FERGUSON COMMISSION MEETING

RECORD OF PROCEEDINGS

JANUARY 10, 2015

FLORISSANT VALLEY COMMUNITY COLLEGE
6500 PERSHALL ROAD
ST. LOUIS, MO 63135

10:17 a.m. to 3:31 p.m.
FERGUSON COMMISSION MEETING   1/10/2015

FERGUSON COMMISSION

CO-CHAIRS:
Rev. Starsky Wilson
Rich McClure

MEMBERS:
Rev. Traci deVon Blackmon
Daniel Isom
Scott Negwer
Bethany A. Johnson-Javois
Gabriel E. Gore
Brittany N. Packnett
Rose A. Windmiller
Rasheen Aldridge, Jr.
Grayling Tobias
Becky James-Hatter
Felicia Pulliam
Sgt. Kevin Ahlbrand
Patrick Sly
Truman Robert "T.R." Carr
Byron Watson
(Whereupon, the meeting began at 10:17 a.m.)

COMMISSIONER MCCLURE: Thank you for being here. My name is Rich McClure, I'm one of the co-chairs of the Commission and on behalf of my co-chair Reverend Starsky Wilson and the entire Commission we are thrilled that you're here. We have been looking forward to this time literally since last year, I guess I can say it that way. Because this is an opportunity for us to hear from you and you're going to hear more about that but to have a youth speak event and have this kind of turnout and the number of folks who have taken the time to come be with us on a Saturday is really truly inspiring and we're very fortunate to have you here and we are looking forward to today.

It has become our practice and our tradition to center ourselves as we open our meetings and so we have asked Nigel Johnson who is a senior at Hazelwood West High School, Central, sorry, Hazelwood Central. Dr. Grayling Tobias, a member of the Commission, is a superintendent of the Hazelwood schools and Nigel is here, he's headed to college next year at the University of Illinois to study chemical engineering so Nigel please open our meeting with a blessing and
invocation.

NIGEL JOHNSON: Good morning. All bow our heads please.

Lord, I just want to start off by saying thank you just for being God today, Lord.

For blessing us all to crack our eyes this morning and to see the sun that you ordained us with, voice our opinions and share what we feel Lord.

You said in your word that out of the mouth of babes and infants that we might have strength and silence our enemies Lord. So we thank you for blessing us to give this opportunity Lord. We speak peace over this meeting Lord, we speak wisdom and power Lord because we know words have power Lord and we ask you to season our words with grace, Lord, and bless everyone that is here today because we know that without this opportunity that our voices may not be heard and that is the only thing some of us want to do is to talk so we ask you to bless it and bless us to be strong in what we say, to show emotion if we have to because, you know, that is the way to get to people Lord. So we ask you all these many blessings in Jesus' name. Amen.

COMMISSIONER MCCLURE: Thank you so much Nigel and we wish you the very best and God
speed on your journey.

We are fortune to be on the campus of
the Florissant Valley campus of the St. Louis
Community College and the interim president Ruby
Curry is here to offer words of welcome.

Ruby, thank you for being here.

MS. RUBY CURRY: I'm trying not to,
my old school teacher days keep everybody in front
of me and not have my back to anyone but anyway
good morning.

Again I am Ruby Curry and I'm serving
this year as the interim president of the St. Louis
Community College Florissant Valley campus. I
would like to welcome all of you gathered here this
morning to our campus for what I'm sure is going to
be an interesting day of sharing and learning. As
you listen to and talk to your peers and others
gathered here today please understand that this is
a safe place for you to communicate, don't be
afraid to share your ideas, your hopes and your
dreams because those are very important blocks to
restoring our community. The Ferguson Commission
is doing great work, important work and we thank
you all for that. Part of that work is making sure
that we invest in our future and guess what, you
are our future. So listen, prepare and think about our future because this is not a day for only benefit for you but it's a day to help rebuild our community and make sure that you are part of that future planning.

Also because I am the campus president I always take a cheap shot for a short commercial. Classes start January 20th so anyone here is not, who needs a dual enrollment or would like to come back to school, that's for some of the adults in the room, classes start on January 20th. So I'm here to tell you have a great day and please remember it's a safe place and please share your thoughts and ideas.

Thank you.

COMMISSIONER WILSON: Thank you very much for your warm welcome. We are reminded that Florissant Valley has been a sacred and safe space for us throughout and beyond the last 155 days and this very room is where the attorney general gathered with members of the community, we heard the voices of young people including those from the Ferguson Youth Initiative on that day and the residents in various community meetings and gatherings. We are reminded that it was on this
campus that the Ferguson Commission concept was first introduced and so we thank you very much for being this communal space for each of us and for the leadership that you are providing to our community through your hospitality. So thank you.

My name is Starsky Wilson, I'm graced and blessed to serve as co-chair of the Commission and I just want to say a little bit about today.

Number one, today's meeting will focus on youth impact and youth wellbeing and so we've been very intentional to extend invitation to young people between the ages of 14 to 24 to share with us, to hear directly from the voices of young people how the events of August 9th and the issues that have been exposed since then have impacted them, impacted their very lives. We know that there is a range of impacts but we are careful to say as we said in the very beginning that our work begins with listening and listening deeply. The work of recommendation of policy changes or solutions will have the greatest impact on young people who will live with them beyond the course of the Commission and beyond the time of implementation so today is a critical beginning for us in the listening process for young people.
One of the things that we know is that there are those who are directly impacted on the date of August 9th but we also know that the 624,000 children and youth throughout our metropolitan statistical area in St. Louis have all been impacted and are impacted by the policies that govern how we do business as a region. So today we want to hear that voice.

Now, all that positive stuff being said now I must give a word of warning. Are you ready for the warning?

You all not woke up yet. Are you ready for the warning?

I'm a black preacher, you talk back to me, I'm just saying.

We have created the space for young people's voices audibly. Well hear them through an open mic process, we will hear them in small group breakouts, we will hear them in another open mic over lunch and that will all be a facilitated process. We affirm and appreciate the adults who are in the room. We invite you with your thoughts on respective topics to write them down and there will be opportunity to post them on these boards around the room because the voices that we will
prioritize and that we want to hear from are our young people.

Everybody okay with that? Okay.

Amen. See, the preacher thing keeps coming out.

So that is how we're going to, we'll continue to review that throughout today. After we have this period of youth listening, open mic, our breakout sessions, we come back and do some reporting back and have lunch we will have a portion of a business meeting around some administrative matters to the Commission as well. All are welcome to stay for that dialogue as well but we wanted to front load the space for our young people and then we'll get to our administrative business.

We will be facilitated again by the helpful hands of the team from Emerging Wisdom and Vector Communications who have provided expert guidance to us up and to this point and we look forward to being in their hands later today.

We also thank a couple of key partners in the Ferguson Youth Initiative team who have been helpful to us in coordinating today, the Florissant Valley campus here, some other young activists and advocates who have been our partners.
and will be facilitating throughout the process as well, we thank you as well and we'll have an opportunity to acknowledge a little bit later. I want to toss it back to my co-chair Rich McClure for a special introduction on today and then we'll come back.

COMMISSIONER MCCLURE: Thank you Starsky. I want to, to the Commission and to the audience assembled to recognize and introduce in her role as managing director Bethany Johnson-Javois. Bethany please stand.

We are fortune and blessed that Bethany is able to in many ways make a sacrifice in her life and her career to take a leave of absence from a very responsible position as CEO of the Integrated Health Network and very progressive and thoughtful and effective impactful work that she was doing there in order to join us as managing director so we did a long process, very thorough using outside assistance and consultants and due diligence to conclude that Bethany was the very best person that we could ask and recruit to do this job. Again Bethany welcome, thank you for being willing to take on this work. We are honored
and truly inspired by your commitment. Thank you.

Starsky.

COMMISSIONER WILSON: With that transition we do have -- I've got an earlier version this year, I just want to make sure we fit this right because you know, we mess up people remind you of it.

So the next thing we want to do as we've done in the past we have a little bit of framing from some commissioners who are close to the issues, we did that with municipal courts, we've done that with policing and community policing as well so today we want to hear from a couple of our commissioners who helped to frame where we're going and before we get into our deep discussions we'll have that framing from Commissioners Brittany Packnett and Rasheen Aldridge and then we'll come back and have our newest commissioner, Sergeant Byron Watson, do a bit of introduction of himself to each of you before we break off into our breakout groups.

So I think we're going ladies first, Commissioner Brittany Packnett.

COMMISSIONER PACKNETT: Thank you.

Good morning.
I'm with Starsky, that church thing.

Good morning.

There we go, thank you for that. I have to apologize for having my back to you because I'm a former teacher and I also like to move around when I talk but I wanted to make sure to write some things down because in talking to young people over the last 150 days and over the last few days I wanted to make sure I didn't forget anything that was told for me to deliver to you so I apologize for having my back to you but I wanted to make sure to have those things in front of me.

I'm thankful to our co-chairs Rich and Starsky and to the Commission for having this opportunity to frame and provide a backdrop to today's conversation. I'm also thankful for today's format. This special Commission meeting this morning will highlight the most important voices in my opinion in this movement and in our communities, you, our young people. Too often we make assumptions about you, our students, our young people need instead of just asking you what you need and so I could not be more proud of you all for being here today and the folks that couldn't be here today but have been lifting their voices.
across this region for 150 plus days now. You are
the very reason I became involved on August 10th
because I cannot claim to stand up for you in my
full-time job in the classroom and not outside of
the classroom and still lay my head down at night.
So we're here to create a better and more just
future for you. I'm thankful for your leadership,
for your relentlessness, for your honesty and for
all you have and will continue to teach us today
and throughout the work.

As an educator I spend most of my
time hearing from, learning from and serving
students, their families and their teachers so I'm
not here to give you statistics but to give you the
knowledge built by listening, learning and by
marching and I also told Starsky I'm not here to
make people comfortable so I apologize if some of
the things that I say might be a little upsetting
but this work isn't about making people
comfortable, it's about telling the truth. All
right?

So the issues in Ferguson and Shaw
and across this community have highlighted for me
two critical areas, access to quality, cultural,
responsive education and the necessity of student
leadership development. So it's critical to begin
telling this story by reminding ourselves that the
disruption our students faced as school was about
to begin this academic year did not begin with
momentarily violent outbreaks in a largely peaceful
and continuous protest but by the image and reality
of an unarmed recent high school graduate and
college student named Michael Brown laying in the
street for four and a half hours on a warm Saturday
afternoon in August. The sight was reason enough
for many young people as they told me to come out
of their homes. After all this story has gone on
too many times and so many times before, this was a
peer, a fellow young person, a fellow student and
so for many reasons far too many of our children
know the constant trauma of death which has both
deeply affected their psyche but also helped
instill a profound resilience the likes of which
we've seen since August 9th in particular.

During the first 21 days of this
event when militarized police presence was added
tight on West Florissant Avenue, a strip on which I
spent much of my own childhood, young people and
their families were continuously forced inside
restricted from assuming daily activities and
providing for one another. Babies couldn't get diapers and formula, children couldn't go back-to-school shopping or get their medical check-up, parents couldn't get to work and as some of them tried they were met with erect and rifled admonishments to go back into their homes. Thanks to the efforts of tireless community volunteers and donors from across the region, many of whom had been making a difference in St. Louis without much fanfare for years, they were able to bring those resources directly to Canfield Drive and to West Florissant Avenue helping to shoulder some of the burden being unduly placed on families and innocent bystanders. But irreputable damage had already been done. Jobs were lost, homes were lost, incomes were leveled and learning time most importantly was lost.

When I was a third grade teacher I taught my students about Ruby Bridges, the six-year-old little girl who integrated a New Orleans elementary school in 1960. Commemorated now by a famous Norman Rockwell painting little Ruby relied on the National Guard for protection as she walked into an all white school for the first time. The same was true of the brave Little Rock
Nine. So the irony of that moment in which the presence of the National Guard and other factors were reasons why because of deeply viable concerns of safety and protection for our children, students wouldn't be escorted to school but instead would be missing the critical first days of school in and around Ferguson, again for very necessary reasons. These decisions were difficult for school teachers and administrators in north county who I personally know were eager and excited about beginning school and pressing even harder towards dispelling the prevailing myth that all of our students in all of our backgrounds in north county are not capable of greatness, because they and you absolutely are.

Thanks to the relentless ingenuity of teachers and parents, retired educators, union leaders, Teach For America alum, college students and community volunteers, a community school was created at the Ferguson library and the First Baptist Church of Ferguson to help provide academic instruction and social learning time to students who had to miss school. This was a critical moment in community healing and support. But statistically we know that on an academic calendar that is arguably already too short to ensure that
our children are globally competitive and closing
the academic opportunity gap the loss of any formal
learning time does irreputable harm to each and
every student across all grade levels and learning
times. Very simply, time lost is nearly impossible
to make up. Still as the movement continued
teachers, administrators and students have been
vigorously pursuing academic excellence in
Ferguson-Florissant, Normandy, Riverview Gardens,
Jennings, Hazelwood, St. Louis public schools,
Confluence schools, KIPP and every school across
the region. As this learning has been occurring,
however, there's been another critical
instructional moment for our students about the
necessity of their, of your leadership not tomorrow
but today. Many of the young people I know who
were peacefully assembled every night since August
were catching the very worst of militarized
weaponry that we saw in Ferguson and in Shaw and
then going to class sleepy, hurt, but determined on
the very next day knowing that their struggle was
in the streets and the classroom and that their
diplomas and degrees were just as critical being
leaders in a movement for their own freedom. I
have nothing but pride, nothing but pride in the
young activists and outstanding leaders I've met over the last 150 days.

I recently had the privilege to listen in and discuss the future with some phenomenal students from across north county who were assembled to tell their story to the highest education official in our country, U.S. Secretary of Education Arne Duncan and the president of the American Federation of Teachers, Randi Weingarten. On that day we also heard from some of their teachers and together students and teachers described a familiarity with the strain of oppression and the weight of racial profiling and police brutality since before August 9th as many of them have come to know that experience personally in multiple venues. And some of those students want to be officers themselves and are questioning is this a system that's built for me.

We also heard them describe relationships that caring law enforcement officers in their schools had formed with them, knowing them by name and encouraging their progress and how that was their ideal for the future. We heard that some students were encouraged by their administration and their teachers to raise their voices,
peacefully standing up for themselves and their
generation. Others were in fact deeply frustrated
by the restrictions placed upon them, being
informed that even peaceful demonstrations would be
met with their suspension. They wanted to be able
to talk to their teachers who we all know are more
than teachers but also trusted advisors, about the
vision, their feelings, their trauma and what they
could stand up and do about it. And while some
teachers were allowed other teachers feared for
their employment if they did so and yet were deeply
conflicted because they honestly just wanted to
meet their student's needs. Students wanted to
hear their teachers speak honestly and earnestly
with them and teachers wanted to meet the need and
we cannot teach our children well if we don't know
them and they don't know us. We educate our
children in the context of their community.
Empowered teachers can better reach students
through the same kind of thoughtfully informed
relationships that we're asking our officers to
have. It is critical that we allow our teachers
and our students the opportunity to develop those
honest relationships about the world around them
and are responsive to the cultural needs of each
and every student, especially those coming from marginal life and oppressed communities. The function of education for marginalized and oppressed people is to liberate themselves and their communities which requires our students to be strong learners but also strong leaders. While it might be easier we must push ourselves not to prioritize order and control in school over student's voice and leadership. Sacrificing student's sense of self for compliance. We must also look closely at school discipline policies which like extra judicial actions by law enforcement also disproportionately affect young people of color. Arrest and expulsion should not replace love, relationship and high expectations that nurture our students to better behavior. Practices that automatically criminalize our young people send them on that birth to prison pipeline and when we criminalize them in the street or in the classroom is simply unacceptable. They very simply cannot come to know and lead to justice this way and we need this generation, we need you to lead us in the fight.

