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FERGUSON COMMISSION MEETING

RECORD OF PROCEEDINGS

MARCH2, 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

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3 FERGUSON COMMISSION:

4 CO-CHAIRS:

5 Reverend Starsky Wilson

6 Rich McClure

7

8 MEMBERS:

9 Reverend Traci deVon Blackmon

10 Daniel Isom

11 Scott Negwer

12 Bethany A. Johnson-Javois

13 Gabriel E. Gore (Not present)

14 Brittany N. Packnett (Not present)

15 Rose A. Windmiller

16 Rasheen Aldridge, Jr.

17 Grayling Tobias

18 Becky James-Hatter

19 Felicia Pulliam

20 Sgt. Kevin Ahlbrand

21 Patrick Sly

22 Truman Robert "T.R." Carr

23 Byron Watson

24

25

1 (Whereupon the hearing began at 5:15
2 PM.)

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

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

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

20 (Applause.)

21 PASTOR FUTRELL: Let us pray. Dear
22 Wise and Lovingly Father, first we all we say thank
23 you on behalf of those who are gathered here today.
24 Thank you for your many abundant blessings. Thank
25 you for life itself, for the measure of health that

1 we need to fulfill our callings, for the sustenance,
2 and for friendship. Thank you for the ability to be
3 involved in useful work and for the honor of bearing
4 appropriate responsibilities. Thank you as well for
5 freedom to embrace you. Thank you for loving us
6 even so for your boundless and gracious nature.

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

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

23 I pray for the agenda set before them
24 today. Please give the assurance of what will
25 please you and what will benefit those who live and

1 work in and around our beloved St. Louis region. In
2 your most blessed name I pray. Amen.

3 (People in the audience say Amen.)

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

6 At this time Dr. Levine, President of
7 Missouri History Museum is here to welcome us.
8 Thank you so much for attending.

9 (Applause.)

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

21 The Missouri History Museum made a
22 commitment many years ago to reaching out into the
23 community, to embracing the community, to being a
24 safe place for those issues to be discussed, and I'm
25 pleased to be able to carry on that work here now.

1 Tonight we will have our galleries open
2 until I think 9:30, the Currents and Reflections
3 Galleries upstairs. In the Reflections Gallery,
4 there's a section Seeking St. Louis. It looks at
5 the civil rights history of St. Louis, and I hope
6 that you will take time to visit the exhibitions, to
7 think about what's in there, and to realize that --
8 that the study of history is not always the study of
9 the past, but that we live in the presence of the
10 past. We live with those messages of the past, and
11 in our museums we take time to reflect on them and
12 to I hope learn from them.

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

19 (Applause.)

20 CHAIRMAN REV. STARSKY WILSON: Thank
21 you Dr. Levine and to your staff team here for your
22 great hospitality and care for us, for having us
23 again on this journey, we think it appropriate to
24 return here after these 100 days of engagement and
25 learning for the community to do even more.

1 My name is Starksy Wilson. I'm blessed
2 to serve as co-chair on the Ferguson Commission with
3 my partner Rich McClure.

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

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

21 Right now some folks are passing out to
22 you some keypads. One of the practices that we have
23 engaged in over the course of our last -- over the
24 course of all of our meetings is doing some polling
25 so that we have a sense of who's in the room and so

1 that we can be accountable for whom we have engaged
2 over the course of these meetings.

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

6 Jessica.

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

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

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

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

25 For those who can see the screen close

1 enough, down at the very bottom you see something
2 that is a red box that actually says polling is
3 closed. Polling is closed right now. So if you
4 were to press your transmitter or your keypad, you
5 would not have registered a vote.

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

10 UNIDENTIFIED PERSON: Yes.

11 MS. JESSICA PERKINS: So the first
12 question is: "What is your favorite color?"
13 Remember, do not press yet. A is black. B is
14 brown. Blue is C. D is green. E is orange. F is
15 purple. G is red. H is yellow. I is white. And J
16 is other. I will open polling.

17 Hold on. Polling is open.

18 (Wherein, polling is open.)

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

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

24 Now I'm going to ask you to answer the
25 question: "In what geographical area is your

1 primary home or residence located?" A is St. Louis
2 City. B is St. Louis County. C is St. Charles
3 County. D is Jefferson County. E is Franklin
4 County. F is St. Clair County. G is Madison
5 County. H is Monroe County. And I is other.

6 And polling is open.

7 (Wherein, polling is open.)

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

11 CHAIRMAN RICH MCCLURE: Okay. Thank
12 you very much.

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

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

24 So let me just say that a little over
25 100 days ago actually at this site, in this

1 building, this independent and diverse group was
2 charged with studying the underlying social and
3 economic conditions and the unrest and the protests
4 that came from the tragic death of Michael Brown.

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

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

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

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

1 review it in detail.

2 So can you advance for me, Jessica?

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

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

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

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

19 Next slide.

20 Very simply, a vision for our region
21 should be where all people, businesses and
22 communities thrive, where inter-connectedness is our
23 strength, where empathy and respect drive citizens
24 to be informed, engaged, and invested in their
25 families, in their neighborhoods, and in the region

1 as a whole. And this must be our vision.

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

10 Next slide, please.

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

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

24 We secondly said that we see our report
25 as a bridge to a translation, to an implementation,

1 to a development of capacity in our region that will
2 extend well beyond September 15th when the
3 Commission's report is filed. And so this is 100
4 days of confronting our reality.

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

7 CHAIRMAN REV. STARSKY WILSON: Good
8 evening.

9 UNIDENTIFIED PERSONS: Good evening.

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

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

25 So the best first place for us to begin

1 with this listing was to say to the community in
2 this Executive Order of 1415 that was signed by the
3 governor, what are the things that you want us to
4 do, how would you have us to order this work, and
5 how would with you have us to engage.

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

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

20 Then there was a long list of some nine
21 disparities, social disparities that were listed in
22 the Executive Order. We asked the community what
23 are those that you find most important. You see
24 that by far education and economic disparity were
25 listed as the most important, with over nearly 60

1 percent on one, over 60 percent on another, and then
2 following closely behind was racial and ethnic
3 relations.

