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FERGUSON COMMISSION MEETING
RECORD OF PROCEEDINGS
DECEMBER 1, 2014

FERGUSON COMMUNITY CENTER
1050 SMITH AVENUE
FERGUSON, MISSOURI 63135

12:12 p.m. - 6:35 p.m.

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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 (via videotape)
- Rose A. Windmiller
- Rasheen Aldridge, Jr. (via videotape)
- Grayling Tobias
- Becky James-Hatter
- Felicia Pulliam
- Sgt. Kevin Ahlbrand
- Patrick Sly
- Truman Robert "T.R." Carr

1 (Starting time: 12:12 p.m.)

2 REVEREND PIERSON: Good afternoon.

3 We're going to get ready and start this most
4 important meeting. My name is the Reverend Tommie
5 Pierson and I'm pastor of the Greater St. Mark
6 Family Church.

7 I want to welcome each of you here
8 today, and I want to thank this commission, members,
9 the commission members for their willingness to
10 serve this community at such an important time.

11 There's a scripture that in Matthew,
12 Chapter 25 around the 31st verse talk about
13 separating -- when the King comes, you know,
14 separate the good from the bad, if you will. And
15 He'll say to the good, when I was hungry, you fed
16 me. When I was thirsty, you gave me something to
17 drink, and when I was naked, you clothed me.

18 Outdoors you took me in, in prison you
19 came to see me. And those folk asked the question,
20 when did we see you in those conditions and met your
21 needs? And He shared with them that when you did it
22 to the least of these, you did it unto me.

23 God has a requirement, and that
24 requirement is found in Micah, Chapter 6, Verse 8.
25 Big part of that verse says, what doeth God require

1 of us but to love mercy and to do justly and to walk
2 humbly before our God.

3 And so today we're challenged to --
4 to -- to live out the requirements of God, and that
5 is how we treat the least among us. And when you
6 look at that, it was amazing to me why they would
7 ask the question if they were doing all of these
8 things, when did you see me do it?

9 And I believe it was because they were
10 doing what was normal, and when we do what is
11 normal, we pay little attention to it, we just do
12 it. And so I challenge all of us, this commission
13 in particular, to do that which is normal, and that
14 is to love and understand and treat our fellow man
15 in the way that we would want to be treated. So I
16 think that is a challenge today and let me offer a
17 prayer for this commission and for you as we move
18 forward in this crucial time.

19 Eternal God our Father, we come at this
20 hour and we come with thanksgiving on our hearts.
21 We thank you for people who are willing to serve,
22 and they do it because it is normal for them. It's
23 not a stretch, it's not -- it's not a struggle, but
24 it is what is normal. And so we pray for their
25 strength and encouragement, we pray that you will

1 guide them in their deliberation. That when it is
2 all over, that the community and them will be the
3 better for it. So we thank you now. It is in your
4 name we pray, amen.

5 At this time we're going to bring up
6 Pastor -- I mean, we'll turn it over to Pastor
7 Starsky Wilson.

8 REVEREND WILSON: Thank you very much.
9 We thank Pastor Pierson for his leadership in the
10 community as both an elected official here locally
11 and also his service at Greater St. Mark Church,
12 which has been a location of great solace and
13 support to those who have been engaged in this wider
14 conversation here in our community. So thank you
15 very much, Pastor Pierson for your leadership on
16 today.

17 Our task now is to officially open and
18 call to order this first meeting of the Ferguson
19 commission, and we do so with just a few opening
20 remarks. And I think appropriately with the opening
21 from Pastor Pierson, he has reminded us, as we are
22 reminded by those of our friends from across the
23 nation, that there are other eyes upon our work.

24 We honor the eyes that are upon our
25 work, beginning with those that Pastor Pierson

1 reminds us of, that the eyes of God, that we stand
2 here, we sit here today under the gaze of eternity
3 and under the gaze of God to do work toward
4 reconciliation and healing that is a work that is
5 required for our community and for all communities.