As I close a few student's voices are ringing in my ears. Throughout the last 150 plus
days I have asked dozens of students what they want from their teachers, their parents and their community. They were clear with me, you guys were clear with me. You want us to love you, to show you that you matter because the world is often telling you that your lives don't. You want us to expect excellence from you because you know that you're destined for greatness and you want us to have your back. And you want us to encourage you and teach you with honesty and grow you into leaders for our communities for us and the ones that your peers are asking you to be. The impact of Ferguson has been felt at every level by our young people. It's affected your psychological and physical health, your academic access, your safety, but more than anything I have seen it awakening in you a hunger for true progress and a determination to lead and leaders have emerged, they're college students like Rasheen Aldridge and Jonathan Polbus, Jeanetta Elde, Alexis Templeton and Brittany Farrell and Destiny Crockett. They're middle and high school scholars like Derrick Washington, Darius Bagg, Kaeilen Myles and Jenny Fadihe. There are countless more whose names we may never know but who have raised their voice thoughtfully and
with power and where they lead and where you lead
we are eager to follow.

Thank you.

COMMISSIONER ALDRIDGE: Thank you

Brittany.

Before I begin I want to thank both
co-chairs who have been leading us in a very clear
direction to justice. I would also like the Flo
school that has allowed us to be able to come here
to speak to the young people and I'm very excited
on today's frame, today's setup on talking to young
people, actually hearing what the young people
want. We've been asking, we've been saying for so
many months we want our voices to be heard and
finally someone has listened. The Ferguson
Commission has listened and said they want to hear
the young people and they want to know what we want
and how to move forward, so thank you.

I stand in front of you guys as a
fellow commissioner but I did not start off as
that. I started off as an activist. I started off
as one of the many leaders in this movement, in the
Ferguson movement that evolved since the death of
Mike Brown. Today I will be discussing with you
all things that occurred that made young people
come together, that made us take the streets day in
day out, hot and cold, rain, sleet, it didn't
matter, we were there. Also I'm here to share a
few things that we have been asking for and
advocating for as we've been protesting. We have
been asking and demanding for things we want to
change in the system that affects us on a daily
basis, a system that does not represent us, a
system that does not work for us, a system that we
have to continue to fight if we want it to be equal
for every one of us. Demanding things like holding
police accountable, holding them accountable for
their actions, not just being able to go out and
gun people down and go home safely, it's not right
that we have to continue to hear that we want
police to go home safely but we never hear the same
for the citizens. We need to see something like a
civilian review board, the citizens, the people,
the community needs to know what's going on. When
something happens and occurs we need to know, when
a fatality shooting happens we need to know every
single detail that happened because we know the
lack of transparency that the police departments
have shown to the community. Due to the lack of
trust and transparency during the movement young
people have asked for an independent investigation when fatality shootings have happened. Something that the Commission is doing today that we have continued to ask for repeatedly is for our voices to be heard, that is not too much to ask for if you ask me. It is an important process that the young people's voice is heard as we know through this whole movement that young people have been a driving force of the movement. We have continued to seek and have harassment against us.

Today we will hear from a lot of young people who have been harassed, who have been targeted, who have been mentally scarred during this movement. I expect you will hear from young leaders who have had their human rights even violated during this movement. Their First Amendment rights of freedom of speech was violated. I'm sure you will also hear from young people who are mentally scarred from seeing and feeling verbal and physical abuse by the hands of the ones who are supposed to protect and serve us. I wouldn't even be surprised if you see a group of young women come up to this podium one after one, women who have been a key role in this movement talk about how they have been shot with tear gas while they were
out there with their children or while there was mothers to be.

On August 9th a tragedy struck our region. An unarmed man, Mike Brown, lay lifeless after it was taken by the hands of a former Ferguson police officer Darren Wilson. His body went viral on social media of seeing Mike Brown lay on a hot pavement, blood pouring from his head after he laid there for four and a half hours. The way the police responded to the community at Canfield with no remorse, not only upset the community but it upset a lot of young people. It lit a fire under the young people. Instead of trying to come talk to the community and ease our pain and ease our issues and ask why are we angry, why are we upset, they came with multiple force, many officers. One goal is to use force to stop the protests. They gave many false statements and they continued to decharacterize the victim and disrespect the ones who just wanted to go out and express their concerns that all lives matter.

On that day of August 9th many young people took the streets, they said no more. No more lack of accountability, no more racial profiling, no more police brutality, no more saying
that one life is not as important as another one no
matter how much privilege that person may have. We
said no more, that we will continue to fight for
change, that we will continue to fight a system
that is not made up for us, a system that continues
to hold us down from exceeding, a system that would
rather give money to the military than putting back
in our communities. A system that would rather
give money away instead of putting back into the
education systems of which the ones who really need
it. We organized, we came together, groups like
Now, Freedom Fighters, Trible X, YLTO, Black
Soldiers, South Side Solidarity and individuals
like Nadia Deway, Brittany Kinard, Michelle, Lisa
and Josh didn't give up. We made it our mission
and our duty to fight for our freedom. We said no
longer more will we see another black life be
gunned down by the hands of anyone and not speak
up. We said no more longer will this happen in our
neighborhood and we stay silent. As we continue to
protest and our human rights were violated and told
we had to continue to walk or if we did not walk
within five seconds we would get arrested. By,
when we peacefully protest we were arrived by many
municipality riot gear cops from all across the
region. Once again the only thing we asked for was
our life and our voice to be heard, that is not too
hard.

As we continued to peacefully protest
throughout the movement and ask for things and ask
for the system to change so it can work for
everyone else another victim happened, Kajeme
Powell. We continued to see another life taken
from us. We continued to see another life given no
justice and at the end of the day one side
continued to walk away while a community continued
to grieve. We worked with our mentors as we
continue to do, as we seek and fight for social
change, as we seek and fight the injustice and
fight for the social change that we want to live
in.

Once again I'm not going, I can't
continue to, once again it's so hard that I
continue to repeat myself. Only thing that young
people wanted was our voice to be heard, not
attacked. It was not that hard for someone in
leadership positions to come down and speak with
the young people. There were many people in
leadership positions who could have came down and
stopped it before it got out of control. Instead
the young people had to continue to go out there and organize not only ourselves but our communities, we had to go out there and keep ourselves safe. We had to go out there and watch the businesses. We were doing cop watch.

As I conclude this speech I just want people to remember that when you look at a young person and you may feel or you see that they may be angry before you judge them ask them why, ask them why are they angry, what got them here and why do they continue to do it. I'm sure you'll be amazed by the answer you get. They're not violent, they don't want to burn down buildings, we just want to create the change so we can live in a world where it's equal to everyone, equal to all men, all women, all white, all black, it doesn't matter the skin that you're in or the religion that you practice or the sex that, or the ones that you want to love. At the end of the day everyone should have those same rights at everyone else. That's why we're fighting, fighting for equal rights as everyone and as I leave here it wouldn't be me not to be the protester that I am and start a good old chant like I do, and this is a chant that has became kind of the movement, the movement chant,
just a few words that we know and that we take away
every time to help us keep fighting, to help us
remember how we are in this together, to help us
remember how we just love and support each other.
So if you could repeat after me.
It is our duty to fight for our
freedom.
It is our duty to win.
We must love and support each other.
And we have nothing to lose but our
chains. We have nothing to lose but our chains.
Thank you guys.
COMMISSIONER WILSON: I want to thank
Rasheen and thank Brittany for their reflections
from their deep work on both the impact that we've
seen systemically on young people and also the
active advocacy that we've seen from young people
that has got us to this point. I want to, when you
came in I actually want to make a bit of a shift
here, see if we can do the keypad polling now.
When you came in I think --
Did they receive the pads when they
came in?
Okay. So one of the things that
we've been intentional to do is to make sure we
know who's speaking with us so what we want to do
right now is take some time, about 10 minutes here
to ask you, to let us know a little bit about
yourself so we know and you know who's in the room,
where we come from and what age folks are, those
kinds of things. It helps us to know, as we go
through this process it keeps us honest on who
we're listening to and it helps us know who has
been able to access and inform this process.

So I'm going to invite Ms. Rebecca Bennett from Emerging Wisdom to guide us through this process and as we do that, immediately following that we'll create some space for our newest commissioner Sergeant Byron Watson to introduce himself as well. So we'll do the keypad polling now and then Commissioner Watson will come and share.

MS. BENNETT: Good morning everyone.

So we are thrilled and delighted to see you this morning.

How many of you by show of hands have ever used an electronic keypad? So some of you but many of you have not. So this is a great opportunity for you to get familiar with this little keypad, we're going to make sure everyone
gets one and we're going to go through a practice
so you get a chance to use it before we start
asking you questions about your sort of, your
background. So if you look at the keypad you will
notice that you have 12 sets of buttons, each
button has a number and a letter, right? Yes?
All right. You need you to talk back
to me.
So each button has a number and a
letter. When you see a response that matches your
response look for the number and the letter, so if
I say is your favorite color red and red is number
1 and red is your favorite color then you push
number 1. Are you with me?
Or if red, the letter up is A and red
is A then you push A. It's just that simple.
Here's the rule with this. If you make a mistake,
if you push a button that does not reflect really
what you want then push another button, the
technology will only keep your last answer, okay?
So it will cancel out whatever your first answer is
if you need to change your mind. Also if it says
that you can have more than one choice you just
push, if it says you can have two choices then you
push two buttons.
1 Everyone with me? Very simple.

2 Great.

3 So we're going to get a chance to

4 practice. So this is our practice question. What

5 is your favorite color. Now before we get started

6 you'll see right now it says polling closed, see up

7 in the left-hand corner that red box, it says

8 polling closed? So even if you push anything right

9 now it's not going to register, okay? You're going

10 to wait until that thing says polling open and it's

11 green.

12 So I'm just going to review the

13 question, what is your favorite color? Is it

14 A, black, B, brown, C, blue, D, green, E, orange, F,

15 purple, G, red, H, yellow, I, white or J, other.

16 All right. So what is your favorite color?

17 Polling is open, push the button that reflects your

18 answer. In the bottom you can't see it because of

19 the table, it says how many seconds you have left.

20 There are two seconds left if you have not pushed

21 your answer yet.

22 Okay. Polling is now closed. We had

23 135 responses so the favorite color in the room is

24 blue by 22 percent followed by purple, 21 percent.

25 Okay? So great practice. So the next questions
are not going to be practice questions, next
questions are going to be real questions, so
everybody with me?

Here we go. In what area is your
home or residence located? In what area is your
home or residence located? Is it A, St. Louis
City, B, St. Louis County, C, St. Charles County,
D, Jefferson County, E, Franklin County, F, St.
Clair County which is where East St. Louis is, G,
Madison County, H, Monroe County or do you live I,
in other.

Polling is now open. You have 10
seconds remaining if you have not pushed in an
answer. Three seconds. Very good, let's see. So
59 percent of you, or six out of 10 live in St.
Louis County and roughly four out of 10 live in St.
Louis City. Great. Let's continue.

So in what area is your primary work
or school located? And if some of you work and go
to school then pick one, okay? So in what
geographic area is your primary work and/or school
located? Let's start with A, St. Louis City, B,
St. Louis County, C, St. Charles County,
D, Jefferson County, E, Franklin County, F, St.
Clair County where East St. Louis is, G, Madison
1 County, H, Monroe County or I, other.

2 You have five more seconds.

3 58 percent of you or roughly six out
4 of 10 work or go to school in St. Louis County and
5 34 percent of you work or go to school in St. Louis
6 city.

7 Let's continue. With which gender do
8 you identify, please select one. A, female, B,
9 male, C, other or D, decline. Polling is open.

10 We have another five seconds. Great.

11 We had 142 responses and six out of 10 of you are
12 young women, or women, I shouldn't say, not
13 everyone in the room is a young woman, of course I
14 am. 34 percent of you are male, four of you have
15 identified as other and two percent of you have
16 declined to answer the question.

17 Let us continue. How would you
18 describe your ethnicity or race? A, white, B,
19 black or African American, C, Hispanic/Latino or
20 Spanish origin, D, Asian, E, American Indian or
21 Alaskan native, F, native Hawaiian or Pacific
22 Islander, G, other or H, you may again decline.
23 Polling is now open.

24 You have 10 seconds remaining. All
25 right. We have 140 responses. Two out of three of
you identified as black or African American and 21 percent or two out of 10 of you identify as white with four percent of you being other or identifying as other.

Let us continue. In what age group do you believe you belong? We're going to ask you to please select one. A, are you 13 or under, B, are you 14 to 18 years old, C, are you 19 to 21 years old, D, are you 22 to 34 years old, E, are you 35 to 44 years old, F, are you 45 to 54 years would, G, are you 55 to 64 years old, H, are you 65 and older and D do you decline, or I'm sorry, not D, I, do you decline to answer the question.

Polling's open. 15 seconds. Time is up. We had 142 responses. So 40 percent of you are between 14 and 18 roughly, six percent of you are 13 or under, the next largest group, 25 percent of you are 22 to 34 and then we've got sort of cross representation for the other age groups.

Fantastic.

Okay. Last question. This is the fourth meeting of the Ferguson Commission. How many previous meetings have you attended? So we'd like to know is this your first meeting or not. So A, you've attended no previous meeting, B, you've
been to one other meeting of the Commission, C,
you've been to two other meetings or D, you've been
to three other meetings.

Polling is open. 10 more seconds.
Fantastic. We had 142 responses,
eight out of 10 of you have never been to a
Commission meeting so we welcome you and are
thrilled that you have joined us today and roughly
eight percent of you have gone to one meeting and
six percent have gone to two and then a smattering
have gone to three.

So that concludes our keypad polling,
our demographic polling. Thank you for
participating, we're now going to send our
volunteers by to collect the keypads from you.

COMMISSIONER WILSON: One of the
things about safe space and we want to create that,
were going to get to open mics immediately
following this so you can't ask me to be open or
honest with you if I don't know who you are so one
of the things that was done early on and afforded
to all the commissioners was an opportunity to
introduce ourselves to the community to say who we
are, what our hopes and dreams for this process are
and some of that is already posted on our website
at stlpositivechange. Our newest commissioner has not had that opportunity so before we begin in the listening process we want you to have some access to who is listening to you so I want to ask Commissioner Watson if he will come, he will share a little bit of introduction about himself and a little bit about his hopes for the process as well.