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

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

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

21 We stood up a working group around
22 educational inequity and child well-being with the
23 leadership of Dr. Grayling Tobias of the Hazelwood
24 schools, and Becky James-Hatter from Big
25 Brothers/Big Sisters of Southeast Missouri.

1 And then finally in our last meeting,
2 we discussed economic inequities and opportunities,
3 and this work group is led by Felicia Pulliam,
4 Attorney and Director of Development with Focus St.
5 Louis, and Patrick Sly, Executive Vice President
6 with Emerson.

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

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

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

20 The community suggested in these broad
21 areas that we needed to strengthen citizen/police
22 relations, that we needed to improve very
23 specifically the relationships between young people
24 in our community and the police and those
25 interactions, we needed to enhance officer training

1 and preparation, we needed to reform police
2 practices, and we need to increase funding for
3 community policing.

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

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

21 We need to give thought to equity and
22 fairness and seek these things in our work as much
23 as we seek it in the outcomes and recommendations
24 that we will make to others. That civic engagement
25 is a priority. We must take seriously not just the

1 data and academic study that come on the shelf, but
2 also the voices of people who come out to these
3 kinds of meeting and participate in our various work
4 groups, and that we want to focus on sustainable
5 actions with accountability and urgency.

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

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

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

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

23 First and foremost, that change is a
24 process that begins with awareness. To be clear,
25 while there are many of you here, there are 2.8

1 million people in our region, and this is all of our
2 issue, all of our challenge, all of our problem, and
3 we must all engage around these issues, and those
4 who do not understand that this is an issue for them
5 right now must be made aware that this is a regional
6 challenge, that we cannot hide from in our
7 respective coves, ghettos, or neighborhoods, but
8 rather everyone needs such awareness. After such
9 awareness, we must build knowledge.

10 (Applause.)

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

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

21 After we are aware and have gained
22 knowledge, we then must build the skills and
23 capacities in order to take action. Skills we must
24 learn at an individual level perhaps, and capacities
25 we may need to build at a regional level.

1 There may be supports that we need to
2 effectively take action, and we must invest in those
3 supports. And in order to have policies to make
4 ultimate impact, then we must have the capacity of
5 the civic -- of the civically engaged community,
6 accountable elected officials in order to make sure
7 that change is ultimately made.

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

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

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

25 Next slide please.

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

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

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

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

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

25 And so it is that economic mobility

1 challenge that we must address with education, with
2 job readiness, with the economic activity needed to
3 drive the opportunity to improve. This data simply
4 shows that the opportunity for those in the lowest
5 quintile of economic status to be able to move up to
6 a higher status and the probability thereof.

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

11 Starsky.

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

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

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

25 We have learned and we know that 66

1 percent -- African Americans were 66 more likely
2 than whites to be stopped based upon their
3 respective proportions of the Missouri driving age
4 population in 2013.

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

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

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

25 We came to know that on either side of

1 the Mississippi, whether you're talking about
2 Illinois or Missouri, that one in five children live
3 in poverty, and we all know that this has dramatic
4 impacts on their health, on their life outcomes and
5 circumstances, on their capacity to learn, and on
6 their ultimate capacity to earn.

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

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

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

25 And we know we cannot change the

1 inevitable fact that 61 percent of the region's jobs
2 are located more than ten miles away from downtown,
3 making our region one of the most decentralized
4 labor markets in the nation's 100 largest
5 metropolitan areas.

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

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

25 These sixteen commissioners have

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

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

23 Number one, we seek a region where
24 people are not placed in jail based upon their
25 ability not to pay fines.

1 We seek to lower the disparity that
2 suggests that a ten mile difference in zip code does
3 not show an 18 year swing in life expectancy.

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

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

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

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

16 CHAIRMAN RICH MCCLURE: We know that
17 change happens not through commissions and not
18 through reports, but change happens through people,
19 and so we're very mindful of the fact that it is our
20 role to set the table for change and to focus
21 attention on the need for change and to make very
22 specific transformational recommendations for
23 change, and then to, as I said, establish the
24 opportunity for the region over a period of time to
25 monitor ourselves and measure how we do in

1 implementing that change, and change will come
2 across, certainly policy, not just legislative, but
3 executive, perhaps judicial, in various levels of
4 government.

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

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

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

22 And with each of these opportunities
23 for change, then comes the ability for us as a
24 region over time to face our reality and realize
25 that we have to look at what happens next, and so in

1 the work of the Commission there are some very
2 specific steps.

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

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

24 We know we can do better and our
25 opportunity now is to take what we've learned in a

1 hundred days and begin to take that awareness and
2 that knowledge and to begin to build upon it to find
3 a way forward.

4 Starsky.

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

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

19 (Applause.)

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

25 We must go through the facing of our

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

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

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

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

25 So the question for those in this room,

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

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

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

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

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

24 What have you learned about a
25 particular issue?

1 How has that knowledge changed how you
2 see things?

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

5 What have you learned about a
6 particular issue?

7 And how has that knowledge changed how
8 you see things?

9 CHAIRMAN RICH MCCLURE: Becky.

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

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

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

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

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

1 going through right now.

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

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

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

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

22 And I think the last thing -- and I've
23 got a whole list, so I could keep going. But the
24 last -- the other thing that I'm learning is we've
25 abdicated this problem as citizens and looked at the

1 leaders, whether they're leaders of corporations or
2 leaders that are elected, and we haven't come in
3 this room and kept this conversation going.

4 So September 15th will come, but I hope
5 these meetings don't stop because we've got to stay
6 in this room and own this problem.

7 (Applause.)

8 CHAIRMAN RICH MCCLURE: Who's next?
9 Rose?

10 MEMBER ROSE A. WINDMILLER: I'm on the
11 hot seat. So I'm Rose Windmliller. I actually want
12 to --

13 I'm Rose Windmiller, I'd like to follow
14 up actually on something that Becky said, which I
15 was aware of, I work in the legislative field, so I
16 knew municipalities had a tendency to raise
17 significant revenue, some municipalities, through
18 court fees related to traffic tickets.