6 We also recognize that the eyes of the
7 world are upon our work. On Friday the United
8 Nations Committee Against Torture criticized our
9 country for a pattern of police brutality and
10 excessive force against racial and ethnic
11 minorities. So inasmuch as we are called to focus
12 on citizen and law enforcement relations, we know
13 that the eyes of the world are on our work.

14 We're reminded that the eyes of the
15 nation are also on our work. Today we are without
16 two of our commissioners because the White House
17 schedule is dominated today by conversations with
18 civil rights leaders, law enforcement leaders, and
19 community members, including Rasheen Aldridge, the
20 leader and director of Young Activists United, and
21 Brittany Packnett, the executive director of Teach
22 For America St. Louis.

23 They are there to inform the
24 discussions in Washington, D.C. We will be engaged
25 with them by video recording, and if we can get

1 technology to work appropriately, then by their live
2 voices as well.

3 But more than anything else, the eyes
4 of our region, our neighbors, our friends, our
5 families, our church members are upon us because our
6 work will affect their life outcomes first and
7 foremost.

8 It will impact their lives as it
9 impacts each and every one of ours. And so we honor
10 the eyes that are upon us, but we need the ears, the
11 hearts, the voices of this community to be
12 successful.

13 And so in order to get our ears, our
14 hearts, and our voices focused, we ask a few things,
15 of ground rules along the way and for the way ahead.
16 We ask of ourselves and of all of those who are
17 tuned in to our work to maintain an open mind; to
18 ask questions and encourage others to share their
19 experiences and insights inasmuch as we share our
20 own; to be willing to share ideas and airtime.

21 We will share with one another, we
22 invite you to share with us, and to respect all
23 views and opinions as valid as they come from the
24 perspectives of others who are made in the image and
25 likeness of God.

1 We also say that there are some
2 signposts for our work, signposts that will need to
3 guide us and quite frankly have guided the
4 partnership between Rich and I for some time. We
5 ask at the announcement and we continue to ask all
6 of those who are tuned in with your eyes, your ears,
7 and your hearts to pray for us.

8 Pray for the work that we have to do
9 because it is transcendent work of health, healing,
10 and of reconciliation, and will require greater
11 powers than ours. We also ask that you hold us
12 accountable. We are a group of citizens engaged in
13 a project of inclusive democracy, and that requires
14 accountability for those who have been appointed,
15 those who have been chosen, those who have been
16 elected, and as a body of such, we invite you to
17 hold us accountable.

18 And we let you know, we commit that
19 there will always be opportunity for your community
20 voice -- for the community's voice and our work.
21 And so we invite you to participate in the process,
22 to engage in the discussion, to give the best of
23 yourselves to this work because it will take all of
24 us.

25 Finally, we recognize that we are

1 entering into a conversation that has been ongoing
2 for many years. With that and great respect for the
3 wisdom of the community in mind, we want to invite
4 you to continually engage in this process and in
5 dialogue and I want to give some specific ways to do
6 that.

7 First of all, many of us have already
8 received phone calls, e-mails, text messages, tweets
9 sharing with us ideas and perspectives about the way
10 we should go about our work. We appreciate all of
11 that.

12 I want to officially now ask and make a
13 request that you e-mail us reports, research, reform
14 recommendations that you think will be helpful to
15 our work. There's lots of data out there. We've
16 got heavy lifting to do, and that means we've got
17 some sifting to do.

18 But if you are close to a resource that
19 would be helpful for the -- for the commission's
20 work, we invite you to e-mail us at
21 contact@stlpositivechange.org,
22 contact@stlpositivechange.org with the best of
23 research, reform recommendations, or reports that
24 you believe should inform our thinking, our
25 discussions in this work.

1 We commit our best to you, the best of
2 ourselves. We will not get it all right all the
3 time for everyone. But we commit that we will give
4 our best. Now I turn the floor over to my co-chair
5 and friend, Mr. Rich McClure.