COMMISSIONER WATSON: Thank you. I just want to thank everyone for coming out this morning. Just to let you know I am very honored and pleased to be here this morning. I'm the newest commissioner that was just selected by the Governor and I am honored to be appointed to this position. My name is Byron Watson and I'm a retired sergeant with the St. Louis County Police Department. I'm currently working as a campus police officer over at the St. Louis Community College at Forest Park. My mother, my father, my brother are all life-long residents of the Ferguson area. My motivation and desire for wanting to serve on this commission is my hope that my 33 years in law enforcement where I have supervised and organized neighborhood watch programs, citizen and teen police academies, and I've also served as a community relations officer. I have volunteered
my off-duty time working with the Division of Family Services where I have mentored at-risk juveniles who have been incarcerated in our detention center. I have taught police ethics to classes, to recruits down at the police academy and I was also a certified police training officer. In addition I was a DARE instructor as well as a supervisor over the program and I supervised over 30 DARE officers throughout the school districts through St. Louis County. My morals and value system was instilled into me by my mother and father, I was raised that you should treat people the way you want to be treated, don't forget where you came from, work hard, remain humble and also keep God first in your life. I was born here in St. Louis, I raised my family here in St. Louis and I am deeply concerned about the current state of our city. I hope that by my serving on this Commission it will help us to create a blueprint that other cities, states and even our nation some day will look at as a model that will bring about real change, improve communication, develop safer neighborhoods and create overall peace and healing for our city.

In closing I know that respect is
earned, it's not given, and I hope and pray that
you will allow me the opportunity to earn your
trust and respect.

Thank you.

COMMISSIONER WILSON:  So at this
point we thank Commissioner Watson, welcome him to
this space, at this point we're going to transition
and Laurna Godwin who has been providing us
leadership in our open mic segments will do so as
well and while she's preparing I'll turn this
around.

MS. GODWIN:  Good morning.

As Brittany said we can do better
than that.  Good morning.

Thank you so much.  As you were
signing in this morning at the front desk we had a
sign up and mentioned to you that there would be a
youth open mic portion of the program.  This is
that time so if you put your name in a fish bowl
I'm going to call your name.  Obviously the topic
of this Ferguson Commission session is youth
wellbeing and impact.  We have seven names so
there's time even though we're running behind to
get all of you in.  You have two minutes, I will
time you up here, I'll have the timer that you will
see so I will pick, I'll give the first two who
will speak first so you can get ready.

Calleah Adams. Great. Come on up.

And after Calleah will be Caroline Apple. Halley
Stoudt. Okay? So speak to the Commission right
there.

MS. ADAMS: My name is Calleah Adams,
I've never done something like this, if I stutter,
or something like that. But in all the events
that's been happening it's impacted me personally
granted with my school and education personally and
just home and my community because I live like
where all the stuff got burned down and stuff so
all the looting and stuff that was going on I feel
like that was our way, well we was peacefully
protesting and stuff, we felt we weren't getting
enough attention or getting the kind of attention
that we needed so to be seen or heard, basically I
don't agree with everything that's been going on
but I feel that this had to happen for us to grow
as a community and as St. Louis all together period
and then I feel like we need more group stuff like
this for youth to keep us out of trouble and stuff
so we can do stuff where we don't have to be at
home or just roaming and stuff. And I feel like
this is a topic that needs to be discussed in
school, like most of our teachers don't want to
talk about this, kick it underneath the rug but
it's something that needs to be talked about, maybe
heard and stuff and I be like, okay. So I feel
like we become silent about things that matter and
so we need stuff like this so that we can talk
about it and as a group to come together and we
need, I feel like we need the adults, to hear the
adults tell us that what we're doing is not okay
but tell us how to, what makes it, how do we do
this right basically and also -- yeah.

COMMISSIONER WILSON: Thank you
Calleah.

MS. GODWIN: Where's Caroline? And
Caroline state your name and you have two minutes.

MS. APPLE: My name is Caroline
Apple. I have been unable to speak for my own
rights due to what's thrust upon my skin. I was
writing on pen and paper because I was too broken
to find hope. I see my insecurities and struggles
of my hometown, I am a resident of Dellwood. Many
young people have been so determined to find a
change but have been torn down in the process. I
want you to know that change in Ferguson has
empowered people like me who have not had their voices heard and would like to have them heard some day.

Thank you.

MS. GODWIN: Thank you.

COMMISSIONER WILSON: Thank you Caroline.

MS. GODWIN: Halley Stoudt is next and you have two minutes, state your name when you come up, and after Halley will be Tyra Cercy. Is Tyra here?

Great.

MS. STOUDT: Hi. I've been wanting for a long time for people to hear my voice and how Ferguson has affected a lot of it. I have two little sisters and they were affected by it a lot, they were too scared to go to school and a lot of the kids at my school kept worrying about what was going on in Ferguson and I didn't know what to do and I just felt like every time I tried to talk about it people would tell me it's fine, nothing's going to happen, it's stupid, but I knew deep down inside that it's important because there were a lot of people affected by it and a lot of people hurt, families hurt I'm sure, the people that got shot,
their family was very devastated and was not felt, was not treated fairly so I just felt that people needed to hear that it was a very important thing that happened and it should affect you and that's really it.

COMMISSIONER WILSON: Thank you Halley.

Halley, someone asked what school are you from?

MS. STOUDT: Bernard.

COMMISSIONER WILSON: Thank you.

MS. GODWIN: As Tyra comes up the next person will be Karina Arango.

MS. CERCY: Hi. My name is Tyra Cercy, I'm a senior at McCluer North High School. My question is how can we better prepare ourselves as students for college so that we can become better educated people of our community? I understand that people say that we need to vote and we need to go to college but I also think that we need help doing that. It's more than saying it, so how can you guys help us meet the people that we need to know so that we can make these things happen so when they happen again we can actually say well, this is what we need to do and I know
this because I have the education to prove it.

Thank you.

COMMISSIONER MCCLURE: Thank you Tyra. Very well said, thank you.

MS. ARANGO: Good afternoon. My name is Karina Arango, I am 22 years old and a senior at Fontbonne University, I'm also policy intern with the scholarship foundation.

For the first time I want to thank the Commission and everyone here for allowing an avenue for youth to speak up and to express what we've been feeling for a very long time and with saying this I think and picking back off what the young lady said before me we really believe that education is key to become an educated citizenry so again what can we do or me as a college student in my senior year help ourselves who's come in the same path to allow them to graduate and attain a college education? I really think that's the key and focusing on our educators and middle school and the primary and secondary I think is key because we really spend most of our lives in school so I think really developing a strong educational system for our students, for our future, is really, really essential for us to move along forward.
Again, I want to thank you for all of your hope and for your time listening to us.

COMMISSIONER WILSON: Thank you Karina.

MS. GODWIN: Okay. The next two are Kyra or Kyra Sanders and Kevon Monker.

COMMISSIONER WILSON: One second if we could. From whoever knows logistics if we could get some lighting up here.

MS. SANDERS: Hello, my name is Kyra Sanders I go to school at Ferguson Middle and I wrote a poem for this situation. It's called Humility and Racism.

Looting, shooting and thinking of teens coming from recruitments. Probably thinking about how am I going to get these cigarillos, ma'am, but he's stopped by police officer clear as I am. Looting, shooting, he's talking about seeing who was in amiss of recruitment. With no one, when no one around over time pow pow the teen shot on the ground. 18 years old probably didn't do nothing. His mom sitting on the couch crying in tears with Michael Brown's blood shed near. For hours and hours he lay there. In shame Darren Wilson was there when Michael lie there, he didn't
care. He didn't care what was going on to the
girls and boys in the world, he just wanted to be
free. But for our commitment the slaves wasn't
free from the slavery, racism and execution. The
white people who didn't care to be the ones that
stopped the fight that our ancestors put up because
it was wrong, never right. I'm not racist at all
so let the church bell ring, let me do my thing and
let me sing.

(Singing) I woke up this morning on
my mind, my mind it was standing on freedom.

That's what Martin Luther King sung
when he was in jail. Let the general public be
released as when to form a safe community for
humility. Let the voices be heard no matter what
race because we should be friends, not arch
enemies.

Thank you.

COMMISSIONER MCCLURE: Thank you

Tyra.

MR. MONGER: Good morning, my name is
Kevon Monger and I'm from Jennings, have lived in
Jennings my whole life, from the Jennings School
District. I really have been involved in the
things going on in my community and one of the
things that me and my parents have worried about is just the police and their stereotypical mind frames, you know? It's not easy walking down the street and just being stereotyped. The other week I was walking down Lexington and Jennings Station Road and his name was Officer O'Hara and he stopped me and he slammed on the car and said that I was supposedly to have a gun. I had just walked out of the computer lab. I don't know why the police think it's okay to treat us as if we're not human, you know, and it's hard to, it puts us in a position like if we can't call the police who can we call and it shouldn't take for a situation in Ferguson to happen or for the Mike Brown situation to happen for all this to come together, you know? We always should care about what's going on and what's going on with the youth or whatever the case may be but it's not easy being a young black male living in Jennings or living near Ferguson or everything going on and it's like the police officers if they, it didn't bring the police officers closer to us, it brought them farther away, more farther and the police officers is like they don't really care, you know? They come to work, you know, and they don't treat us like we're
human, you know, they don't treat us like, they
don't give us the respect that we deserve and it
really is hard. I'm sorry, excuse me.

We've sat down with the Congressman,
Congressman Clay, and we've talked and I believe,
you look familiar, I believe you were there and
some of my peers, we also said that with the
situation that happened with Michael Brown it did,
the schools, with the schools, everybody wants to
be quiet about it and I don't understand this, why
should we be quiet? Why won't nobody take the
initiative and say these young people, this is
happening to them as well, you know, that they have
their own interactions with the police officers but
no one wants to address it, you know, nobody want
to actually stand up and say they're human, you
know what I'm saying? We have words, we have
something to say and we are living this every
single day. You guys might see us at school but we
go home to hardships and hard lives so something
needs to be changed.

Thank you.

COMMISSIONER WILSON: Thanks Kevon.

MS. GODWIN: I'm going to take the
last three. Damion White, Damion, come on up and
then after Damion Deanna Harper and last but not least Clifton Kimmy.

MR. WHITE: How you all doing? My name Damion White, I'm from Canfield, straight out of Canfield where Mike Brown got killed and like I said, man, they let him lay his body there for four hours to try to make an example, you know, that's basically telling black people like if you come up against the police this is what's going to happen, you know what I'm saying? Then you got a man that say I can't breathe on TV, you know what I'm saying? They let him walk away so what are you really telling the black man, you know what I'm saying? Guys like me, I made it out a little bit, excuse me all, I'm a little nervous because you all giving me the shakes, you all look like important people.

COMMISSIONER WILSON: You're important Damion.

MR. WHITE: I'm here shaking and I never done nothing like this but like I said I am Mike Brown, you heard me, it's not a black or white thing, it's a right or wrong thing. They be killing our youth and getting off with us. They let Darren Wilson walk, the man say I can't
breathe, now we record, what's the point of a video
recorder if we seeing the man say I can't breathe
and he still get killed and he got off with it?
Like Andre Davis, you know I just met his mother at
the black grand jury thing last week, that was last
weekend, I felt that emptiness, that pain, her son
got gunned down by an off duty police officer, you
know what I'm saying? Off duty. So they doing it
off duty, shot him from the back, you know what I'm
saying? I'm out here, I'm not going to lie to you
all, I be out here for real, I'm trying to get the
youth because they ready to just, they feel like
they, I'm a little older, I'm not supposed to be up
here for real but I wanted to speak though. I know
this is the only way I was going to be able to
speak though, you hear me? Because this need to
get out. The youth feel like they straight don't
have a chance. The police, that's why I say, I
look around, I want to see if, I want the white
police officers to be in the room to understand our
pain like we don't have nothing against you all, we
men just like you all, we put our pants on the same
way just like you all, we wake up, got kids,
everything, want to go back home just like you all,
we don't have a problem with you all, all we want
to do is a chance, used to be DWB, driving while black, now we can't even walk down the street with a chance of not coming home. I know I ain't got that much time you all.

MS. GODWIN: Your time's up.

MR. WHITE: Send that picture around.

I'm out here because I'm a new father, my son's one year old, I don't want my son to be walking down the street, you know what I'm saying? For anything and the police having a bad day or anything and straight be gone and my son be gone. You hear me? I'm out here straight front line you all, you hear me? You hear me? They don't understand our voice, I can't come to the man and be like I got a problem with this police officer, they sweep us under the rug so you got to lose, you got to burn, that's all you understand now, you know what I'm saying? You don't understand, I coming to you we got a problem. We just get swept under the rug. Black lives really do matter, we really out here for real. If you look on TV every day it's, I'm glad you're having things like this because we need this, we need -- I'm sorry, here I come Ms. Lady.

MS. GODWIN: Damion.
MR. DAMION WHITE: I'm sorry.

I need you all, like this is my first meeting I seen it on the news like the news, like everything else going on in the world the news just broadcast for 30 seconds.

MS. GODWIN: Okay.

MR. WHITE: Here I come Sister.

I seen it on the news I'm like I got to wake up and be a part of it. People need to hear it every day you all, it's time to stand up, you hear?

MS. GODWIN: Thank you.

COMMISSIONER WILSON: Thanks Damion.

MS. GODWIN: Deanna I hope you're not nervous.

MS. HARPER: Hi. My name is Deanna Harper, I'm a senior at McCluer North High School.

As a senior, like going into senior year this entire event kind of made it chaotic, you know, this is supposed to be the woo, I got to get ready, got to be relaxed, got to get my things together for college so I can make myself an educated person but you know instead we're missing full weeks of school, you know, trying to all have feelings on this event, we're getting in trouble because
everybody's trying to express their event through social media which is unsafe which brings me to I'm really glad to see this turnout because I'm glad to see that our youth isn't shoving this under the rug and letting this thing go. Because it is highly important that we get our point across and we make a difference. Because as a young African American we cannot ignore the fact that the citizens experiencing the police brutality have been African American and it is very scary to walk out and be stereotyped because of my skin tone or because of the way I dress or the way my hair is, you know, and it's just like I want everything to be equal. Equality is key, you know, and I'm not saying it's quote unquote the white man's fault or anything like that, I think that we all just need to gather together, you know, like this. There are African Americans, there are Caucasians here and we can all just be in unity with each other.

That's it.

COMMISSIONER WILSON: Thank you.

MS. GODWIN: And the last, Clifton.

MR. KENNY: Hello, my name is Clifton Kenny, activist and member of Millennial Activists United, Ferguson Action and Black Lives Matter. I
attend Lutheran High School North. It is no secret that St. Louis has become a tale of two cities, separate and unequal. It is also no secret that the death of Michael Brown has resulted in a new protest movement, high emotion and strong awareness. I believe that I reside in one of the most racially divided cities, St. Louis, here in America. It is a shame that we have to warn our children not to wear hoodies in public, change the tone of your voice when talking to a white person and when you see a policeman run because they are not here to protect you. I was taught when you're black step back, when you're broken turn around and when you're white you're right. As an activist in this movement I think the question is where do we go now? I think that's why we're all here. I think the Ferguson Commission is a great step but I would like all of us to look at the deeper issue of racism and inequality. There are strong lines of separate and unequal socially, politically and economically. They teach us in school that Martin Luther King had a dream but many of the youth believe that this has turned into a beautiful nightmare. Instead of seeking a dream we must seek the reality. I have seen the reality of a fair
criminal justice system. I have seen the reality in which my 12 year old sister who was hit in the face with a rubber bullet will no longer fear for the safety because of the color of her skin. I have seen the reality in which we will no longer have to get society to understand that black lives matter. Together we will do this.

