is a longer term work, and being intentional about limitations and monitoring of any recommendations in this particular space would require some continuing both citizen engagement, but also some monitoring and score card for whatever recommendations we come up with in our report.

MEMBER DANIEL ISOM: And to Rich's point, that is long term, but we can press police departments and agencies to become accredited now.

So the next item ensure police agencies have access to prior records of prospective hires. The legislation would allow that access. The
accountable body would be the legislature. There is already legislation out there that deals with this that issue, and I don't know where it is right now, but there is a bill filed that covers that area.

So the last category is in development.

I don't think we've had a lot of discussion about this priority area, strengthening the whistleblower protections within police departments. What is that call to action and who is the accountable body?

The reason why is because there's already a whistleblower statute in Missouri. And it's a pretty -- pretty comprehensive statute. So there's already legislation out there.

So the question from a legislative priority, what does that mean? Does it mean we change the whistleblower law in some point or fashion? So that is not fully developed.

REVEREND TRACI deVON BLACKMON: I don't know if this would be considered a whistleblower or not, but as a citizen -- it's my understanding as a citizen if I witness, if I'm present and a crime is being committed, and I don't report that, and I don't intervene in it, then I'm charged as an accessory, is that correct?

MEMBER DANIEL ISOM: If you are a
MEMBER FELICIA PULLIAM: Just say no.

MEMBER DANIEL ISOM: No.

REVEREND TRACI devON BLACKMON: If I'm with someone and they commit a crime, and I don't commit the crime -- if this isn't true, then I'm visiting some people in jail for no reason. If I'm with someone and they commit a crime, but I don't commit the crime, I'm not charged as an accessory?

MEMBER DANIEL ISOM: No, not necessarily. I don't know the specifics of, you know, each case, but you could certainly be with someone who commits a crime and not be charged as an accessory. It just would depend on what your actions were.

REVEREND TRACI devON BLACKMON: Okay. I'll leave it alone then. I do visit quite a few people in jail. I'm not saying it's impossible.

MEMBER SERGEANT KEVIN AHLBRAND: It's called acting with another and there has to be -- the prosecutor has to show some intent on the person that's acting with the other actor.

REVEREND TRACI devON BLACKMON: There has to be intent you said?

MEMBER SERGEANT KEVIN AHLBRAND: And
it's goes by prosecutor to prosecutor too. The prosecutor decides who to charge, but according to the statute, you have to have some intent to take some part in that crime. Just by being present, somebody shouldn't get charged.

REVEREND TRACI deVON BLACKMON: Okay.

MEMBER ROSE A. WINDMILLER: Just a suggestion, I realize that many of these bills are running separately. If there's a way that we can usually -- usually there's one omnibus bill particularly for public safety. Are we looking at that --

MEMBER SERGEANT KEVIN AHLBRAND: Working on it.

MEMBER ROSE A. WINDMILLER: Thank you.

CHAIRMAN REV. STARSKY WILSON: I just want to make sure for those who are not as clear about legislative process, you meant something that Kevin picked up on, and he affirmed it before you completed the thought, so I'm going to ask Rose just to be more clear about what you mean by the engagement with the omnibus bus bill.

MEMBER ROSE A. WINDMILLER: Am I being unclear?

CHAIRMAN REV. STARSKY WILSON: No, I
don't think you're being unclear, I think there's a shorthand that bot of you understand that the 50 folks left in the room may not.

MEMBER SERGEANT KEVIN AHLBRAND: He's yelling at me for cutting you off is what he's doing.

MEMBER ROSE A. WINDMILLER: So my suggestion was, many of these bills are running separately, so they've been filed as a House or a Senate bill, some of them that might even be in a situation where they received committee hearing, they've been assigned, they're moving at different paces throughout the state legislative process, but in my experience normally we don't get a lot of bills on one particular -- particular subject matter passed, so if we can roll some of these bills that are of -- that have the same similar topic into an omnibus bill, we might have a better chance of getting it passed, and Kevin indicated, and in is his world in terms of public safety, that that is currently being done. So I apologize for the shorthand.