19 What I didn't realize was how desperate
20 some of these communities are to raise money, that
21 they're actually using this as a tool to pad their
22 budgets. So not only is that an issue for citizens
23 who are pulled over and can't afford an attorney to
24 plead their case down to a non-moving violation,
25 which many of us can do, it's a problem for the

1 municipalities who don't have enough money in their
2 budgets to provide appropriate services.

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

8 CHAIRMAN RICH MCCLURE: Thank you,
9 Rose.

10 I'm looking at people with microphones,
11 so raise the mike. Byron. Byron then Tracy.

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

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

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

20 What have I learned about that issue?

21 Where I -- I had allowed myself to
22 believe that it was unintentional and that it was
23 done not with forethought. I no longer believe
24 that.

25 I believe that it was intentional. I

1 believe that people are intentionally targeted based
2 on where they live, to be stopped for traffic
3 violations, and that those neighborhoods that are
4 intentionally targeted are intentionally
5 criminalized.

6 How has that knowledge changed how you
7 see things?

8 It has made me become more aware that
9 this is not a problem that has to do with people
10 being taught differently, but people being demanded
11 to behave differently. I don't know how else to say
12 that.

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

18 What will I do differently today
19 because of it?

20 I will use every fiber in my being to
21 push all the power that I have to change this so
22 that people are accountable for their behavior. And
23 I am a preacher too. We'll work on hearts in the
24 church. But in government, I want behavior to have
25 consequences.

1 (Applause.)

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

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

14 People want to do better. People are
15 trying to do better. They're looking for
16 opportunities to do better. We need to start
17 creating those opportunities so these young people,
18 as well as our -- our middle aged people, and just
19 everyone has an equal opportunity. That's all they
20 want. They don't want special favors. They just
21 want an equal opportunity to be able to go out there
22 and get jobs to be able to take care of their
23 family, to be able to pay for Pampers and things we
24 take for granted. Some people have a struggling
25 time doing that.

1 And I think that's one of the things I
2 learned last week with this young lady who stood
3 before us, and I think that young lady will be in my
4 mind for some time to come.

5 (Applause.)

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

8 MEMBER FELICIA PULLIAM: Good evening.
9 Am I on?

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

12

13 Before this incident happened, based on
14 the work that I've done in struggling communities,
15 pushing against poverty, pushing against
16 politicians, trying to fight city hall, I mistakenly
17 believed that people that worked in this work with
18 me knew what was happening and were actively
19 endorsing and participating the systemic oppression
20 of black and brown people in this community, and I
21 was extremely frustrated and found myself completely
22 isolated, believing that I was pushing this big
23 ball, you know, up this hill with just a few people
24 that understood how difficult these challenges were,
25 and being in love with these communities because

1 it's my home.

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

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

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

21 So thank you.

22 (Applause.)

23 CHAIRMAN REV. STARSKY WILSON: Rasheen.

24 MEMBER RASHEEN ALDRIDGE: I also can't
25 go the status quo route and I have to just talk.

1 Before this, I was aware of issues that
2 affected young people like myself. I was aware that
3 young people like myself was harassed a lot more
4 than people who did not look like me.

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

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

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

23 This Commission has honestly shined a
24 light on the issues that minorities go through on a
25 day-to-day basis. This Commission has made it their

1 charge, and all these individuals that I'm truly
2 honored to serve with, to say that they are going to
3 stand with this Commission, they are going to stand
4 in this with the community, and they are going to
5 stand and make some change.

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

13 (Applause.)

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

20 How do we make this Commission
21 something sustainable, not just beyond -- or not
22 just to September, but beyond September, because if
23 we stop, this is just going to continue. We done
24 read this book before, people wake up and then they
25 fall asleep, and then we get a Commission, then we

1 get to September. We have to figure out how do we
2 continue going on, how do we keep pushing forward,
3 how do we really make the change for the generations
4 as well.

5 I thank the community as well.

6 (Applause.)

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

17 MEMBER SCOTT NEGWER: I think I fit
18 that category.

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

23 I'm a business owner in Ferguson, and I
24 was born and raised in Ferguson. And, you know,
25 what I've learned is we have issues. But the

1 positive part is here we are seven months after the
2 incident and we still have probably over a hundred
3 people showing up at the Ferguson Commission to hear
4 what's going on. That's progress.

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

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

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

19 People from across the country know
20 what's going on and are interested in how we are
21 trying to solve our problem. And I leave those
22 meetings encouraged because people do want to talk
23 about this issue. And it is our charge, as Starsky
24 said it very well, we have to look at this and not
25 ignore it, and you need to hold us accountable and

1 keep us on point. Make sure we address the issue
2 and we don't let this issue kind of die out as it
3 gets age.

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

7 (Applause.)

8 MEMBER SCOTT NEGWER: T.R. Carr.

9 CHAIRMAN REV. STARSKY WILSON: It was
10 Scott that called you out this time.

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

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

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

1 and around the world.

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

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

20 (Applause.)

21 CHAIRMAN REV. STASKY WILSON: Thank
22 you, T.R.

23 Now that we've had occasion to hear
24 from commissioners and we have appropriately assured
25 equal opportunity, particularly to my white

1 brothers, we want to hear from each and everyone of
2 you.

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

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

10 Laurna.

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

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

16 (Applause.)

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

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

25 And for those of you who don't get a

1 chance to speak but want to leave a comment, I will
2 pass out some yellow sticky pads, if you would like
3 to comment and put it up on that white board behind
4 that TV photographer right there and we will review
5 them later on.

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

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

17 The first one is Jeanine Molloff. Are
18 you still here Jeanine? Okay. Come up on. And
19 then after Jeanine, we'll have Patrick Fox. And
20 then after Patrick Fox, we'll have Windsor McKnight.

21 Are you Patrick and Windsor? Okay.

22 And then we'll do the keypad polling.
23 Technology is back up, it's a beautiful thing. You
24 have two minutes.

25 MS. JEANINE MOLLOFF: The things I

1 would do differently, first I would hold politicians
2 and courts accountable. My eyes have been opened.
3 The issues are quite clear, racism, police
4 brutality, police lawlessness, prosecutorial abuse
5 and a police military mindset which then creates a
6 combat zone.