Clifton Kenny, activist. Thank you.

COMMISSIONER WILSON: Thank you Clifton.

So we want to thank you folks for the passion of your words. Those won't be the only voices we hear from today but we want to make sure that we have space to hear as many voices as possible. When we come back over the lunchtime we'll have a chance for more kind of singular open mic for the entire group but what we're going to transition to is one of the things we found really helpful in getting to hear as many people as possible is some small group sessions where we'll have facilitated discussion in some breakout groups and we're able to kind of bring all of that information back.

Just give a note for folks for whom this is your first meeting. If this is your first
meeting I encourage you to go out to
stlpositivechange.org, stlpositivechange.org
because you'll find the notes and recap from all of
the previous meetings including the information
from these small group sessions on that website and
it's a little clunky so we've got to do some work
on our website but if you go to the calendar where
the meetings are you click on the meeting you'll
see all the documents for that meeting including
these summaries. I said that to say a couple of
things. Please know that what you say in the
meetings, even in the breakouts, even if you don't
speak on the mic is captured and kept so please let
your voice be heard in these breakout groups
because this is a way for us to hear everybody in
the room.

So I'm going to invite Rebeccah
Bennett up to give us some guidance on how we'll
make this transition and just invite you to receive
her as you gather your thoughts.

MS. BENNETT: So I want to thank
those of you who participated in the open mic.
What's coming next are small group discussions
which really allow us to hear more of your voices
and to get more of your input. We are going to be
having small groups that focus on three topics,
they're going to be focusing on safe, supportive
and healthy families and those are the pink sheets
that you see, safe, supportive and healthy schools
and then safe, supportive and healthy communities.
So those are going to be our three focus areas for
today. We are trying to keep probably no more than
15 to 20 of you per group and we facilitators who
are awaiting you. If you want to know what group
you're in all of you have name badges, you have
name tags, those name tags have a colored dot on
them so if you would listen for a moment. If your
dot is dark orange you're going to be with me and
Brittany Farrell, Brittany please stand. You're
going to be with me and Brittany and we're going to
be in dining room B. We have corral fellows who
will be downstairs to direct you, dining room B is
downstairs, so are my corral fellows in the back?
If you have a yellow dot you are
going to be with Deon Ferguson, Deon please stand.
She's in the back. Okay. You're going to be with
Deon, Onie Harrison and Mario Jones. They're in
the back, they're waving their hands so you're
going to go over and join them.
If you have a green dot you're going
to be with Alexis Templeton, Alexis, and Tom, very
good, he's in the back, you all are going to be in
dining room A downstairs and you see them and they
will accompany you.

If you have a light orange colored
dot on your name badge you're going to be with
Laurna Godwin right here and Paris, Nathan, right
in the back, you're going to be right there where
the yellow sheets are.

If you have a blue dot and it says
number 1 on it you're going to be with Jessica
Wernley and Adrian Denson, Jessica and Adrian
please stand, you see their hands in the back, and
you're going to be downstairs in dining room C, and
if you have a blue dot that has the number 2 on it
you're going to be with George Taylor and Jade
Brown, George and Jade, you see them waving right
there, you're going to join them over there.

So the way this is going to work is
we're going to have all of you discuss all three
issues so you're going to start with a particular
group and your facilitators after about 20 to 25
minutes will inform you of the next group that
you're to go to where you will be greeted by
another round of facilitators. We have
facilitation teams that are led by young people and then they have a supporter who will be recording what it is you say, trying to catch the highlights that come from the discussion. I do want to remind you of what Starsky said earlier and that is this really is an opportunity for youth voice so for older adults who want to contribute each one of the stations actually has some Post-It notes and you can write your thoughts on those Post-It notes and then place the Post-It notes up at the end of the conversation but we really want to protect the space to hear from our young. So we want to thank you.

I'm going to talk about the subjects one more time. We have three subjects, families, schools and communities. Okay. Families, schools and communities. You now know where you need to go, you will get a chance to talk about all three and at the end of that we're going to all come back up here and we're going to discuss the highlights that came out of the discussion and move into our lunch.

Thank you very much. I'm going to ask you to find your small groups and your small group facilitators.
(Whereupon, breakout groups were formed)

MS. GODWIN: Hello everyone, we're going to continue so those of you who are standing near the door if you can direct people inside the multipurpose room that would be great.

Right before we broke into the groups you will remember that we had open mic and we have one other person who had signed up that didn't get to speak, usually we only pick a few at each meeting but all of you are special as you know. So Earl is going to come up here, Earl state your name, what you're doing in life right now and you've got your two minutes. Then the facilitators from each breakout session please be willing to come and report out as soon as Earl finishes, okay?

Earl.

EARL: Good morning. Afternoon. My name is Earl and I'm 20 years of age and right now I'm attending Hazelwood Dorsey Assist GED school to start my career and everything in culinary arts. But this is something special that's going on right now with everybody, you know. This is good but a lot of people are missing the key point, you know, the thing is that you have to be the change that you want to see. It starts in the heart, you know.
A lot of these people out here are just throwing stuff in the minds of these young people to expect them to just listen to it. You know, it has to get personal, this is not a race thing, this is a generational thing. The same generation doing the same old thing but you know I would love to ask a lot of people what are you all going to do about it with the parents and the leaders, you know? I'm no better than nobody or nothing like that, you know, we all simply human but it's what you're doing. It starts at home. What are you teaching your kids, what are they learning, what are they looking at on TV? You know, I know you're not with them every time they go out into the community but if those people did that with their kids everybody would prosper in this, and of course you got to put God first in everything, all praise to the most high. It starts with that. And the heart, you got to get in tune, look at the heart, you got to look inside. What are you teaching your kids? Control what they're looking at on TV. If you think it's bad turn it off. You gave birth to them, they don't have to go through the same thing that you went through. If you want to see change you got to be the change that you want to see.
All praise to the most high.

MS. GODWIN: Thank you Mr. Earl.

Now we are going to have the facilitators from the different groups report out and who would like to go first?

Okay. And you are family, right?

And we hope that you found the breakout groups fruitful. You have a couple of minutes to report out and you are family, right?

And then who's the other family group from downstairs?

So go ahead.

MR. HARRISON: All right.

Hey, how you all doing? I'm Orne Harrison. We worked with the group of families and our first question was what do you and others you know need to be safe, supported and healthy in your homes and family and we came up with three topics, three main answers that we kept getting and our first main answer was need support of each other, lift everyone up. The second answer was better structure system would help us communicate better within our community and our third one was lack of understanding of what family is. We are each other's family.
And our question number 2 was given your experience what should be done to build stronger, more stable families in our community? We came up with three main answers that we kept getting too and answer number 1 was better sense of self family, community through gatherings, teaching and workshops. Answer number 2, more events, social block parties and sports, and answer number 3, going places together that will uplift us.

Thank you.

MS. GODWIN: Thank you so much.

Great job.

Are you reporting out for the family group downstairs?

FACILITATOR: So Brittany Farrell from Millennial Activists United was facilitating this conversation but had to take care of a personal matter so in addressing the first two questions, the first around what young people need to feel safe there were three main themes, one was acceptance, second was communication, open and honest communication, and the third was increased parental involvement and then on the second portion of that question about what should be done in the community to build a stronger, more stable family
there was a lot of talk about exposure and to ensuring that young people can actually see what was out there in the world, exposure to different opportunities, cultures, et cetera.

The second was keeping youth close and to ensure that there's not a gap that's happening but we really maintain proximity, and the third is to be accepting of difference and allowing children to be themselves. So again that theme of acceptance coming back up and young people not wanting to be chastised but to be loved.

MS. GODWIN: Thank you Brittany.

So from family let's move to community. Where are the two facilitators from community?

Okay.

JADE: Hi, I'm Jade.

GEORGE: I'm George.

JADE: We were communities as we said. Our questions were what do young people need to be safe, supported and healthy in their families and homes. Given your experience and those of the people you know what should be done in your community to build stronger and more stable -- wait, is that families?
What do young people need to be successful in their communities and what issues, how can you address those issues in the community. The highlights of ours were we a lot touched like on the beautification of our communities, how the youth can do things to be more involved in the community like with the beautifying and revamping of the communities. Accountability, respect and responsibility for one self in the communities. Access to jobs and increasing education in the communities. Outlets for discussions about race and equality and exposure to different experiences. Grounding police and citizen relationships in the communities and empathy and forgiveness in the communities.

Those were the highlights of what we talked about in our groups.

Thank you.

MS. DENSON: Good afternoon. My name is Adrian Denson, I apologize that I'm the one to present to you but my community partner had to leave early, she has work in the community so she asked me to report for her.

Regarding the question what is needed to have a safer, healthier community, number one
was better community and police relations. Our
group wanted programs that encourage and empower
young people and they wanted positive and accurate
news stories.

With regard to community issues that
were most important education came up but it was
also teaching the community their rights. Also
lack of night life for teenagers and again media
coverage came up, that came up a number of times in
our group and finally what can be done, one was
more activities for young people, they wanted the
creation of a night life and they wanted affordable
options. The other thing with regard to police and
community relations they wanted social gatherings,
perhaps lunch, something to include food and they
wanted the police to be more courteous, to smile,
to wave to, speak, someone said it's almost like a
crime for the police to be able to smile so they
wanted something so simple as courtesy and they
wanted the police perhaps to engage in some kind of
community service as well.

Thank you.

COMMISSIONER: You said media
coverage?

MS. DENSON: Yeah, they said a lot of
times the media only presents what bleeds or if
someone is acting up or speaking out or something
in a negative way they only cover the negatives so
they wanted the media to cover the positive as
well, he said a lot of people are out there
peacefully protesting, that doesn't make the news
so they wanted that to be covered as well.

MS. GODWIN: Thank you Adrian.

The last group was schools and I know
I worked with Paris. There you are, Paris, and
who's the other person that will report out for the
group downstairs on schools?

Okay, they had to leave.

Paris?

MS. NATHAN: Hello, good afternoon.

My name is Paris Nathan, I'm a senior at McCluer
High School and I'm with the Ferguson Youth
Initiative and I was the youth facilitator for the
schools discussion and I first just want to say
that everyone that participated it was really nice
to hear everyone's views because I heard a lot of
things that I've never heard before and that was
just really nice and very insightful and so thank
you for everyone that participated. Give
yourselves a hand.
So one of the big things we talked about in the first group was race and we stayed really within that topic and that a lot of students felt that in the schools they didn't have that safe, open environment to express how they felt what did happen in August and, you know, that we need to have an outlet for students to be able to express their opinions because when you're out in the world you have to, you can't just sit there mute, people are going to ask you what you think about things and in relation to that we talked about teachers not being really engaged in students, like they just come, clock in, clock out, get their paycheck, you know, don't really care what happens to the student rather in school or even when they leave school and that's important because you know the teacher's there and you know, you think of a teacher as a role model and you want to have that person that you can talk to and, you know, have a safe and trusting adult and then in terms of how the skill can be supported in the community we talked about community centers and having more after school activities because there are some, unfortunately there are some students that, you know, don't feel, don't really, aren't
comfortable in their home environment and school is their only outlet and so they need that type of center or activity to keep them occupied so they can, you know, feel like they're making a positive change in their own lives and along with that we talked about work and study programs, that some students do have to choose between going to school or working and that there should be more programs and services where students can work and at the same time study so they can prepare themselves to be independent by working but then at the same time educate themselves for the future and last thing that we talked about in our last group was students need to ask for things because even though teachers sometimes, you know, they state the obvious but there are some things that aren't obvious and students have to make those known because not everyone thinks the same way, everyone has a different perspective so if students don't ask for it they're not necessarily going to get what they need or even what they want. So if you don't do that you're not really helping yourself in the first place and you have to help yourself before you can expect anyone else to help you.

Thank you.
COMMISSIONER WILSON: So we want to thank everyone, I wanted to ask, just offer a space to see if commissioners had any particular reflections or questions, things they wanted to probe. I know we've had people come up in succession but there may be thoughts or reflections that you had in the sessions that you wanted to share, so.

Anyone?

COMMISSIONER JAMES-HATTER: I said in particular thinking about the first session I sat in which was about community and I think it was just reported in these words it is empathy and forgiveness and I think those of us, I know Shane you were in the group, you and I were in that group and there may have been others but I don't think you understand how extraordinary, it wasn't just forgive each other and be empathetic, it was at a very, very different level that may be, it would outpace just about any adult group I've ever sat in, how to lead us out of this.

COMMISSIONER PACKNETT: I just want to reiterate my thanks again from the beginning and all of our thanks. I was talking to someone and part of the reason why in particular in the
protests I've been trying to physically stay very close to young people because I know you guys don't come with an agenda, all you guys come with is your truth and you've brought that here and we can learn from it and will benefit from it because this doesn't happen without that kind of truth so thank you for being honest, thank you for being forthright, thank you for in whatever format you decided to do it sharing your wisdom with us because that's what we really need to learn from.

COMMISSIONER JOHNSON-JAVOIS: I just turned 40, I feel extremely old in this particular group but I was very struck by the same comments that I had at 16 and 17, the same things that you're saying now as well and I just want to say that what I'm passing on is not okay and to hear the same things expressed that I remembered makes me angry and it's not okay and that's the thing that I think I'm leaving with the most.

I also wanted to say that tolerance is not a word that we should even use, that is not where we're coming from and that came across to those who talked to me as well and there were many that wanted to give me lots of feedback after the session's over so I just want to say that I'm open
to this and this gives me new energy, this is the first day in a long time that I have felt like I'm in place, where I need to be. So the media won't capture this and that's okay but this is my yes and this is exactly why I took the job was because of your voices today so thank you for helping me to fulfill my purpose and I am listening and I'm in until it's done so thank you. You've really, really engaged me in a great way today.

Thank you.

COMMISSIONER WILSON: As we make a transition I also just want to thank a few groups who were very helpful for us, I know they've already gone but I want to thank the Millennial Activists United who helped to facilitate a couple of the groups. Corral Fellows, where are you? The corral crew who has been helping to facilitate and register and all this stuff, just wave, I want to say thank you to them for their support today.

We also have representatives as you heard from the Ferguson Youth Initiative who have been really helpful to us facilitating and turning people out so if you're with FYI just wave. Thank you very much for your help. You all have done, so people didn't get that it was just, it's not just
youth voice it's also youth leadership and you all
have youth facilitation and engagement and you made
this meeting possible so thank you very much.
Right now we're making the transition
to talk about some business and administrative
elements so I'm going to kick it to Rich to frame
some of that up for us.

COMMISSIONER MCCLURE: Thank you
Starsky and let me add my thanks to all of you for
participating, I tell you it was incredibly
inspiring and we heard from voices all the way from
nine year old Abraham who I think had to leave but
his birthday is today and he came with his dad and
his teenage sisters and some others from their
neighborhood and they came out today and Abraham
spoke up in one of the groups and talked about his
dreams and his fears.