6 MR. MCCLURE: Thank you, Starsky, and I
7 want to add my thanks to all of you for being here
8 today. This is the first meeting of the commission
9 and it comes very quickly after the announcement of
10 the commission. So we thank you for your patience
11 as we have developed an agenda here. We're working
12 our way through processes that we think will be
13 helpful and we ask for your understanding and
14 patience and support.

15 We want to thank Ferguson and the folks
16 at the community center here for hosting us today
17 and for reacting on short notice to allow us to be
18 here. I also want to add my thanks to
19 Representative and Pastor Pierson for being here to
20 open our meeting so effectively.

21 I want to welcome my fellow
22 commissioners, Starsky as appropriate, addressed his
23 comments to the community and to our audience at
24 large as we agreed to divide up our work here, but I
25 want to thank our commissioners for their

1 willingness to serve. We're glad you're here.

2 All of us who have the privilege of
3 serving in this important work are grateful for the
4 support of so many in our region. They have
5 expressed their hopes for this journey and those
6 hopes have come from those in law enforcement who
7 have been on the front lines. And they've come from
8 those that have been in the protest movement and
9 been on the front lines.

10 They've come from people in our region
11 who have been thoughtful and prayerful observers of
12 this process and they have come from folks who very,
13 very deeply care about what happens in our region.
14 And so for all of those folks and all of those
15 voices and the service of all of those people, we
16 express our gratitude and our thanks.

17 In recent weeks the tragic events here
18 in Ferguson, they've shown a spotlight on the very
19 significant challenges that we have in our region,
20 and all of us in our own ways have taken actions and
21 have been praying for peace and for justice and for
22 mercy and for grace to be in this process.

23 We've also been praying that the long
24 and arduous path to reconciliation will be paved
25 with the changes that we know we must undertake as a

1 community. So we as a commission and certainly we
2 as leaders are committed to lasting, positive change
3 for St. Louis. And together we have to work through
4 that process with truthful conversations about
5 systemic racism, about persistent poverty, about
6 educational inequality, about law enforcement and
7 their needs and about community police relationships
8 and about our court system.

9 And there's a chasm in our community
10 that we need to begin to work to find ways to build
11 bridges across. We know this isn't just about
12 Ferguson. We know that there are deep problems
13 exposed here, but they are region-wide, they are
14 nationwide, and they are not ours alone, but they
15 are national in scope, witness the meetings that are
16 occurring in Washington today.

17 I have to pause here and say how
18 incredibly thankful I am that I have the chance to
19 partner in this work with my friend Starsky. We've
20 had the chance to serve together working on the
21 cause of educational inequality. And so when the
22 opportunity came to work with him, it was a key part
23 of my decision to participate and be a part of this
24 because we not only share this deep commitment to
25 our community and a passion that things can and

1 should be better, but we share a common foundation
2 in our faith and realize that we want every citizen
3 in our region to reach the maximum of the potential
4 that God gave them, and to do that we need to embark
5 upon this effort in a very serious and a very
6 thoughtful and intentional way.

7 Let me just say a few things to my
8 fellow commissioners here. We are all here I
9 believe because we concluded we could not sit on the
10 sidelines. You are all accomplished leaders in your
11 own right and in your own sphere -- spheres of
12 influence, and we come from many different
13 perspectives and from diverse opinions. But we know
14 that the foundation of our region fundamentally is
15 strong but it has been shaken.

16 So now we embark upon that road. We
17 embark upon the road to address the underlying
18 causes of the complex and difficult issues in a very
19 serious way that demands action. So we're going to
20 work to tackle these issues in a way that doesn't
21 take sides, that doesn't place blame for
22 misunderstanding or for anger or for hurt or for
23 fear because everyone is a part of our region and it
24 is everyone's problem.

25 And until each and every one of us

1 assumes accountability for the role we play, be it
2 large or small, we will continue to be victims
3 perhaps in different ways, but we know that
4 solutions can be found and we cannot expect others
5 to change if we remain the same.