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

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

20 Racial profiling is not only here, it's
21 prolific, and there can be no justice without
22 fairness and there's nothing fair or just about
23 racism or any other form of dystopia. Police
24 military must stop. Community based policing must
25 have accountability and transparency. Legal terms

1 such as obstruction must be clearly defined and not
2 held to the whims of individual police officers.
3 Our rights and the Bill of Rights must be respected
4 and enforced.

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

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

16 (Applause.)

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

20 I'm prepared to do what they did on the
21 Pettus Bridge in Selma, Alabama, the protestors that
22 formed and led the formation, and then prepared to
23 sit down, be arrested, and to put my physical
24 presence on the line to bring about the change in
25 the way we operate.

1 Now, I've heard some things -- first of
2 all, I want to say that this Commission is doing
3 great work. It's putting its heart and soul into
4 it, and I commend you, but what I've heard tonight
5 is that we should hold you accountable for your
6 recommendations, and your role is to set the table
7 for change, and that your report be the bridge to
8 implementation.

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

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

22 The Commission was formed as a result
23 of this movement, the relentless activities of a few
24 thousand people, and until this becomes a political
25 movement again that brings about change, your work

1 is not done, and you should be held accountable for
2 that.

3 Thank you.

4 (Applause.)

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

9 MS. CINDY HOLLINS: Yeah.

10 MS. LAURNA GODWIN: And then Diana
11 Oleskevich.

12 Go ahead.

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

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

24 It involves the denial to earn a living
25 by a minority under an oppressive system designed to

1 disenfranchise all black minorities for the benefit
2 of the group. If you'd like, my name has been given
3 to you, and I look forward to hearing from you about
4 any and all comments about my situation. Because it
5 is true. I'd like to thank you for the opportunity
6 to speak. Thank you.

7 (Applause.)

8 MS. LAURNA GODWIN: Cindy, please come
9 forward.

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

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

1 MS. LAURNA GODWIN: Thank you.

2 (Applause.)

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

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

11 Great. Okay.

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

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

24 In the next hundred days, I'm joining
25 with ten other white folks, and each of us ten is

1 going to get ten more, and hopefully we will become
2 a much more integrated and diverse group, and we are
3 creating signs that say Black Lives Matter. 500 of
4 them have been distributed already and are in front
5 yards, including mine. The goal is to distribute
6 5,000 of them as a way to raise awareness and
7 educate white folks about what is the reality of our
8 black brothers and sisters.

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

18 Thank you. Thank you.

19 (Applause.)

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

25 My family was the first black family in

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

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

15 Simply, why does the Metro Link stop at
16 270? Why does it stop at the Gallery? Because
17 people don't want an element in those other
18 neighborhoods. Until -- exactly, no buses in St.
19 Charles. Until we sit down and have a serious real
20 conversation, real where people are sitting across
21 from each other, sitting on the edge of their chair,
22 being uncomfortable with the conversation, nothing
23 will ever be accomplished.

24 Thank you very much.

25 (Appause.)

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

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

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

25 The people who bought that building

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

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

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

24 (Appause.)

25 MS. LAURNA GODWIN: Thank you to all

1 who spoke during the public open mike. If anyone
2 has a comment they want to write down, I'll come
3 around if you hold up your hand with yellow paper.
4 Okay. I will do that.

5 Jessica, all of you have your keypads,
6 please pull them out. We need to go to -- your
7 keypads here. If you do not have one because you
8 came in -- Monique, look around the -- keep your
9 hands up for the keypads since some came in since
10 then. And put up -- who wants a yellow sheet?

11 We're coming around with the keypads.

12 Keep your hands up for the keypads.

13 So everyone has a keypad. Okay,
14 Jessica.

15 MS. JESSICA PERKINS: All right. We're
16 going to do the color question very quickly because
17 most of you have already gone through it. I think
18 we've probably got maybe 10 or 15 additional people.
19 So the question is what is your favorite color. A
20 is black. B is brown. C is blue. D is green. E
21 is orange. F is purple. G is red. H is yellow. I
22 is white. J is other.

23 I will open polling now, and please
24 press the appropriate alphabet on your keypad.

25 (Wherein, polling is open.)

1 MS. JESSICA PERKINS: And it looks like
2 we actually gained about 30 new people since we
3 key-padded the first time.

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

8 Now we're actually going to get to the
9 meat of the demographic polling. The next question
10 is: In what geographical area is our primary home
11 or residence located? A, St. Louis City. B, St.
12 Louis County. C, St. Charles County. D, Jefferson
13 County. E, Franklin County. F, St. Clair County
14 Illinois. G, Madison County, Illinois. H, Monroe
15 County, Illinois. I, other.

16 I am opening polling now for
17 registering your response.

18 (Wherein, polling is open.)

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

24 This is quite interesting. I want to
25 run this one again because we had 114 people

1 register their favorite color, this time we only
2 have 69 people who registered their home or
3 residence. Something happened. You know who you
4 are.

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

8 (Wherein, polling is open.)

9 MS. JESSICA PERKINS: Excellent. So
10 about 50 percent of the individuals here are living
11 in St. Charles County, followed by St. Louis City.

12 UNIDENTIFIED PERSON: St. Louis County.

13 MS. JESSICA PERKINS: Sorry. Thank
14 you.

15 Okay. Your third question applies to
16 where you primarily work or go to school. Polling
17 is not open yet, I've got to read the choices.

18 A is St. Louis City. B is St. Louis
19 County. C is St. Charles County. D is Jefferson
20 County. E is Franklin County. F is St. Clair
21 County, Illinois. G is Madison County, Illinois. H
22 is Monroe County, Illinois. I is other.

23 Polling is open.

24 (Wherein, polling is open.)

25 MS. JESSICA PERKINS: This question is

1 fairly simple. It asks what gender do you identify.

2 A, female. B, male. C, other. D, decline.

3 Polling is open.

4 (Wherein, polling is open.)

5 MS. JESSICA PERKINS: Interesting, it

6 looks like we've got about -- probably about 60

7 percent women.