To LaDonna, a senior at McCluer High
School who talked about equality and about the
challenge of unification and how her dream was how
we could come together. So for all of us up here
and we hope for all of you we hope this has been
the kind of inspiration you heard Bethany speak
about so clearly and so forcefully.

We're going to shift now to first a
report out from the outcomes of our first three
meetings at a very high level and a very executive
level summary, right, is that what we're doing
Rebecca? And specifically with a bit more detail
on the last meeting which focused on municipal
courts then we're going to segway to do our
administrative work on our budget and to review
that with the Commission and then we'll have brief
reports from two working, leadership of two working
groups, our citizen law enforcement working group
and our municipal court reform and governance
working group and they will be prepared to speak so
that will be the balance of our meeting.

So Rebecca thank you for leveling
us.

MS. BENNETT: So young people we
invite you certainly if you are interested to
listen to the administrative workings of the
Commission and hear where we have been but we also
understand if you have other commitments on your
Saturday so we welcome you to do what is best for
you recognizing that we enjoy staying in community
with you but also wanting you to have the
opportunity to explore other activities for the day
if you need to do so. We thank you so much for
joining us. We could not have done this day without you. And we intend to stay in relationship with you.

So Commissioners and audience participants, I understand that this day has been a bit longer than we anticipated, there was so much richness and we certainly don't want to curb that but in the spirit of knowing that this is going a little longer than we anticipated I'm going to move through this quickly.

So one of the things that I've been tasked with is providing you just a brief process overview and highlight from our input findings.

So our first session was on December 1st and the commissioners got a chance to meet the community, they established guiding principles and our community discussion was focused on what the community's priorities were, what the community's hopes and concerns were. We then met again the following week, our second session was on December 8th, there our focus was on citizen/law enforcement interactions and relations. We got presentations on police policy and practice, police training and rights violations. Then we had a community discussion that focused on community policing,
racial profiling and use of force.

We met for a third time the very next week on December 15th and the focus of that meeting was really about community, municipal court systems. We had presentations on court operations, violations and youth impact and also how fines and fees from municipal courts really support municipal revenues and then we had a discussion on municipal court issues and improvements asking the community to share with us what their experiences were and what their suggestions were for ways that we can improve our municipal court system.

Today's meeting has been about youth wellbeing and impact and we've had presentations from both Brittany and Rasheen on youth protests and the effects of the crisis on youth and we discussed youth wellbeing in the context of families, schools and communities.

We'll be having another meeting too and I'm going to end with that, it's on the second meeting of the month which will be on January 20th and that's going to focus on educational inequities and child wellbeing.

So you recall from our first meeting, what I'm calling our kick-off meeting we had about
204 participants and we asked the community to tell us what are the main priorities for you and what we heard is the number one priority is citizen/law enforcement relations followed by municipal court systems and governance and then we said okay, and in the areas of disparities you tell us what are your chief priorities and you'll see the voting priorities by percentage but what really came out from the community at large, participants, were these things: Educational disparities, it's important for the Commission to focus on, economic disparities and economic opportunity are key and then really addressing more broadly the issues also of race and ethnic relations in our community and the need for reconciliation and improvement. So within that context we said okay, so tell us what your greatest issues of concern were and in education we heard school funding, academic achievement and the ways that schools are administered. With regard to economic opportunity the chief issues those rose up were employment, rebuilding Ferguson and banking and access to capital and racial and ethnic relations, what came up for us was communication and interracial interactions, racial divisions and African
Americans' lack of political power and then there were some general issues that came up in the context of citizen/law enforcement interactions and our Commission process, making sure that our process is transparent and open and that our recommendations are really going to have value in terms of system reform in the community.

We asked the community to tell us their hopes for the Commission and we heard we really need the Commission to be bold, transformational, we need to have a process of accountability and transparency with the community, we want to end up with better law enforcement practices, you know, what should come out of all of this work that we're doing. We want to have greater community wellbeing so the community as a whole should be better off as a result of the work that the Commission and the community are doing together. We want to see key reform in the criminal justice system and we want to see a push to improve educational outcomes. So that's what we heard from our community participants.

Now as we move to the sort of second meeting with its focus on citizen law enforcement we had even more attendees, so 120 or 30 more so we
had 336 participants in that second meeting and the
focus there was on three things, use of force,
racial profiling and community policing and there
we asked for each one of those topics tell us what
the issues are and tell us what some key
improvements are and so this is sort of a quick
synopsis. For use of force we heard it's
excessive, it's disrespectful, it's biased,
preconceived, it's peer based, it just does not
work. And for use of force improvements we heard
focus on police practices, possibly special
investigators in police incidents when we are
looking at excessive use of force. Then we've also
got a grounded community practices and so that
youth and police relationships improve and then we
heard part of this too is legal aid and defense,
that people who feel like they have have been
victimized by excessive use of force really need to
have access to quality legal defense and what's
that look like, especially for poor communities.
And so it becomes important for us to focus there.

In terms of racial profiling the
issues that came up were that, you know, it is not
uncommon, in fact it is a wide-spread practice, it
has economic impacts because people who are
unfairly detained, arrested and those sorts of things it has consequences to their ability to maintain their livelihood and wellbeing. It is a community issue that is not just a police issue, there are ways in which community's bias or a racial bias are part of the communities and we are conditioned around racial perceptions and we need to address the larger community bias issue and that ultimately racial profiling reenforces racism. And then when we said community tell us about what are improvements that you think we need to focus on, we heard we have to improve police practices, we've got to limit the economic hardships and damage that come from being unfairly targeted, we have to increase police screening and training so that our officers have the tools that they need to be able to make better kinds of choices, we got to enforce the existing law. Missouri has racial profiling laws on the books so we have to do a better job of enforcing them and we really have to address the issue of broad, wide-spread community bias. So it's not just the police thing.

And then our last area of focus in terms of community discussions was on community policing and what we heard about community policing
in terms of the issues that were focused on really a lot of time spent on trying, a lot of time spent on police practices and a lot of time spent on disrespectful and aggressive policing and those things can damage the relationship so part of the community policing is that it really focuses on enhancing and strengthening relationships and what can damage relationships. And then we heard about improvements so we heard yeah, we got to strengthen citizen/police connections, we've got to improve youth interactions with law enforcement, we've got to again enhance officer training, reform police practice, and at the end of the day this doesn't happen cheaply so there's got to be a commitment of funding to really make this happen.

And then our last meeting we focused on municipal court system issues, that meeting had about 213 participants from the community and again we focused, we broke into small groups where we could discuss people's municipal court experience, the issues and concerns they had as a result of those experiences and then suggested improvements and so the things, the top sort of things that came out were court operations and accessability. So we heard court hours are often not convenient, people
are jailed too quickly, defendants often lack legal representation, if they aren't arrested then they don't get a public defender but they may still need legal advising and then there are too many courts, the system is too big, it's too unwielding. From an economic impact we heard people can't afford the fine and feel that they're often saddled with, that poor people are targeted and that fees and fines are a major source of municipal revenue so there's this sort of perverse relationship and dynamic with criminalizing your population in order to stay economically solvent.

And then the last issue that was really sort of a main issue that came up was racial inequality, that racial profiling and discrimination make people of color targets, even in the court system that blacks are disproportionately represented and caught up in the court system, that people of color because they are arrested and stops and things, detained more often or have more bench warrants ultimately are paying greater fines than other communities and not enough prosecutors and judges are people of color so there's a question about fairness if you don't see yourself represented. And then the improvements
that were recommended the first one was legislative
action about lowering the percent of revenue that
municipalities receive from fines and fees from 30
percent to another number and then giving more
options for fines and fees, so considering time
making community service as alternatives,
implementing and communicating payment plan options
because some courts actually have payment plan
options but it's not well known. Having
municipalities adopt the same fines so a fine could
be one thing in one place and another thing in
another place and providing centralized payment
options so it's easy to actually comply with the
law and with the ticketing and the consequences of
that. So court accessibility and options was
another one. Extending the hours of operation for
courts, providing public defenders if there's an
arrest, providing legal advisors if there's not an
arrest so people still need legal advice, making
sure they are available and refraining from jailing
people for minor violations, that's a key step that
we should take and then the last one was
accountability and what we heard there was perhaps
we need to disincorporate municipalities that abuse
their citizens.
So something else to think about and that we really needed to stop racial profiling in the courts and by police and have strategies for doing so.

So those are the kind of high level insights that came out of our last meeting and this is just a reminder to you that the very next meeting is on Tuesday, January 20th, we're keeping up that pace and again there the focus will be on educational inequities and child wellbeing. So it will be at 5:30, I believe, and Laurna --

MS. GODWIN: 5 o'clock at the Westview Middle School which is 1915 Nemnich, N-E-M-N-I-C-H, Road, it's in the Riverview Gardens School District.

MS. BENNETT: So 5 o'clock, Westview Middle School in Riverview Gardens District. So you can go to our website to find all of the information, the report that came out for community input if you want to see much more detailed information and the notice for the next meeting. So thank you.

So I'm going to turn it over to Bethany who will be presenting to the Commission next.
COMMISSIONER WILSON: I just want to give a bit of context.

So the next thing we'll be presenting on our agenda is our budget for the Commission's work and again this is one of the things we wanted to make sure that our managing director who comes on officially this week on January 15th has the opportunity to provide input on. As consistent with the values that you saw as outlined in our first meeting, the things that the community said what they expected of the Commission and concerns for the Commission critical things that were taken into consideration when we built the budget were the capacity to be as transparent as possible, open meeting, videotaping, making meeting information accessible. Number 2, independence so you will see that the budget builds and constructs a staffing structure that is independent of any governmental sources, of any governmental assets as far as staffing is concerned so that we may be actually independent and follow where the community guides us and where our recommendations guide us as far as policies, solutions or recommendations may need to go and finally robust community engagement so you will see that it's built into the budget a
significant amount of capacity so we continue to have meetings publicly, all meetings are public and so we can continue to do this listening. So in as much as we heard those community concerns in that December 1st meeting we constructed a budget to be responsive to that. The other thing that we did so responsive to these issues of transparency, community engagement and independence. The other that I know that we did was had the community to benchmark against commissions that are like this one that come out of similar circumstances so we looked at anything from the McCone Commission to the Cincinnati Better Together group to the Kerner Commission in order to benchmark where these resources are allocated and how they may lie and what the calibration of our support is and what we found and what we've constructed is that we have constructed a budget for the length of time we'll be gathered in this work and the way that we're going about it is not only competitive but it's also a fraction of what some of those dollars would have been, particularly inflation-adjusted dollars to come in to where we are. So we're pleased that the work that's gone into it, we thank Bethany for the eyes that she's been able to put on it and
those who have been helpful in wrapping our heads around it and providing additional support so we can keep it as low as it is. So thank you.

COMMISSIONER MCCLURE: Just three quick additional points to build on what Starsky has said and we're going to have the Commission stay here so they can see the PowerPoint presentation and when we go to the discussion and reports of the groups we'll move back up. But the first thing I'd say is that the revenue sources you will see is a mix of private and public funding, almost a third is anticipated to come from private sources which reflects the community and particularly foundation interest in this work and we expect that that will be significant and important and while not all of the revenues are in we do see paths and anticipating of where the source will come from under each sector. Secondly building on the values discussion we're committed to do this right and to do this right takes resources. If you're going to be independent, if you're going to bring the best minds and have the best research and have extraordinary and robust community engagement you have to do that with investment. It just doesn't happen. These
meetings don't just happen, there are costs to them
so we're committed as a commission, we're certainly
committed as commission leadership to do this right
and make sure that we give it the resourcing that's
needed because of the third point and that is these
problems are very complex and very difficult, they
didn't occur overnight, they aren't going to be
solved overnight and so we're going to be resolute
about this as a community, we have to be resolute
about funding this and doing this right because
existing structures and existing institutions
haven't resolved these matters or we wouldn't be
here.

So those are some opening comments
and I would echo Starky's gratitude to Bethany for
the work she's done on this and so with that we'll
ask you to make the presentation Bethany.

COMMISSIONER JOHNSON-JAVOIS: Thank
you Rich and Starsky and to the Commission.

I'll direct everyone's attention to
the front screen as I go through the slides. This
first one, an investment in the region, just a
reiteration of our charge, we are charged to engage
all voices and inform the community in real time
through community meetings, data and outreach.
Produce a thorough and wide-ranging and unflinching report, straight from our charge statement, that has to be actionable and focused on the root causes of the unrest set in motion by the events of August 9th in Ferguson and third, our charge is to do two things, elevate awareness of the issues that we're talking about in the tale of two cities we heard earlier and mobilize for action to address inequities, disparity, particularly a lot of momentum around racial and ethnic relations in the region. The values have already been echoed but again part of the budget process, and I'm really happy to see young people staying for this session, you always want to follow the money, that tells you a lot about what's happening and so transparency is very important therefore this detail that we're going into is so that you know how to ask great questions and so you know where the money is coming from and where it's going. Accountability, civic engagement and sustainability are also values that we uphold and this is part of how we present those values to you.

So what will it take to meet this charge due September 15th, and we're doing it in the process. One, it's already been mentioned,
independence and continuity. When you have staff
that are independently working and they also go in
between meetings to make sure all the input, all
the feedback, all the sessions, the art, the poetry
works together to be able to produce a final
product that is worth the caliber of the discussion
that we're having. Number two, a blending of
public and private funds at the total amount of
1.475 million is what has been committed that Rich
and Starsky alluded to earlier. It also takes
financial investment so on the expense side 1.36
million which is about 62 cents per individual in
the region, that's how much that would break down
to. It also will take qualified individuals who
work full time, more than full time, that's a
relative word now, at an accelerated pace in two
ways, to get loaned executives to this work and to
hire staff for this work and there has been and
will continue to be significant in-kind
professional and volunteer services so this is what
we feel it would take to make this happen. We want
to let you know in terms of transparency that this
is a responsible budget as has been alluded to
earlier, an independent local civic organization
has benchmarked the salaries and those salaries
within the nonprofit labor market are falling between that mid point and some positions even low to mid point so this is consistent with that. Second, we've also budgeted against the comparable commissions, there will be a slide to go into more detail so you can see that and overall our budgets are less than or comparable to other commissions.

I want to show you now this pie chart of how the money is broken down. You'll see salaries and benefits, professional fees, operations, community engagement and research and reporting. So within those numbers just to break down a little bit more specifically in the salaries and benefits line those are 5.33 FTEs that are the managing director, the assistant director, the senior PR community relations director, senior police and research director, two work group managers for those teams that we will be engaging in a civic engagement specialist including benefits. For professional fees this includes audit, we wanted to make sure that we are transparent about how the money's spent so we have budgeted for an audit, for legal support, for communications and other consultant resources.

In terms of operations which is the
back end of what we have to do you have telecommunications, copying, equipment rental, mileage, technology and fees for hosting, modifying and updating our website.