CHAIRMAN REV. STARSKY WILSON: I wasn't trying to be the schoolmarm. Thank you very much for Rose and Kevin.
MEMBER RASHEEN ALDRIDGE: If there's currently a statute for a whistle-blowing program already, does it not protect the people that it's supposed to? Or because I'm asking if there's already a program or a statute in place, can we push that since there's a developing one in legislation, the way that goes, can we push the current one or make a call to action that the current one is used for every department that that statute has adopted?

MEMBER DANIEL ISOM: Yes. That certainly could be sort of the accountable body, would be each of departments recognizing that you have a statute, and I guess in some ways making it known that their employees are free to do that, free to come forward with things that they see that are inappropriate.

So surely we'll work through the development of both the call to action and the accountable body as we move forward.

CHAIRMAN REV. STARSKY WILSON: Thank you Commissioner Isom for his leadership.

(Applause.)

CHAIRMAN REV. STARSKY WILSON: The last two slides are just reflecting, reenforce, and all of these slides will be up on STL Positive Change
dot org, the last two just reinforce. This may be your first Commission meeting. The process of how the work groups work with their charges, how members were selected to the respective work groups.

We also want to give thanks for this continued development. What you've seen reflected is that the working groups have a charge not only to identify policy recommendations, but to identify the accountable bodies, and ultimately in our comprehensive report that you'll see in September, to see -- to map a path toward the implementation of those recommendations, so that an engaged community could look at these recommendations as a map and have some information about places to go to hold accountable for them.

So we thank Commissioner Isom, Commission Packnett, the working group for that work.

At this point we've the reached the point of conclusion of our working business, and I want to hand over to our co-chair to provide some closing guidance and then to -- Rich.

CHAIRMAN RICH MCCLURE: Just very briefly. The art exhibit is open on the immigrant experience and on Utopia Reflections. If you have
time, just stroll them on the way out.

Our next meeting is March the 23rd at the sheet metal workers hall. So we welcome your participation there, as always through website and any other way you would like to.

We're pleased to have Reverend Michael Kinman from the Christ Church Cathedral here with us to close our meeting and we're very honored that you're here.

REVEREND MICHAEL KINMAN: Thank you.

Boy, there have been a lot of words tonight and a lot of people who have heard those words have already gone out into the streets, and they've been some hard words and some painful words and even frustrating words, and then you make the dubious choice of giving the microphone at the end when everyone wants to get out of here. So I'm struggling for words.

And I remember the Prophet Isaiah when he was facing a tough spot and was struggling for wisdom. He realized that wisdom did not come in the fire or the hurricane or the earthquake, wisdom came and the Voice of God came in the sound of sheer silence.

So I want to invite us just for a few
moments into that sound of sheer silence, to
consider the words that we have heard tonight, and
to ask God's wisdom to sift through them in our
hearts. So just a moment.

(Moment of silence.)

REVEREND MICHAEL KINMAN: I was trying
to think how to sum up this evening, and I realize
that's impossible, and so I wanted to reach for
another word, a word that kept coming up to me
throughout the evening, and it's the word from the
third chapter of Exodus.

The third chapter of Exodus is a great
story. Moses is in the desert and a voice comes out
of a burning bush, and the first thing is voice says
is it tells Moses to take your shoes off because
you're on holy ground. And I always have to
remember that when I'm hearing these words, that
each others lives are the holiest of ground. We
should make sure that when we're hearing each others
stories, we should take our shoes off.

Then the Voice of God doesn't stop
there. The Voice of God says I have seen the misery
of my people. I have heard their afflictions on
account of their taskmasters. I have known their
sufferings and I have come down to free them out of
bondage and to raise them up into a good and broad land, the land of milk and honey.