8 How would you describe your ethnicity

9 or race? A, white. B, black or African American.

10 C, Hispanic, Latino or Spanish origin. D, Asian.

11 E, American Indian or Alaskan native. F, native

12 Hawaiian and/or Pacific Islander. G, other. H,

13 decline.

14 Polling is open.

15 (Wherein, polling is open.)

16 MS. JESSICA PERKINS: Okay. Now we're

17 asking you to be a little bit honest, but we'll give

18 you ranges, so you don't have to give your exact

19 age. But we want to know what age group do you

20 identify with. A, 21 and under. B, 22 to 34 years

21 of age. C, 35 to 44 years of age. D, 45 to 54

22 years of age. E, 55 to 64 years of age. F, 65 and

23 over. G, decline.

24 Polling is now open.

25 (Wherein, polling is open.)

1 MS. JESSICA PERKINS: This is actually
2 fairly common from what I've had in the past
3 meetings where it's been almost evenly divided
4 across all age groups.

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

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

12 And polling is open.

13 (Wherein, polling is open.)

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

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

22 So the question is do you think racial
23 and ethnic relations will always be a problem in the
24 United States, or that a solution will be worked out
25 eventually.

1 Don't worry, polling is open. Yes, you
2 only have two choices, but rest assured the next
3 question you have more.

4 (Wherein, polling is open.)

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

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

16 And polling is open.

17 (Wherein, polling is open.)

18 MS. JESSICA PERKINS: Interesting. The
19 reason why I say this is interesting because if I'm
20 not mistaken when you answered the question that
21 only had one or two answers about 76 people said
22 there would be a change, and if you look through
23 here, 44 plus 16 is about 60, 64, it's close, but
24 not exactly the same. But it gives us an idea that
25 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 MS. LAURNA GODWIN: Thank you, Jessica.
8 Now, while those keypads are being collected, and
9 please do turn them in, because we borrowed them
10 from an organization and they're very important to
11 the organization to use at other community meetings,
12 but as you can see, it's a great way to just get a
13 snapshot of the group that we have here.

14 So now, if you listen closely we're
15 going to move into our small group discussions. We
16 have three break-out sessions tonight, and each
17 break-out session is going to address the same three
18 questions. I'm going to tell them to you right now
19 so you can start thinking as you move to those
20 break-out sessions.

21 The first question is: What are the
22 ways that racial and ethnic relations create
23 opportunities for the region to thrive?

24 Second: What stands in the way of
25 realizing racial and ethnic reconciliation.

1 And third: What are the key
2 considerations surrounding race that we need to
3 address in our working groups and the overall work
4 of the Ferguson Commission.

5 So those are the three questions.
6 Again, they are all the same in all three groups.

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

12 (Hands raised.)

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

18 Show of hands for group number two.

19 (Hands raised.)

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

24 And then group three, please raise your
25 hands.

1 (Hands raised.)

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

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

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

12 (Hands raised.)

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

21 So please one, two, downstairs.
22 Break-out three is on this floor. Please go to your
23 different break-out rooms.

24 Starsky has something.

25 CHAIRMAN REV. STARKY WILSON: Just

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

11 (Recess for break-out sessions.)

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

17 Okay. Come up and state your name.

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

21 (Applause.)

22 MR. C. SHARP: The ways that racial --
23 the way that race and ethnics relations create
24 opportunities for the region is collaboration,
25 integration in our schools for equal education,

1 dialogue that gives everybody a chance to understand
2 each other, diversity and equal playing -- equal
3 playing fields that allow the children in our
4 society to thrive, and a society that has the
5 confidence in our court system as a whole to
6 separate what's innocent and what's guilty.

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

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

18 And lastly, what are the key
19 considerations around race that we need to address
20 in our -- that we need to address in working groups
21 and overall work in the Ferguson Commission, which
22 is you all, which is just diversify. We all need
23 time to heal. Somebody said that we need time to
24 heal. The African American community and the
25 Caucasian communities just needs time to heal from

1 all the disparities and just all the disappointment
2 that's been going on in our -- in our lives.

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

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

18 Thank you.

19 (Applause.)

20 DR. MIRANDA ELLIOTT: Hello, my name is
21 Dr. Miranda Elliott. And some of the comment themes
22 that we experienced was education, culture, and
23 mental models, and these same areas are barriers
24 that will also be things that we can focus on to
25 make things better.

1 So for the mental models, we're dealing
2 with white privilege, a system of inferiority for
3 African Americans. We talked about how we perceived
4 and how our perceptions are reality, dealing with
5 the mental models, and dealing with the culture, the
6 culture of separation, the culture of being -- being
7 different and not accepting other's differences,
8 that's the culture we have, it's systemic, and we
9 have to use that same issue to focus on change, and
10 a lot of people have problems with change, so if we
11 address our relationships with others from a
12 cultural standpoint, be more inclusive, go back to
13 progressive engagement with one another, those are
14 ways that we can improve our relationships.

15 Also, education, if we talk about
16 education from the standpoint of helping others know
17 who we are and help them to value African Americans,
18 help children to value who they are as of African
19 Americans, help the public understand as much as
20 possible about that the power of diversity is a
21 means of improving our relationships, and the ways
22 that we can do that is through reconciliation,
23 conference groups, group meetings, public apologies,
24 and acceptance of wrong.

25 We have to get passed fear in order to

1 do that, and it's mainly about our heart condition,
2 so changing our hearts, changing our minds, be more
3 inclusive, and recognizing the value of African
4 American individuals will be a means to resolve some
5 of the issues.

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

10 (Applause.)

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

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

23 We -- I talked about identifying the
24 various groups that we are trying to help. There
25 are 135 different cultures in the City of St. Louis,

1 in the surrounding area. And this Commission is --
2 is essentially trying to help the community, but by
3 trying to help everybody, you help nobody.

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

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

22 The barriers that we did talk about,
23 people associate with people that they feel
24 comfortable with. At work, you have a division of
25 people. In many employment places, you have a

1 division of people. You have them, us, black,
2 white, things like that. People are associated with
3 people that they -- that they feel comfortable with,
4 and we have to get them to feel comfortable with
5 everybody.