6 So during this meeting we're going to
7 have opportunities to hear from each of the
8 commissioners, and then together we're going to
9 develop principles that will guide our work. We
10 know that public meetings of this size and with
11 audiences are new to some of us, so we encourage
12 everyone to participate and to focus on the topics
13 at hand.

14 So as Starsky and I have thought about
15 the commission's work since the announcement, we
16 know there are clearly recommendations and spaces
17 that we can begin to process more quickly than
18 others. And we will move on them quickly and we'll
19 work here today perhaps to identify some of those.
20 And so let me just very quickly identify some
21 processes that will help our work.

22 The first is we will engage advisory
23 groups, folks in the community, folks with expertise
24 in a particular area to help inform us and to help
25 give us their thoughts that will help shape our

1 recommendations.

2 We will involve a very serious outreach
3 of community engagement effort that is part of that
4 advisory effort. Starsky mentioned the website and
5 social media as a way for folks to engage with our
6 community.

7 We will work to educate ourselves and
8 to educate our community about what we can learn
9 from existing research and from things that have
10 been learned in the past, mistakes that have been
11 made in the past.

12 Toward that end we have provided to the
13 commission and we will post on our website today a
14 report entitled "Background Report, Analysis, and
15 Response to Urban Civil Disorder" prepared for the
16 commission at our request, and so that will be
17 available to the public. That's been available to
18 the commission as well.

19 And we will work to find innovative
20 ways to communicate with larger audiences and to
21 make sure that we are listening carefully. So
22 you've already all made a significant commitment of
23 time and of energy, so we're going to ask much more
24 of that between now and September, but we could not
25 be more grateful to be serving with you.

1 So as we get to know each other better,
2 we'll find common ground in ways that we never
3 thought possible, and through that I believe that
4 we'll find ways to be a part of the positive change
5 in a way that this region never thought possible.

6 So thank you. So we're going to shift
7 now and ask Rebecca Bennett, who is our meeting
8 facilitator to come to the podium and she's going to
9 describe a little bit about the agenda of the
10 meeting and some of the meeting outcomes and then
11 we'll return to some administrative matters.
12 Rebecca, thank you.

13 MS. BENNETT: Thank you, Rich. Good
14 afternoon, commissioners. Good afternoon,
15 community. I am thrilled and delighted to be with
16 you today. At this point in time we get the
17 opportunity to articulate what it is that we will be
18 accomplishing over the next five hours.

19 So this meeting really is framed in
20 three distinct buckets, distinct though
21 interrelated. One, it is an opportunity for
22 commissioners to get to know each other, to know
23 your motivations. Why have you answered the call to
24 serve? What are your hopes and aspirations for this
25 commission and for our community?

1 So we'll spend some time doing that and
2 listening to you, having you listen to each other
3 for insight, for motivation for what's at the heart
4 of why you're here. We'll switch from that, and as
5 you heard Rich allude to, we'll be doing some
6 guiding principles work, and so we'll be asking you
7 what are the guiding principles, values, and
8 commitments that really need to focus all of our
9 internal operations, all of our decision-making, and
10 ultimately of course also our community engagement.

11 So these are the commitments that we
12 will live by and that we are publicly announcing and
13 sharing so that again our community can help hold us
14 accountable for living them fully, brilliantly, and
15 completely.

16 The third part of what we will do
17 today, later on this afternoon is to really have a
18 conversation about community priorities, and that's
19 the point at which we will open up the discussion so
20 that we move from being commissioner-focused to
21 being community-focused.

22 All of you who have joined us today and
23 who went through registration got an opportunity to
24 receive two Post-it notes, one that was yellow, and
25 one that was pink. We ask that you also share your

1 hopes for the commission, and so on the yellow
2 Post-it we ask that you write whatever your hopes
3 are for the commission and for its work.

4 And on the pink Post-it we ask for you
5 to identify your concerns, what concerns do you have
6 about the commission, about its process, possibly
7 about its work so that we can know what your hopes
8 and concerns are at the very beginning of our work,
9 and be mindful and considerate of them and seek to
10 address them in as proactive a manner as possible.