This is the charge of the Ferguson Commission. In fact, this is the charge of all of us. We heard the work that you all have done, an incredible work of the first hundred days. And it was heartbreaking to read. It was things like the 17 year difference in life expectancy between two zip codes, and that we are the fifth most segregated metropolitan area of large areas in this country.

And this word of Exodus 3 reminds me of a couple of things. First of all, it reminds me that those just aren't the statistics, those aren't just numbers, those are cries. Those are cries at the hands of taskmasters.

And God calls us to see the misery and God calls us to hear the cries, but then to know -- and know is a great word. Know is a word of intimacy, you know, like Adam knew Eve. That kind of know. God calls us to know the suffering of the people. To know it. And then to come down and deliver. So it is about seeing the misery and hearing the cries at the hands of the taskmasters and knowing the suffering and then coming down and lifting up.
If there's one piece of information that showed up here that gave me the most pause this evening, it was when we had our little keypads, and we divided ourselves up and we said what age we were. And there was the number one. And it was people under 21 in this room. It was the number one. One out of 115 was under 21. My brother Starsky reminded us at the beginning of this evening that the whole reason we are here is because of the young people. The whole reason we're here. That is what has started this movement. And we had amazing conversation here tonight, and there was one person in the crowd, maybe two, who were young.

And so we need to recognize the lack of that voice at least in this room and we need to try our best to hear that cry and to know it, to put that cry on our lips. So as we close tonight, I want to invite you all to stand up.

As the young people who have been continuing this movement have been my teachers, and I stand before you as someone with a huge amount to learn, one of the things that I have learned from them is a chant by Assata Shakur. I want you to repeat after me. I invite you as a way of hearing
the cries of the afflicted at the hands of the
taskmaster and of knowing the suffering to repeat
after me.

It is our duty to fight for our
freedom.

(Audience repeats.)

REVEREND MICHAEL KINMAN: It is our
duty to win.

(Audience repeats.)

REVEREND MICHAEL KINMAN: We must love
and support each other.

(Audience repeats.)

REVEREND MICHAEL KINMAN: We have
nothing to lose but our shame.

(Audience repeats.)

REVEREND MICHAEL KINMAN: But we've got
to say it like we mean it. We've got to say it
because they're not here, they're out there, and
we've got to say it loud enough that maybe they're
going to hear and those that are with them.

It is our duty to fight for our
freedom.

(Audience repeats.)

REVEREND MICHAEL KINMAN: It is our
duty to win.
REVEREND MICHAEL KINMAN: We must love and support each other.

(REVEREND MICHAEL KINMAN: We have nothing to lose but our shame.

(REVEREND MICHAEL KINMAN: It is our duty to fight for our freedom.

(REVEREND MICHAEL KINMAN: It is our duty to win.

(REVEREND MICHAEL KINMAN: We must love and support each other.

(REVEREND MICHAEL KINMAN: We have nothing to lose but our shame.

(REVEREND MICHAEL KINMAN: That is our charge. Amen.

(Audience repeats Amen.)

(WHEREIN, the deposition was concluded at 8:45 PM.)
CERTIFICATE OF REPORTER

STATE OF MISSOURI )

) ss.

CITY OF ST. LOUIS )

I, Kathleen Watson Brunsmann, a Certified Court Reporter (MO), Certified Shorthand Reporter (IL), Registered Professional Reporter, Certified Realtime Reporter, do hereby certify that the witness whose testimony appears in the foregoing deposition was duly sworn by me; that the testimony of said witness was taken by me to the best of my ability and thereafter reduced to typewriting under my direction; that I am neither counsel for, related to, nor employed by any of the parties to the action in which this deposition was taken, and further that I am not a relative or employee of any attorney or counsel employed by the parties thereto, nor financially or otherwise interested in the outcome of the action.

____________________________
Kathleen Watson Brunsmann
RPR/CRR/CSR/CRR