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

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

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

20 So institutional policies, people
21 who -- who are satisfied with who have in our area,
22 the haves are satisfied with it, and they don't
23 really care how the have-nots are doing, so things
24 don't ever change because the haves control the
25 city.

1 The administration of companies is
2 highly segregated by class with every corporation in
3 the city. If you look at the upper echelon of many
4 of the companies in the City of St. Louis, it is a
5 racially segregated area.

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

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

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

1 they come out.

2 Thank you very much.

3 (Applause.)

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

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

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

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

25 Let me just remind you of our process.

1 Our process is from the priority that you
2 identified, that Starsky covered in the slide here,
3 we had a working group for each one. They've had --
4 several of them have had a head start because they
5 were the first priorities you identified.

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

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

19 So that working group, along with the
20 Municipal Court Working Group, identified their
21 policies priorities at our last meeting. The
22 Commission discussed them, adopted those priorities,
23 and so tonight Citizen Law Enforcement Relations
24 and, Commissioner Isom will give this report, is
25 prepared to talk about the call to action, what

1 happens as a result of those priorities, who should
2 act, and how do we begin to move that forward.

3 So this is Commission business. He's
4 going to give the report to the Commission and ask
5 for comments from the Commission and critique from
6 them. It is not an audience participation
7 component, but if you have thoughts or comments, we
8 welcome those, you're welcome to write those down,
9 share them with us, this is a work in progress.
10 Again, or you're welcome to post them on the
11 website, however you would like to do it. We
12 welcome participation in that way.

13 So with that, Starsky, did I miss
14 anything?

15 CHAIRMAN REV. STARKY WILSON: Theses
16 are preliminary recommendations.

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

22 Thank you. Dan.

23 MEMBER DANIEL ISOM: Thanks Rich and
24 Starsky.

25 As they both stated, this is the update

1 on Citizen Law Enforcement Relations. Brittany, as
2 they said, could not be here today.

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

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

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

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

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

23 One thing to note is that there is
24 already currently legislation that is calling for
25 the use of force statute to be updated. There isn't

1 legislation right now that would talk about a
2 statewide database. So that's an area that is not
3 addressed in the legislation that's currently out
4 there.

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

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

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

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

25 MEMBER SERGEANT KEVIN AHLBRAND: If I

1 may expound on that a little bit. This is a
2 nationwide issue, this discussion that's going on
3 right now. I just attended a meeting over the
4 weekend and will attend another one with
5 representative law enforcement from all 50 states.
6 This discussion is going on nationwide, but I think
7 certainly we could regionalize it, perhaps
8 through -- there are groups that we could probably
9 do this through and we ought to look into that.

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

21 So I just want to express appreciation
22 because in that report it did note that while there
23 is a job to enter a national database, the
24 accountabilities are still in local police forces,
25 local police commissions, local police department,

1 so this regional conversation that Mr. Ahlbrand and
2 Commissioner Isom raised are quite appropriate and
3 thoughtful.

4 Thank you.

5 MEMBER DANIEL ISOM: Commissioner
6 Blackmon.

7 MEMBER REVEREND TRACI deVON BLACKMON:
8 In the establishment of a regional database, my
9 question is have you given any thought to that
10 database including accusations of excessive force,
11 and not just proven documentation of excessive
12 force.

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

18 So a part of what has happened, even in
19 the data that we do accumulate, is that the only
20 data that is released is if someone is found guilty,
21 so someone is charged with that offense. But if you
22 have 50 people in an area reporting that excessive
23 force has been used, the fact that those 50 cases
24 may not be found guilty still substantiates a need
25 for investigation in that area in my opinion.

1 So my question in if this database, can
2 there be room, I'm not saying that people should be
3 penalized if they're not found guilty, but can there
4 be room for a report to be kept that is accessible
5 to the community that says this person has been
6 accused of excessive force 71 times, they only were
7 guilty one time, but 71 times somebody said they did
8 it. Is that a possibility?

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

22 So I do think it could be done. I
23 don't know if it would be in the same sort of
24 database with just strictly use of force, use of
25 force and what type of force was used. But I think

1 that's a great point.

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

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

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

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

22 MEMBER DANIEL ISOM: Oh, what do
23 they --

24 MEMBER BECKY JAMES-HATTER: Yeah, what
25 does this mean for the person on the street?

1 MEMBER DANIEL ISOM: So prior to
2 Tennessee versus Garner, a police officer could
3 shoot a fleeing felon, somebody you believed had
4 committed a felony and was fleeing. That person did
5 not have to be armed.

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

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

19 CHAIRMAN REV. STASKY WILSON: I just
20 wanted to reinforce one point that I think I heard,
21 so it's a question. Under this particular call to
22 action, to establish a statewide database that would
23 document use of force incidents, while the work
24 group is calling for it, and while the
25 accountability is in the Missouri legislature, there

1 is not currently legislation moving on this issue.

2 MEMBER DANIEL ISOM: No.

3 CHAIRMAN REV. STARSKY WILSON: Okay.

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

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

12 Any other questions?

13 (No response.)

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

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

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

25 MEMBER DANIEL ISOM: That's a good

1 question. I'm not sure.

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

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

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

19 The county police board receives every
20 complaint against the police. They review those
21 complaints before they go to the chief of police,
22 and they have authority over that. So then that's
23 only for St. Louis County Police. That does not
24 deal with any of the municipalities. But the policy
25 probably varies from municipality to municipality.

1 But it's really critical that the
2 civilian oversight board be independent from the
3 elected officials. It's really important that they
4 have some authority and St. Louis County has had
5 that since 1955.

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

20 On this point we note and reflect and
21 appreciate the movement in both of these
22 municipalities, both Ferguson and the City of St.
23 Louis. We expect and anticipate from our engagement
24 with particularly civic leadership in the city, that
25 civilian oversight in the city should be back about

1 mid April. We look forward to continuing to monitor
2 and report back executive leadership and note that
3 that's what they expect as well well.