Next is community engagement and this is the most critical part of the work we're responding to. This includes the cost of Commission meetings. Three meetings in 2014 were at 13,600 and moving forward we're able to have these meetings at a reduced cost in 2015 at 9,500 per meeting, this includes the AV costs, transcription, rental, copying, videotaping, security. All of those costs are incorporated into this budget. In addition to that we know that we'll have work groups that are already starting and more to come, two per month, six groups at eight months and this is $1,000 per meeting and then community events this summer in particular we want to go out, we want to make sure what happens and what is communicated in the fall is no surprise to anyone so we will go out into the region to have discussion and we need community events to do that. That's incorporated into that cost.

Finally for research and final report that cost is associated with the final report of
the Commission. That includes design, production and distribution and those costs also are connected to legislative and policy issues that we will have to craft and people today said at the end of the day this isn't just one issue but policy needs to change to make this happen and so those costs are incorporated. You will note that this does not take into account the hundreds of thousands of dollars of in-kind services and volunteer time, we want to account for that as well and should there be additional funding that's provided to us that could be designated for the purpose of implementing Commission recommendations to ensure sustainability.

So how does this compare to other commissions. I want to you to take a look at the screen at just a glance to be able to show what's the comparison. So up at the top it's the Ferguson Commission at 1.3 plus for 365 plus days of work. And then the next comparison is to 1965 with the LA uprising and the McCone Commission. There for 100 days at that time it was $250,000 but in today's numbers it was 1.8 million for 100 days of work. Okay? Also it was very heavily staffed, 29 staffers, 16 clerks, 26 consultants over 100 days.
The Kerner Commission in 1967. 1.64 million for 356 days in those dollars but in today's dollars that's roughly 11.6 million which includes some pretty substantive funding from a national foundation. It has also been noted here that funding was a challenge and as funding was a challenge the ability to get work done and the credibility of that commission was also challenged so we wanted to take from the lessons learned and be sure that as we have the infrastructure to undergird the weight of the charge that we've been given to complete and lastly, might be a little low here, Cincinnati Community Action Now 2001 has a similar genesis to St. Louis, 1.498 million over two years and to date between '01 and 2010 they have committed an investment of $8,222,259. So that's the benchmarking that has been done for your consideration.

St. Louis Positive Change model will be a road map that lays the groundwork for a more just and equitable St. Louis and in order to get the detail defined what is it that we will deliver we are going to rely on the wealth of knowledge and expertise that is generated from commissioner's expertise, from work groups, from Commission
meetings, from events and other forms of engagement that will shape the specific deliverables of this work.

So with that, that's the presentation of the budget, thank you so much for your thoughtfulness and patience. I will turn it back over to the co-chairs.

COMMISSIONER MCCLURE: If we could reassemble up front we'll see what questions we have.

So to follow proper procedure let me ask first for a motion to adopt this budget to get it on the floor and then we will have a second and then we will open for discussion and any questions of Bethany from the commissioners.

Can I have a motion please?

Felicia makes the motion. Is there a second?

Second from Grayling so election is made and seconded so now the floor is open for discussion or questions from commissioners. I will say you all have had a chance to review this in draft form, you've had an opportunity to pose questions one on one to Bethany or to the co-chairs. In addition this material is now public
record with it being proposed to the Commission so it is on the website or will be very shortly if it's not in more detail even than Bethany presented it, same detail presented to you all in the summary form. So we're happy now to open the floor for discussion. Please get a microphone so the public can hear you if you have a question or a comment.

COMMISSIONER: I have a question. My question is I was just wondering the 365 days, how are we calculating that, is that work after September 29th or what's included in that?

COMMISSIONER JOHNSON-JAVOIS: November was when we began the Commission, the specific date was I want to say the 17th so going back from that time until our charge is complete is about one year's time.

COMMISSIONER WILSON: The budget also allows for keeping on some critical key staff through December 31 so that would be even, so you're talking about plus, that would consider this entire calendar year so while the report will come out September 15 we recognize there will be work of translation, communication and implementation that would need to go at least through the end of the year so there's allowance for that.
COMMISSIONER NEGWER: You touched base on the implementation part. Is that part of this budget or will that be a separate budget?

COMMISSIONER WILSON: That is not a part of the this budget. We do expect that there are, that there may be additional supports that come in. There is, as you see the budget is not only balanced, there are surplus on the budget that those additional dollars could be used for implementation and any additional dollars that are received above that which are those dollars that are required for the actual implementation of the scope of work for the staff could also be used for implementation efforts. I think there's about $100,000 surplus, am I right? So that could be used for implementation and any additional items.

COMMISSIONER MCCLURE: Thank you for the question Scott. Certainly from Starsky's and my perspective and literally since the first time we began talking about this we began talking about implementation and translation. This is a critical part of our work, what happens after the report is done, and so I think the Commission in whole and some commissioners individually will be spending a lot of time thinking about this, thinking about
structure, about process, about accountability, about metrics, about how you build into this process an ongoing focus on the issues raised out of the Ferguson Commission report. We provided to you all and to the public on the website the reporting on the Cincinnati collaborative which Bethany referred to and that multi-year funding stream funded accountability and implementation and translation so we'll study that and other practices in order to be able to make sure that we focus on this. This will be a key differentiator for what we do versus other commissions. So thank you for raising the question.

COMMISSIONER WILSON: Felicia.

COMMISSIONER PULLIAM: Thank you. I just had a question in terms of staffing. Do we have a time line for when you believe you may have the benefit of a staff?

COMMISSIONER JOHNSON-JAVOIS: So I come on on the 15th and my first goal is to begin to design the job descriptions, to post those job descriptions that are available online at stlouis -- wrong organization, that's HIN. stlpositivechange.org, still in transition, to begin that process as soon as possible because we
need the staffing on board. So it's coming. It's coming soon.

Thank you.

COMMISSIONER: Bethany can you talk a little bit about how the, I saw the mention there about the loaned executive program, can you talk a little bit about how that will work because I do think there's a lot of interest in companies of contributing to the effort and I want to get it out there what we're looking for.

COMMISSIONER JOHNSON-JAVOIS: Okay. Well, I'm a prime example of a loaned executive so what happens is that a corporation, an individual, a nonprofit that would be willing to loan their resource that fits the job descriptions that will come out within these positions would go through a hiring or an interview process just like everyone else would except that we will want to make sure it's the right fit and if it's the right fit we'd love to have that support. It helps us to really reduce costs, it helps us to get up to speed very quickly because these are individuals who know how to ready set go and we do have an urgency so that is definitely a viable option.

COMMISSIONER: I like how the budget
aligns with the Commission's charge and also the
Commission's values and I particularly like the
slide that refers to how this budget compares to
other commissions in the past and how you've
translated it into real dollars. So I commend you
for that.

COMMISSIONER WILSON: Are there any
other comments, questions? Or unreadiness?

Okay. Seeing none then we'll open
the floor, it's already been moved and properly
seconded that we pass the budget as presented,
we've had discussion. All these in favor please
notify by saying aye.

Opposed?

Any abstentions?

Motion carries so we are pleased to
have presented a budget as noted aligned with our
values and consistent with our charge. That again
has already been I believe posted to our website
for public accountability and transparency so you
all who have stayed have access to that as well.

We'll now make some transition to a
couple of reports that we have from our work groups
on the work that they have been doing and from
those leaders. First I believe we'll go to citizen
law enforcement, actually first we'll go to municipal courts and governance. Our co-chairs for that work group are Reverend Traci Blackmon and Mr. T.R. Carr. They have been able to access the environment around some of our, that's been going on since our last meeting when we focused on municipal courts and governance and there's a good amount of activity that they want to bring us up to speed on. So I yield the floor to Reverend Blackmon and Commissioner Carr.

COMMISSIONER CARR: Our committee initially met this last week for the first time, we're ramping up, we have a lot of information, we have a lot more committee meetings to schedule. One thing that we will say is this, we've decided to move forward in an attitude of fact finding to discover some facts and information to present that to the Commission and we'll be continuing to meet with individuals that are involved in the municipal courts as well as public that's impacted by the municipal court.

First thing I'll say is I'm not a lawyer, I don't play one on television so again don't hold me accountable for every legal statement that I make. One thing I will say is the issues of
municipal courts as we said the last time is complex, it's involved, there are in fact 82 municipal courts in St. Louis County with, three of those municipal courts are operated by St. Louis County, one in north, one in the mid county and one in south County, 79 municipal courts are in fact operated by cities. Remember that we have some 90 odd cities in St. Louis County. The nature of court cases is complex and it can be potentially confusing. The question that was raised at our last one is are municipal courts quasi, are they criminal or are they civil? Well, it's fairly complex. So on one hand municipal courts are in fact civil. Remember that cities are incorporated, every time we have a city it's incorporated and therefore it's an entity and a fine owed to an entity is a civil matter. At the same time courts are quasi criminal. The language in a number of Missouri Supreme Court cases has affirmed the quasi criminal nature of municipal courts. Traffic violations for example are in fact criminal proceedings. We would note that cities can not sentence individuals to jail, cities can not sentence individuals less than 17 to jail, cities can hold you for a day in a facility but criminal
cases are transferred from municipalities to St. Louis County and the jail is in Clayton, they pay about $50 a day when somebody is moved to Clayton. The confusion, this is where it gets kind of interesting. Understand I'm a faculty member, I teach American government, I've done all this stuff, it goes back to William Blackstone's commentaries on the laws of England. When our republic was founded we had to decide how do we interpret our laws. We immediately since we were founded under the English tradition we turned to Blackstone's commentaries. Blackstone commented that in his view, and there's some fuzziness about it, that unless an offense applied to everybody in the larger political entity it would be a civil offense, not a criminal offense and that would tend to argue that unless a municipal law applied to everybody in the state of Missouri for example then it would be civil and not criminal so that did hold sway and consequently that interpretation was applied. At the same time the Missouri Supreme Court over a number of years have held that municipal courts are both civil and in fact quasi criminal so there is some murkiness, there is some fuzziness but it's clear that they do have that
criminal jurisdiction.

A couple of issues that were raised, and these are important issues. One was that legal advice is typically not provided in a municipal court. If any of you've had the privilege of going to a municipal court, paying a fine, I won't ask for volunteers, people don't know what's going on, you're there, the judge is down front, the court recorder's there, there are a lot of people in the room, people are confused. There's no mechanism to just give the individual information about what the process is, what the procedures are. Some judges do in fact provide that when somebody's called down front, some judges don't. It's important to note that only when jail, when a specific jail term is recommended is it mandatory to provide a public defender and since municipal courts do not typically deal with jail sentences it's not required that they provide a public defender.

Now, we have met with a municipal judge, Frank Vaterott, who serves as a judge for a number of municipalities and one argument, one reform that's being considered is to allow a mechanism for not a lawyer to be present necessarily in the back of the courtroom but an
individual who can provide some information to citizens as they enter the court to know what the procedures are, what their options are. Now this gets really murky because there are certain niceties involved in terms of legal establishments. Once I give you legal advice, who can give legal advice? Is it an attorney, is it somebody else, what kind of releases have to be signed so it's a fairly complex kind of an issue. But that is one reform that's being taken.

Another issue that we talked about is traffic fines are a significant source of revenue. Why are traffic fines a source of revenue? It's because as tax bases decline in a municipality they lose the ability to provide services and they look around for a source of revenue and traffic fines and municipal court fees become an important source of revenue. The important thing for us to keep in mind is that municipal courts are a creature of local government, they are created by elected officials, by the mayor, by the city council. It's typically the mayor and the city council that appoint the judge, it's typically the mayor and the city council that so the courts do in fact respond to the political
wishes of the elected officials.

Now, one of the issues that we believe that some of these municipalities and it's, the litigation has been filed by the attorney general, are exceeding the amount, 30 percent is the amount in state law as we heard at our last meeting, that law is poorly written, it doesn't say who's responsible for enforcing, it doesn't specify what happens once you go above the 30 percent, it doesn't specify what happens once you send the excess amount in to either the school district or the state and we know that a number of burbs have been fairly aggressive in securing revenues, all you have to do is drive on Interstate 70 by the airport and you'll find five or six police cars from the city of St. Ann busy writing tickets. One time Charlack was writing tickets on I-170 for the what, the 200 foot stretch of the interstate generating revenue. So there's some real issues there and that's an issue that needs also to be addressed and there is legislation that has been proposed in Missouri to lower that to 10 percent, it remains to be seen how effective that effort will be but it will in fact reduce, have an impact on court procedures.
A third issue that we heard is these bench warrants and bench warrants are basically issued based on a failure to appear. If you don't pay the fine you're given a court date, if you don't appear for the court then a bench warrant is issued for your arrest and you're given a new court date. If you don't appear again another warrant's issued and then first thing you know a small traffic fine the cost increases periodically over time and then at some point in time you're picked up by a police officer for some other traffic offense and they find out have a number of bench warrants and by state law the officer has no choice but to arrest you and take you in.

Now one of the problems we have is the round robin effect that we were told about is that you get bench warrants in multiple jurisdictions and once they take you in then you have to go to all these different jurisdictions, it creates, it's really unreasonable and really in our belief, my belief, I believe yours as well, I don't want to speak for you, is that it's unfair, it's an unfair round robin. There needs to be some mechanism to deal with that round robin. There has been some efforts to create an impact between
municipalities to reduce that round robin but nothing has been done to date.

One thing we would also say is that state court, municipal court costs are in fact defined by state law, they're pretty well laid out. Some of those fines must go to the state, a small portion, but there is some room for additional fines that municipalities can impose and what you find is any number of municipalities do in fact impose additional fines. There's lack of uniformity and some of these additional costs is lack of uniformity in traffic fines and that creates some real issues. So the issue is, involves these court costs, can there be a payment plan imposed, can there be a mechanism for community service to overcome the issues related to bench warrants. What we would say is that current Missouri law is 30 percent of operating revenue from traffic fines, it's kind of undefined as to exactly what counts in that 30 percent, there's some vague rules in law, there's some vagaries in terms of enforcement and we'll wait and see what happens with the 10 percent. One thing we would say is that municipal court structure is a creation of local government, local government was created
by the people and they're maintained by the
individual citizens. The local governments can be
disincorporated by a vote of the residents.

Now what would be the impact on these
local municipalities if the 10 percent cap is
adopted by the state legislature? That remains to
be seen but we do you know that it would impinge on
the operating revenues for a number of states. I
know Traci has a comment about the issue of --

COMMISSIONER BLACKMON: I can do it.

So I'm not a lawyer either and I
think sometimes that's helpful. What we found out
is that whether or not they lower it to 10 percent
or not that there are a lot of municipalities that
are out of compliance at 30 percent and we know
that because of the lawsuit that was filed but we
also know it because they have not been reporting
annually as they're supposed to. My push back on
that is you cannot expect citizens to obey the law,
and you don't obey the law, that's just how I feel
about that. So if at that 30 percent cutoff the
law says if you don't report annually that you
immediately lose your ability to operate in that
function and even though this lawsuit has been now
brought into play here that means for a significant
amount of time many of these small municipalities were out of compliance with the law. They were breaking the law. I would like to see us push that issue because in my opinion, and I won't drag T.R. with me until he comes willingly, in my opinion every ticket that they issued while they were out of compliance that money should be returned. I know that's drastic but it just doesn't fly that you have a law and it's not written well and no one knows who's supposed to enforce it and no one knows how it's supposed to work therefore we don't worry about it. That doesn't work. It doesn't work for regular citizens and it shouldn't work for government as well and I suggest that if that money had to go back some of this problem would go away because the reason they're doing it is because these municipalities can not sustain themselves without that traffic money and I suggest that if you can not sustain yourself without that traffic money then perhaps you don't need to be an independent municipality and so I would like to see us in the interest of transparency look at that and call into question those that are involved in that. What T.R. has outlined for you is definitely some confusion and quagmires of, that
we're going to have to get into as it pertains to
the law but it also points to the economic
disparities that are in our neighborhoods and in
our regions because in reality if you can afford to
go to a traffic court, if you can afford to get a
lawyer then some of this goes away for you
immediately and it's those who can not afford those
resources who end up filling up these municipal
courtrooms when they are stopped.