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

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

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

22 Of course, they already exist, a
23 statute on the books for racial profiling. There
24 are -- there is legislation out there that talks
25 about racial profiling. But our call to action

1 would be to have it consistent with these principles
2 of impartial policing.

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

11 MEMBER SERGEANT KEVIN AHLBRAND: Three
12 in three years.

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

15 REVEREND TRACI deVON BLACKMON: Three
16 hours in three years?

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

19 MEMBER SERGEANT KEVIN AHLBRAND: Can I
20 comment? It used to be yearly training, but the
21 problem that we had with the mandated yearly
22 training, with your license being required on that,
23 we had officers that were being deployed overseas
24 and they would come back, and the Post Commission
25 would say your license is null and void because you

1 didn't have your training for the year.

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

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

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

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

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

1 we want as a community.

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

4 CHAIRMAN REV. STARSKY WILSON: I just
5 want to ask a clarity question, a question for
6 clarity. On accountable body, you have Missouri
7 legislature and the various municipalities, I
8 thought where does Post fit into this matter around
9 training in accountability?

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

14 CHAIRMAN REV. STARSKY WILSON: So we
15 have one divisional accountable body here, and the
16 Post Commission police officers that falls under the
17 Department of Public Safety, so there's executive
18 authority there for implementation, even with the
19 accountabilities in the legislature and with police
20 departments as well.

21 MEMBER DANIEL ISOM: Right.

22 CHAIRMAN REV. STARSKY WILSON: Okay.

23 MEMBER REVEREND TRACI deVON BLACKMON:
24 Commissioner Dan, I have a question, I just don't
25 know, is there on-going training in different areas

1 and other areas that police get every year?

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

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

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

24 CHAIRMAN REV. STARSKY WILSON: I think
25 this is a solid point, if not the cultural

1 competency of the training materials has not come up
2 through the work group, and I know it's not one of
3 the identifying priorities we saw last week, perhaps
4 as we continue to do this work, this is something
5 that can be brought back before the group for
6 consideration.

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

10 REVEREND TRACI deVON BLACKMON: I see.

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

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

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

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

1 MEMBER SERGEANT KEVIN AHLBRAND:
2 There's one bill that's been filed, there's another
3 bill that's being looked at. There are a lot --
4 there needs to be a lot of discussion on both of the
5 bills with all groups concerned, but there is one
6 bill that's been filed.

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

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

18 What I might mention though, as you add
19 training, you're going to have to add the number of
20 hours that officers are required to do in a
21 three-year period. You have to. Right now they're
22 only required to do 48 hours. If you're going to
23 add eight hours here, four hours there, you know,
24 ten hours there, then -- and especially mandated
25 training, now you're summing up, you know, all of

1 those flexible hours of training that they can do,
2 and so there is going to have to be an added number
3 of hours that people are going to have in a three
4 year period. Recognizing that you're only doing 48
5 hours in a three-year period right now.

6 CHAIRMAN RICH MCCLURE: Probably not
7 enough.

8 MEMBER DANIEL ISOM: Not enough.

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

22 MEMBER DANIEL ISOM: Yeah, I think much
23 of what we're talking about in terms of updates is
24 trying to strengthen the statute, one being, you
25 know, getting a better picture from the data

1 collection, the other is what are sort of the
2 consequences of what happens if your data is
3 despairing, you know, issues like that are things
4 that we're talking about concerning strengthening
5 the statute, but also issues related to training as
6 well.

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

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

19 (Members of the audience said yes.)

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

1 not sure.

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

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

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

22 In the non-profit world, there's a lot
23 of grants and support for encouraging and helping
24 with capacity building. A lot of what we talked
25 about in terms of law enforcement in some ways has

1 been oversight training, but this is more like an
2 upper hand.

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

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

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

23 CHAIRMAN REV. STARSKY WILSON: Yes.

24 MEMBER DANIEL ISOM: So that's an issue
25 we have, almost 600 different law enforcement

1 agencies in Missouri, so this would apply to each
2 one of them via statewide mandate.

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

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

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

24 So the CALEA process is about I think
25 \$25,000.00 to be certified from CALEA, and that is

1 all other kinds of fees that go along with that as
2 well. The Missouri police chiefs certification I
3 think is about \$500.00.

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

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

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

18 MEMBER ROSE A. WINDMILLER: Thank you.

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

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

25 MEMBER ROSE A. WINDMILLER: Similar to

1 accreditation.

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

8 In the CALEA process, there a portion
9 of it that is related to community policing,
10 community relations, there is interview of people
11 who are in the community, so it's a broad
12 accreditation that kind of looks at the entire scope
13 of your police department or your police agency.
14 There are probably I think about five different
15 categories that the accreditation body looks at that
16 you have to pass.

17 CHAIRMAN RICH MCCLURE: In the two
18 group I listened in on, there was discussion about
19 citizen engagement and citizen involvement with
20 their municipality. This is one where a
21 municipality that wanted a real police department
22 with qualified officers and with the right training
23 could say we want them certified. That's what we're
24 going to do. And citizens could rise up and demand
25 that in effect. I understand the comment about

1 capacity, but you know, if the money is there to
2 support it, frankly \$25,000.00 to get certified to
3 me is a small cost to do it right, and that the
4 certifying organization will build the capacity when
5 the money is there, but to me this is one where you
6 don't wait for the legislature, we get citizens to
7 demand that their municipalities require -- demand
8 certification from the police departments.

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

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

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

23 CHAIRMAN REV. STASKY WILSON: There's
24 only two accrediting agencies spoken of, there are
25 only those two?

1 MEMBER SERGEANT KEVIN AHLBRAND: Well,
2 CALEA is an international accrediting agency, and
3 the Missouri Police Chiefs Association also does a
4 statewide one, which is probably what most smaller
5 departments would look at, but they don't have the
6 employees right now to do it. They're requesting
7 that there's a lot more discussion about it, so next
8 year we could go forth great, and part of the reason
9 for filing the bill is to get that discussion
10 started. It certainly did, so the bill is not
11 moving forward, but the discussions are continuing.