Something else that happened in our
conversation with the judges that I want to bring
out even though this goes into another work group,
it doesn't come into this work group, is the
difference between what the police do and what the
municipal court does so sometimes when people are
stopped they don't get just one ticket they may get
six tickets so they may get seven tickets and then
the judge has to deal with whatever comes into the
courtroom and that so even though we're dealing
with these separately they are intertwined and I'm
hoping as a Commission, I understand that we don't
have the power to change that but we do have the
power to call people on it and I think that's what
the community expects us to do is unacceptable and
if we have to live by the law as citizens then they
certainly have to live by the law if they're going
to enforce it.

Thank you.

COMMISSIONER MCCLURE: Why don't we open for questions from commissioners. You've got a very thorough discussion here and I think you've raised some very interesting issues and I know we are a bit over time but this is important work, this is about action that we need to be taking and considering so I'm going to ask the indulgence of the Commission to explore this and the citizen law enforcement in a bit more depth and not rush it unduly. So let me open the floor for questions.

Rose.

COMMISSIONER WINDMILLER: Thanks very much for your presentation. I have to say it was upsetting but I'm glad we have more information.

I need to know what the next steps are for the Commission because I agree that we do need to move forward on this and I don't know whether or not it requires information or legal advice or whether there are things that we can do within the parameter of the Commission?

COMMISSIONER BLACKMON: What T.R.

and I have discussed so far, again we've only met
once, and then we had a meeting with a municipal court judge who was gracious enough to grant us that time so our main steps as a working group is to begin to form some community input into this group. We've talked about expanding to a size of about six, did we say about six, we didn't want to go too large, we can always add but you can't ask anybody to leave. We wanted that to be representative of someone from the court system and someone in courts, someone that represents the court system outside of a judge and a judge and then a couple of community people to put, to give input and then we also wanted to consider inviting people outside of this immediate area like someone from Chesterfield or someone from Clayton who's had experience with the municipal court system and may be able to give another point of view. From that we wanted to hold some community meetings where we have municipal judges as well as community partners in the room together so that we could identify the issues also as a unit and begin to understand where each one another is coming from. That's where we are so far. My plea for us to push and not just turn our head and say it's okay, what we can't figure it out is one that I'm serious about but I
know it's going to take us some time to have all of those ducks in order. I'm hoping that we'll be able to call in those people who should be able to tell us who are accountable for enforcing those laws, you just don't write a law, I just can't even wrap my mind around it, you know?

So those are the steps we have in mind. Does that answer your question?

COMMISSIONER WINDMILLER: It does.

Thank you.

COMMISSIONER MCCLURE: Other questions?

Gabe.

COMMISSIONER GORE: Thank you. I just have a couple comments.

Traci, your point you just made about the relationship between your working group, the municipal courts and the community policing, I think there's a clear relationship and what that relationship is is that the reason why we're focusing on the municipal courts issue is because I think there's a belief that a lot of, in a lot of communities like Ferguson the most frequent contact the community has with police officers is through traffic violations and those types of encounters
and if you can improve those encounters you can improve community relations between the police and the community. So I do think there's a good relationship there. I think it's smart that we've decided to break them out into two separate working groups but I think we also need to keep in mind that relationship and why we're focusing on municipal court. We're not doing it because we're focused on good government at the municipal level, we're doing it because of its impact on community relations with the police.

And then my other comment T.R., I understand you gave the limitation that you're not a lawyer but one comment I would make is at one point you say it is clear to you that these courts do have jurisdictions over criminal matters. I believe at our meeting on this issue we had a couple law professors say that for them that's an issue that's very much in dispute and I would just say that I think we should reserve judgment on those issues, we're going to do more discovery and fact finding on those. It sounded to me like, and I'm no expert on the municipal court issue but it sounded to me like there's a lot of complex issues here, statutory, even constitutional, as a working
group we need to keep an open mind about those and
not resolve any of those issues until we've heard
from the experts.

COMMISSIONER CARR: It's very, very
complex and there have been a number of Supreme
Court cases that have spelled out the municipal
courts do in fact have quasi criminal authority so
it's very, very complex and part of it is the civil
language is retained, at the same time quasi
criminal is applied so to say it's murky is not an
unfair statement but it does fulfill, that is the
case. We'll have more and more information that we
can provide to members of the council which clearly
define that, the court cases and all that.

COMMISSIONER MCCLURE: Rasheen did
you have a question?

COMMISSIONER ALDRIDGE: Yeah, thank
you T.R. Carr and Commissioner Traci for reporting
on municipalities, something that's very important
and something the Commission had made a statement
that we're going to be very firm on this issue and
take action on it. My question is I'm not sure if
it's you or the co-chairs who should answer this, I
know a couple weeks ago we did say that we was
going to take serious action and we know that
several municipalities have been acting out, been exceeding the ticket revenue and also agree with Traci, Ms. Blackmon, if T.R. Carr don't want to hop in I'm all down with you on that --

COMMISSIONER BLACKMON: I'm not saying he doesn't want to hop in, that was a joke.

COMMISSIONER ALDRIDGE: I definitely agree with you on that though, some of these municipalities if you've been acting out you shouldn't be taking in that money when you already exceeded or went over your expectations or what you should have been doing but I'm curious on what, so the attorney general had sued 13 municipalities and the two co-chairs, I'm just curious on where that's going because there is some action or there's some move on some municipal courts.

COMMISSIONER WILSON: I'll try to provide some clarity about the action.

The attorney general for a number of weeks knowing that this issue is coming up and recognizing that we'll be discussing it particularly in our last meeting Rich and I had an opportunity to have, to have some direct conversation with the attorney general's office first of inquiry but then also because anybody who
studies this keeps hearing this 30 percent come up
and there were public reports from our city
defenders and from which we heard from in our last
meeting from We're Better Together which we heard
from, that pointed specifically to municipalities
who were out of compliance and so this issue of
enforcement and we asked the question that was, was
it difficult for Thomas Harvey to answer and others
to say well who's responsible because whoever is
responsible should be acting on this so we posed
that question back and said hey, it seems like
there's a chief law enforcement officer in the
state, you ought to be responsible or weigh into
this. And so we're actually pleased with what
happened there, we're pleased that the attorney
general's office took action which means at some
level somebody was taking responsibility and what
happened was the filing was against 13
municipalities and I forget the breakdown but to
Commissioner Blackmon's point it was to those who
had not even filed their reports, it included those
who filed reports that illustrated they were over
30 percent and it included those who filed reports
and said they were under 30 percent but the report
looked like it was over 30 percent and that gets to
quite frankly the ambiguity that Commissioner Carr
points out as well. But part of the issue here is
that the matter had not been adjudicated and so the
attorney general's saying we're going to step up,
we'll put this out there, we'll include these three
categories of municipalities and we're going to
have this issue adjudicated we thought would be
progress and so inasmuch as we need reform we
recognize in this space we need enforcement just
kind of to weigh into the conversation of reform.
So our commitment was to stand and say this is an
appropriate act and enforces the law, perhaps you
should have been enforcing it for a while, the
attorney general got that question, what took you
so long, he affirmed that it took him longer than
it should have in the issue. I don't say this to
take up for him but it's to say there was, you
know, before we get into the conversation about
reform we can't get into enforcement. We engaged
him for some accountability around enforcement,
we're pleased that he was in some ways responsive
and perhaps in this process this issue will be
adjudicated about what are appropriate fees, what
are the percentages and that kind of thing. There
has been community pushback on some of that around
two issues so to be broadly fair about it, number
one that I believe a majority of those
municipalities are predominantly African American,
people have pushed back on this and the other was
that people did not feel that they had enough
notice if any notice that the action was coming.
There are various ways to respond to that, you know
I'll let the attorney general kind of respond on
his behalf. What we have said, well what I have
said privately, I will publicly, I continue to
say, the matters responding to, we are very public
about what we're discussing in these meetings, all
the community is invited to these meetings and
afforded an opportunity to speak as appropriate so
anyone who wanted to be a part of that or thought
that we might be, you know, community had notice
that we were looking at municipal courts and we're
very clear, we said from the beginning when we see
things that seem to be actionable or conversations
going on around policies that we're not here just
to fact find and study but rather we need to weigh
into the conversations and so that was an act in
that regard and I would imagine there'll be other
issues where we'll weigh in as well.

COMMISSIONER CARR: Litigation really
creates issues because even then, even if the courts rule against the municipalities enforcement still remains in question. We don't know, in this case the law is very vague, it doesn't say who enforces. I remember, I could refer to Gabe, what is it the president said, the Chief Justice has made his ruling now let him enforce it? Historically if the courts rule somebody on the administrative side --

COMMISSIONER MCCLURE: Let me just jump in there because I think that space is where we can be helpful because as a neutral body that is looking at this objectively and hearing from the community, hearing from municipal judges, looking at all sides. Others that are in this debate come from a point of view and if they’re good points of view and we need to hear all of them but they have a point of view so I think you all have identified, I'm very pleased to hear you say we need to focus on what happens, right? So what happens when, you know, when the money goes away and what goes in its place and really my view of public policy is you need to have good, objective bodies that can help the legislature and the courts in this case answer that question because they're going to have great
difficulty answering it and in fact in our private conversations with the sponsor of the legislation that takes the 30 percent to 10 percent he's asked for help, give me some sense of what you think the appropriate reforms are and what you think ought to happen when this goes away, what the courts ought to look like. So I think your working group, I'm glad to hear you address that because there is this void, the Supreme Court has issued rules recently and the Post did a story this week on this question of bench warrants and what happens and this question of requiring judges to consider ability to pay. Frankly it's incredible to me that it would take a rule of the Supreme Court to tell judges that they have to do that because it's what the law really, may not on its face require them to do but it pretty much leads them there. So you have this void between how the Supreme Court has said we can go this far, the legislature is saying we need to act and we have identified this void about what happened so I think your working group can do a great service to move fairly urgently to the point of what happens when this goes away.

COMMISSIONER BLACKMON: Let me be clear though, I don't want this to be lost, it's
extremely aggressive but I think it's valid that
even though the attorney general has filed this
lawsuit the fact that those municipal courts were
operating when the law says that they could not
operate means that they illegally collected funds
from people from that time until this time and I'm
suggesting that even if that money had to be
returned, whatever that looks like, that those
municipal courts would be in danger of going away
which I'm saying might be a good thing.

COMMISSIONER WILSON: So I think,
first of all I think you're right, second of all I
think what we're saying is -- well, let me say what
I'm saying. That may be, if they're found to be
wrong that would be found in the courts so the
place to enter into that conversation would be
perhaps a recommendation in the same space as we
speak to executive authorities, we speak to
judicial authorities, say that this should be the
outcome if they're found to be in violation. One
of their, so I think that's part of it. And to be
frank pushing what we call a coronto [sic] action
to take that authority away effectively is
something that the courts could do, it's also
something, it's questionable who else could do that
but this would be a step in that process but the
first thing is to say yes, you were actually wrong
and to say that with some authority so that would
happen through the courts.

The other is I just want to be
thoughtful in the same way about recommendations
and I say this for all of our work groups, and
we'll all be on different work groups at different
times. We have the capacity and perhaps we're even
called to use this independent authority to dream
and imagine what should be. But to be clear to
work to be as clear as possible about what those
visions are so if the clear advice is that courts
should not be able to operate without, operate
outside the law and we know that there will be some
impact if they are caused not to operate that way
then part of the responsibility of our work groups
is to construct a revision to bring back to the
entire Commission as to how it should operate and
so I think you're appropriately in this fact
finding space and place considering the
consequences, the key is not to allow the
consequences that come from quite frankly
intrenched constituencies to keep us from getting
to the vision of a better municipal court system,
municipal governance system perhaps so when we come back here we're dreaming about what can be, not just caught in the consequences of reforming what is.

So I think you're in that right place and I just want to continue to encourage that we all think that way as we come back to this space.

COMMISSIONER CARR: Thank you.

COMMISSIONER: I would just like to make one comment. When we were talking about how the municipal court working group intersects with what's going on with police and community reform, and I know this is down the line looking at what the consequences are but should the enforcement require either one, a refund of the inappropriately collected revenue or a drastic reduction in municipal revenue that impacts budgets to the point that the municipalities are not able to function, they may have to go away? The option right now would be an unincorporated municipality, police services under the authority of St. Louis County, am I correct --

COMMISSIONER WILSON: I think --

COMMISSIONER: But I at this point let us not remember, let us not forget that St.
Louis County, this is the police force that turned
tear gas and tanks against the good citizens so
when we talk about the impact of these actions I
think we have to look far enough to understand what
the reality may be for people in those
municipalities should we get what we recommend.

COMMISSIONER WILSON: So I think
that's one of the consequences that we've talked
about and that's why we have to be constructive as
well. But I think it's only one potential scenario
and we were helped in our last meeting, there's
been even some work this week in the paper to talk
about ways that municipalities are collaborating on
different things, Commissioner Carr framed some
collaboration and supports and services so I don't
know that that's the only option. What I will say
is this is an appropriate connection, I think you
affirm appropriately the need to look at
consequences but also to push past the consequences
to offer some alternatives for people.

As we look at this connection the
other thing I want to do with thanks to
Commissioner Carr and Commissioner Blackmon is
encourage all commissioners as they have the
occasion and opportunity to engage in these work
groups, meetings to be present with them as they go through these discussions and afford and engage impact as they form their recommendations back to us because all of our prospectives will be helpful to them in their work.

So I want to thank Commissioner Blackmon and Commissioner Carr and affirming the interaction that has been pointed out to us by Commissioner Blackmon and Commissioner Carr we're going to invite Commissioner Isom to come up and give an update on the work group for citizen/law enforcement relations.

As he prepares I also want to give real thanks and lift up and highlight again Commissioner Gore's comment that we are, and I think it's appropriate in light of the last reflexion, we are looking at these municipal court operations primarily because of their impact on the citizens first priority which is citizen/law enforcement relations and we've heard both from police and from citizens that the courts affect how they relate to one another so I think that's an appropriate frame for us as how we go forward in considering municipal relations as well.

Commissioner Isom.
COMMISSIONER ISOM: Well first I want to say thanks to Rich and Starsky, our co-chairs, for putting this together. We hadn't had an opportunity to hear from young people since we started and so the young people are really informing a lot of the decisions that we're going to be making in the future and so what I'm presenting today is certainly not complete, this process evolves over time as we get more input from citizens and more information becomes available but the citizen/law enforcement relations work group has met twice, the first meeting we had was really just introductions, trying to establish some type of framework of how we were going to move forward. We have a very good group, it falls along the lines of the three areas that we have, community policing, racial profiling and use of force. We divided our work group up into those three subgroups based on people's expertise or based upon the areas that they were interested in and so those three groups are working to come up with recommendations as we move forward.

In terms of recommendations we really tried to break that down into several different categories that we will be looking at moving
forward. One is this legislative idea, what can we
do from a statewide effort legislatively that will
have an impact on citizen/law enforcement
relations. As you all might know there are a lot
of bills that have already been pre-filed and will
be filed in the future concerning law enforcement
and so part of our work in the work group will be
to look at those bills, assess whether or not they
fit with the recommendations and the charges that
we have and hopefully come up with some
recommendations on what our group will support and
push. So that's going to be an ongoing process.

The second part is what will we
recommend in terms of best practices and policy for
law enforcement. That will take us researching of
the police departments, looking at the literature
out there on law enforcement and taking our own
expertise in that area and bring forth some
recommendations to the full Commission.

The third part is training, a lot of
discussion has been focused on training and
education not only for the community, for youth,
but education and training I think is vital in law
enforcement. In the space of education and
training a lot of that can be done through the Post
Commission as I discussed before, it doesn't necessarily take legislation, it might not be a policy that we have to advocate, it's something that can be changed on a state-wide level through the Peace Officers Standards and Training Commission and so that's the third area.

Then the fourth area that we talked about and I think the co-chairs and everyone has talked about it many times before are metrics on how we will evaluate our success in these areas and not only how we will evaluate success but are there some gaps right now that we need to be looking at in terms of metrics. Is there a bigger problem in a certain area if we get more information and so we had those four additional categories that we were looking at.

So some of the things that have come out of our work group meetings the last of which was January 2nd when we sat down and talked. In the area of legislation currently one of our work group members Karen Rosty who is, works for the Anti-Defamation League has done a lot of work in this area of racial profiling. She has filed bills with the state on several occasions that have not moved forward but she gives us a template in terms
of our group in terms of moving forward and so she has disseminated that legislation to the work group and we're in the process of reviewing that. Some of the things in her legislation that's consistent with many of the things that have been talked about are changes in how we collect information. Providing more information so we could have a more robust understanding of racial profiling. So we'll be doing this. There was also a part in the legislation that says funding may be withheld if you do not provide your racial profiling statistics to the attorney general. There was a lot of discussion in our work group about changing that from may to shall, that you shall submit this or if you don't you will not be able to access state funding. So there will be a lot more discussion about that in our work group and bring some recommendations back to the full Commission.

The other thing that was talked about was police pedestrian stops. Within her bill there's already a confusion that talks about pedestrian stops, of course as we look at this incident, this incident happened as a result of a pedestrian stop, not as a result of a traffic stop so certainly that is a major issue that we need to
look at but there are variant opinions on how this should be accomplished meaning that from the law enforcement standpoint they felt that if we had to record every stop that it would be a burden on law enforcement to collect so much information and so there was discussion about maybe it should be narrowed to Terry stops which are reasonable suspicion stops, not stops where a citizen calls and asks for someone suspicious to be stopped. So there needs to be some work done about recommendations in terms of legislative recommendations, in terms of whether or not pedestrian stops will be added and how that would be crafted in the bill and we have to do more work on that.

It's come up that the Missouri statute on use of force for officers is outdated, I think everybody who's looked at it has recognized that it is. I will say that there are no law enforcement agencies who use that statute in their policies but the fact is it is outdated. Most police departments are consistent with the Supreme Court ruling Tennessee versus Gardner in their policies but from the standpoint of making sure that our law is consistent and up to date I think
everybody was in agreement that that is something that we ought to advocate for pushing for in terms of a change in state law. There are already some bills out there that are moving in that direction and I don't think we're going to get a lot of push back from that in any area.

The other area that we've been focusing on a lot as I said is training. There's still a lot of work to be done with that, disseminating the curriculum for peace officers in the state and reviewing that and seeing whether or not we want to make some recommendations on changes in that. We haven't done that but we have focused on this continuing education piece, thinking about increasing the hours in terms of continuing education. Right now as I told you before there are 48 hours of continuing education that is mandated for law enforcement over a three year period, we have talked about increasing that number or at least recommending that that number be increased and I think the biggest thing is how and how specific we're going to get about our recommendations. What areas do we think officers need to increase their training in, not just giving some kind of broad recommendation of another 48
hours but what specifically in those 48 hours do we feel, or did the community feel we ought to be addressing in terms of continuing education. One area that we are moving forward on right now both with the Commission and both in my job as the public safety director is this issue of use of force training. Pedestrian stop training, traffic stop training, use of force training that focuses on areas of communication, deescalation, tactics is something that we are going to move forward on, hopefully recommending that police departments do biannual training, four hours a year that would focus on car stops, pedestrian stops, use of force, communication. I think we all feel that that is a good direction to move forward.

So there is a lot more work to be done in terms of overall training and also recommendations on continuing education training.

The other area that we have focused on in terms of training is this issue of racial profiling, biased based policing, how specific do we want to get in terms of curriculum and things that we believe that police departments ought to be addressing in that type of training. Right now it's required that police departments do three
hours of training in a three year period. That's not three hours every year or one hour every year, that's three hours in a three year period so you could have three hours at the end of that three year period. So we're having discussions about, you know, what that should look like, how specific we ought to be about training in those areas and I think we have some good people who will provide some recommendations on that. I think even from officer's standpoint they want that training to be meaningful. They don't want to just go in a room and spend an hour in the room that's useless. So that's even what I'm hearing from the law enforcement side is that if we can somehow make this a meaningful training where I can actually get some benefit out of it then there will be some positive take aways from it.

The other area that we talked about in terms of metrics is this issue of officer involved shootings and do we have a good picture of what is going on from a local level and a state-wide level. Right now no one really is aware of any data that really gives us a picture of officer-involved shootings throughout the state and so we are moving and working with the state to see
if we can start to put some metrics in place where we will have some maybe state-wide reporting on use of force officer involved shootings. That way we can start to track how often are unarmed people shot. How many rounds do officers fire. What are the characteristics of these encounters and looking at that going forward, having information about that going forward. So that's an area that we are moving forward in right now, actually Rick Rosenthal and Dave Klinger have actually submitted to me some data points that they thought would be appropriate for such a report and the collection of information we will continue to add to that and move forward in that direction.

Many young people and in many of our sessions there's been talk about accountability. Our discussions in terms of accountability centered around this issue of licensing, certification, an accreditation of law enforcement agencies. Of course right now there are is no licensing of a law enforcement agency. There are voluntary accreditation bodies, CALEA is one and there is the Missouri Police Chief's Association. There's a lot of discussion about how would you go about licensing an agency and then more importantly if
you did that how would you do oversight of it.

What is the accountability measures for putting
something like that in place. So the discussion
centered around more incentives to be accredited,
licensing, not that we have not dismissed licensing
but licensing of 600 police departments and
sheriff's departments in the state of Missouri, I
think we have to recognize that that would take a
new department, state department so that's the
reality. It would take a lot of money to do that
right and so if we want to make a recommendation we
want to make sure we make a recommendation that has
a chance of working, right? So I think those are
things to consider but the accountability piece in
terms of licensing, certification is still
something that we're working through.

There are other areas in terms of
accountability, people have talked about citizen's
review boards, body cameras. We haven't had a lot
of discussion about that but we will as we move
forward and as we get more information we will talk
about those issues in terms of accountability.

The other area that we've addressed
so far is recruiting in our area and we've talked
about a number of different programs that are
existing right now like police explorers, there was a program in the past called the Cadet program which started in schools, high schools, went to college, paid for student's college and they had part-time jobs in law enforcement agencies and it was a bridge from high school, college into law enforcement so there's been discussion about that but there was also discussion in terms of metrics, right, and saying how are we going to collect this information and know when we're doing well and there was also a discussion to say is it really a big problem because there are some agencies who actually are diverse, right, so University City is a very diverse police department and they've been able to do it and so part of the discussion is should we just create a report that shows that it is possible to have a diverse police department and then give best practices on how you go about accomplishing that. Really kind of expose the fact that it can be done and there are police departments that are doing it right now. So more work needs to be done in that area.

So the topic that we haven't had as much detail on is this issue of community policing, is there a legislative issue, is it a policy issue,
is it training? We really need to do more work in
that topic or on that topic and so that's where we
are right now with the citizen/law enforcement
relations work group.

COMMISSIONER WILSON: Any questions
from commissioners?

Commissioner McClure.

COMMISSIONER MCCLURE: Commissioner
Isom, I have a question on the Tennessee versus
Gardner, the statutory issue you were talking about
on the use of deadly force statute. So I know that
there's a few use of deadly force statutes that
have been put forward that attempt to deal with the
statute substantively, making changes, I mean
making kind of wholesale changes to the statute. I
think those will get very bogged down, be very
difficult to deal with. But on the narrow issue of
just bringing our existing statute into compliance
with the Supreme Court's holding in Tennessee
versus Gardner my understanding is that would just
require that we take out the part of the statute
that says basically you can use deadly force to
shoot a fleeing felon which in some instances that
can be someone who is guilty of stealing $150.

COMMISSIONER ISOM: Right.
COMMISSION MCCLURE: Is there a statute pending right now or put out there that just deals with that narrow issue and doesn't deal with the statute substantively?

COMMISSIONER ISOM: I'm not sure if it's a statute out there that narrowly deals with that portion of the law but you're right, that's the main issue is that the statute still reflects the ability for officers to shoot a fleeing felon. And not a dangerous felon and not someone who is an immediate threat to you or a citizen and so I think that's the way it's ultimately going to be crafted is to remove that portion and to deal with that issue narrowly as opposed to some of the sort of broader changes that people want to make.

COMMISSIONER MCCLURE: Thank you.

COMMISSIONER WILSON: I just want to make sure I'm clear. Is that something that is currently in process? Do you know of legislatures developing that as it currently stands and if so is that something that perhaps your committee would be prepared to bring a recommendation in our next meeting to the Commission on when we should engage in that discussion directly?

COMMISSIONER ISOM: Yeah, I think it
would be. I think all of us agreed in the meeting that it needed to be changed, there needed to be discussion, more discussion about what that looked like. I don't know if everybody was comfortable with saying specifically what they would agree to in terms of the change but I think if we start to get some language which the next work group we will bring some of those bills in, actually everyone is doing the research on all the bills that have been filed that are police related so we will bring those back to the work group and try to work through that process of bringing back a recommendation.

COMMISSIONER WILSON: Other questions?

COMMISSIONER WATSON: I just have one quick question. Have we thought about or are we looking into the practice of how we quantify our police officer's performance because being a police officer for 33 years numbers always seemed to be the only quantitative, I've even heard officers say you don't get a check mark for giving a break.

COMMISSIONER ISOM: So this goes to Pastor Blackmon's point. You know, we have talked about these big ideas of how do you evaluate
community policing, how do you evaluate whether or not there are better relationships between law enforcement and the community. A lot of those are not hard numbers, they're more a qualitative assessment of an officer's performance and they're not traditional, they're not you wrote three tickets, you had five arrests, crime went down, it's more of how did you feel about this interaction. So we started to have discussions about that, it's a really complex topic as you know and we've discussed, but I think that is part of our charge in terms of thinking about innovative ways to reward and assess officers that are not the traditional ways because traditionally do you get rewarded for producing incomes, producing arrests. We know that's not the entire component of the job but it's very important to how you get the job done.

COMMISSIONER WILSON: Any others?

Go ahead Scott.

COMMISSIONER NEGWER: I have just a comment on the certification of police force. I know you indicated that this is a large issue, expensive issue but just coming from the private sector and knowing the issues I face with
certification and they all have been very positive
looking particularly in the trucking industry which
we're involved to where we were 30 years ago and
where we are today as far as safety, accountability
and improvement is dramatic and that all came
through a certification process and it has changed
the industry for the better and there are standards
now that everyone is expected and has to I guess be
in compliance with. Certification does work.

COMMISSIONER WATSON: Yes.

COMMISSIONER NEGWER: It took 30
years to get where we are today and you know it's a
process and I will just encourage us to look at
some type of certification or standard because I
question whether a police department with two
people in it is really a police department. You
know, how well can they police and I guess one of
the comments we heard around our business during
the situation where police officers were working 12
hours on and 12 hours off, our truck drivers aren't
allowed to do that and all they're doing is driving
trucks. I mean the police officers under the
stress they were working 12 hours on and 12 hours
off and, you know, due to legal reasons our drivers
can't even do that because of safety concerns so I
think there are some certifications that should be looked into.

COMMISSIONER WILSON: I know we're way over time but I do want to, on this point and as we make transitions and close I'll be completely redundant and encouraging at the same time, number one to say the community has asked us for bold transformational recommendations so if the committee believes that the way no matter the difficulty of the path, if the committee believes that the way is certification then I say that the committee's recommendation needs to at least reflect that belief even if a path, another path is encouraged as well that that belief should be reflected. The other thing I want to note is that particularly Chief based upon your work, your Eisenhower fellowship around community policing, I know the scenario that the work group hasn't done a lot of work around yet but this is something you feel passionately about, you've researched it significantly and you may be in a better position than anyone, I'm a preacher so I get hyperbole, anyone in the nation because of what has gone on here, because of your work, because of your credentialing to paint a picture of what it should
look like not only for our community and for our
state but perhaps for the nation so I encourage you
to begin to paint that picture and to have the work
group maybe begin to help with you that but give
them something to begin with based upon the ideals,
your research and your experience and that becomes
a place to work from as well.

COMMISSIONER ISOM: I agree.

COMMISSIONER WILSON: Thank you.

So with thanks to Chief Isom. We are
well over our time but we do just want to give some
guidance for the way ahead. You've heard already
with thanks to all of you who are patient, caring
and committed enough to stay with us throughout
this time. On January 20th at 5 p.m. we are set to
gather again where we'll be focusing on education
and child wellbeing, really an extension of the
conversations that we have had today and we will be
able to do that in an evening format, we are at
the, is it Westview? Westview Middle School in the
Riverview Gardens School District, information on
that will be posted on our website, we encourage
each of you to check back to stlpositivechange.org
for data, information and capturing the resources
from this meeting and encourage you to share the
word for others to join us on January 20th.

Thanks again to all of our
commissioners for your great preparation,
engagement up to this point and for the leadership
and guidance you provide us on the way ahead.

On the next meeting we can celebrate
having our managing director actually officially on
board and we look forward to doing that. The next
meeting is also scheduled on the birthday of
Commissioner Blackmon and she has let us know that
gifts will be appropriate and will be welcome. So
we'll look forward to seeing you then.

This meeting is adjourned.

(Whereupon, the meeting adjourned at 3:31 p.m.)
REPORTER CERTIFICATE

I, SUZANNE BENOIST, Certified Shorthand Reporter, do hereby certify that there came before me at Florissant Valley Community College 3400 Pershall Road, St. Louis, MO 63136, the above-referenced parties, that the proceeding was translated and proofread using computer-aided transcription, and the above transcript of proceedings is a true and accurate transcript of my notes as taken at the time of said event.

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

Dated this 12th day of January, 2015.

___________________________
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