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

24 MEMBER DANIEL ISOM: I mean ideally, in
25 my opinion that's where it should rest.

1 MEMBER SERGEANT KEVIN AHLBRAND: That's
2 part of the discussion also.

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

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

10 MEMBER FELICIA PULLIAM: Okay. Thanks.

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

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

23 So the next item ensure police agencies
24 have access to prior records of prospective hires.
25 The legislation would allow that access. The

1 accountable body would be the legislature. There is
2 already legislation out there that deals with this
3 that issue, and I don't know where it is right now,
4 but there is a bill filed that covers that area.

5 So the last category is in development.
6 I don't think we've had a lot of discussion about
7 this priority area, strengthening the whistleblower
8 protections within police departments. What is that
9 call to action and who is the accountable body?

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

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

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

25 MEMBER DANIEL ISOM: If you are a

1 witness?

2 MEMBER FELICIA PULLIAM: Just say no.

3 MEMBER DANIEL ISOM: No.

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

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

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

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

23 REVEREND TRACI deVON BLACKMON: There
24 has to be intent you said?

25 MEMBER SERGEANT KEVIN AHLBRAND: And

1 it's goes by prosecutor to prosecutor too. The
2 prosecutor decides who to charge, but according to
3 the statute, you have to have some intent to take
4 some part in that crime. Just by being present,
5 somebody shouldn't get charged.

6 REVEREND TRACI deVON BLACKMON: Okay.

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

13 MEMBER SERGEANT KEVIN AHLBRAND:

14 Working on it.

15 MEMBER ROSE A. WINDMILLER: Thank you.

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

23 MEMBER ROSE A. WINDMILLER: Am I being
24 unclear?

25 CHAIRMAN REV. STARSKY WILSON: No, I

1 don't think you're being unclear, I think there's a
2 shorthand that bot of you understand that the 50
3 folks left in the room may not.

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

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

23 CHAIRMAN REV. STASKY WILSON: I wasn't
24 trying to be the schoolmarm. Thank you very much
25 for Rose and Kevin.

1 MEMBER RASHEEN ALDRIDGE: If there's
2 currently a statute for a whistle-blowing program
3 already, does it not protect the people that it's
4 supposed to? Or because I'm asking if there's
5 already a program or a statute in place, can we push
6 that since there's a developing one in legislation,
7 the way that goes, can we push the current one or
8 make a call to action that the current one is used
9 for every department that that statute has adopted?

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

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

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

22 (Appause.)

23 CHAIRMAN REV. STARSKY WILSON: The last
24 two slides are just reflecting, reenforce, and all
25 of these slides will be up on STL Positive Change

1 dot org, the last two just reinforce. This may be
2 your first Commission meeting. The process of how
3 the work groups work with their charges, how members
4 were selected to the respective work groups.

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

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

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

23 CHAIRMAN RICH MCCLURE: Just very
24 briefly. The art exhibit is open on the immigrant
25 experience and on Utopia Reflections. If you have

1 time, just stroll them on the way out.

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

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

10 REVEREND MICHAEL KINMAN: Thank you.

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

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

25 So I want to invite us just for a few

1 moments into that sound of sheer silence, to
2 consider the words that we have heard tonight, and
3 to ask God's wisdom to sift through them in our
4 hearts. So just a moment.

5 (Moment of silence.)

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

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

21 Then the Voice of God doesn't stop
22 there. The Voice of God says I have seen the misery
23 of my people. I have heard their afflictions on
24 account of their taskmasters. I have known their
25 sufferings and I have come down to free them out of

1 bondage and to raise them up into a good and broad
2 land, the land of milk and honey.

3 This is the charge of the Ferguson
4 Commission. In fact, this is the charge of all of
5 us. We heard the work that you all have done, an
6 incredible work of the first hundred days. And it
7 was heartbreaking to read. It was things like the
8 17 year difference in life expectancy between two
9 zip codes, and that we are the fifth most segregated
10 metropolitan area of large areas in this country.

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

16 And God calls us to see the misery and
17 God calls us to hear the cries, but then to know --
18 and know is a great word. Know is a word of
19 intimacy, you know, like Adam knew Eve. That kind
20 of know. God calls us to know the suffering of the
21 people. To know it. And then to come down and
22 deliver. So it is about seeing the misery and
23 hearing the cries at the hands of the taskmasters
24 and knowing the suffering and then coming down and
25 lifting up.

1 If there's one piece of information
2 that showed up here that gave me the most pause this
3 evening, it was when we had our little keypads, and
4 we divided ourselves up and we said what age we
5 were. And there was the number one. And it was
6 people under 21 in this room. It was the number
7 one.

8 One out of 115 was under 21. My
9 brother Starsky reminded us at the beginning of this
10 evening that the whole reason we are here is because
11 of the young people. The whole reason we're here.
12 That is what has started this movement. And we had
13 amazing conversation here tonight, and there was one
14 person in the crowd, maybe two, who were young.

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

20 As the young people who have been
21 continuing this movement have been my teachers, and
22 I stand before you as someone with a huge amount to
23 learn, one of the things that I have learned from
24 them is a chant by Assata Shakur. I want you to
25 repeat after me. I invite you as a way of hearing

1 the cries of the afflicted at the hands of the
2 taskmaster and of knowing the suffering to repeat
3 after me.

4 It is our duty to fight for our
5 freedom.

6 (Audience repeats.)

7 REVEREND MICHAEL KINMAN: It is our
8 duty to win.

9 (Audience repeats.)

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

12 (Audience repeats.)

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

15 (Audience repeats.)

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

21 It is our duty to fight for our
22 freedom.

23 (Audience repeats.)

24 REVEREND MICHAEL KINMAN: It is our
25 duty to win.

1 (Audience repeats.)

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

4 (Audience repeats.)

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

7 (Audience repeats.)

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

10 (Audience repeats.)

11 REVEREND MICHAEL KINMAN: It is our
12 duty to win.

13 (Audience repeats.)

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

16 (Audience repeats.)

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

19 (Audience repeats.)

20 REVEREND MICHAEL KINMAN: That is our
21 charge. Amen.

22 (Audience repeats Amen.)

23

24 (WHEREIN, the deposition was concluded
25 at 8:45 PM.)