11 You'll see that there are two boards,
12 one that says hopes, one that says concerns, and
13 we'll certainly ask that you post your comments
14 there. In that community priorities discussion we
15 will get a chance to review your hopes and concerns,
16 but we will also ask you to share us a little bit
17 about yourselves.

18 We'll give you keypads and we'll do
19 keypad polling so that we can get real time input
20 from our community participants today. We'll ask
21 you to tell us a little bit of information about
22 yourselves, and then we will ask you to take a look
23 at the twelve areas of focus that were articulated
24 in the executive order and to help us get a sense of
25 priority to you.

1 And once you do that through this
2 keypad polling process, we will go around, we'll
3 have the mic open, and for each of the top priority
4 areas, we'll ask you to identify specifically your
5 issues of concern. If we do not get a chance to
6 call on you, have no fear, you have green sheets so
7 you will be given green sheets and we will ask for
8 those of you who do not get a chance to comment via
9 the microphone, that you complete these sheets and
10 we'll post them also on the wall for all to review
11 and be able to tour.

12 Our promise is that all of the input
13 that comes out of this session will be turned into a
14 summary report that is shared with the commission so
15 that the commission can be mindful of the input, and
16 that is also posted electronically for others to be
17 able to view at will.

18 So that's really going to be our day
19 today. And those five hours will go by fairly
20 quickly. We'll have two breaks so that you get a
21 chance to stretch, and to think of other things and
22 then bring your attention back to the group. So
23 that's our work today, and it is a good place to
24 begin because we have to start somewhere. Having
25 said that, I'm going to turn the microphone back

1 over to Rich so that we can begin the administrative
2 portion of our meeting.

3 MR. MCCLURE: Thank you very much,
4 Rebecca, and we welcome participation in the ways
5 which you identified. I would like to now introduce
6 Assistant Attorney General Patricia Churchill. She
7 is here to provide a briefing for the commission and
8 information for the audience on the state's sunshine
9 law and open meetings requirements. She is chief of
10 the governmental affairs unit in the attorney
11 general's office. And Patricia, thank you for being
12 here today.

13 MS. CHURCHILL: Thank you. Reverend
14 Wilson and Mr. McClure, members of the commission, I
15 really appreciate the invitation to be here. As
16 Chairman McClure mentioned, I'm Patricia Churchill
17 and I'm an assistant attorney general in the
18 attorney general's office for the state of Missouri.
19 And in my role I regularly deal with sunshine law.
20 So what I'd like to do today is give you an overview
21 of the law, an introduction for those of you who
22 have not had the pleasure of dealing with it in the
23 past.

24 First of all, the sunshine law is
25 divided into two primary parts, open meetings and

1 open records. There's a presumption in Missouri law
2 that meetings and records of public governmental
3 bodies like the Ferguson commission are open.

4 Meetings and records of public
5 governmental bodies are open unless they fall within
6 one of the exceptions that's listed in the sunshine
7 law that would allow information like a record or a
8 meeting to be closed.

9 In fact, Missouri law includes a
10 directive that the sunshine law shall be liberally
11 construed and the exceptions strictly construed to
12 promote this public policy of openness. So if
13 you're faced with a situation where you feel like
14 it's a tie between should this be open or should be
15 closed, the law would tell us to err on the side of
16 openness.

17 And my remarks today are really
18 intended to be an overview of the general
19 requirements and it won't offer you specific legal
20 advice to specific questions, but I'll first address
21 the need for establishing a sunshine law policy for
22 the Ferguson commission and then talk a little bit
23 about meetings requirements and records
24 requirements, and finally at the end just talk about
25 some of those exceptions that I mentioned that allow

1 you to close records when it's appropriate.

2 The first thing I wanted to mention is
3 the need for a sunshine law policy. There is an
4 obligation that every governmental body, like the
5 Ferguson commission, have a written sunshine law
6 policy. You must also appoint a custodian of
7 records, and that's -- that's who the person --
8 member of the public would go to to ask for records.

9 The Missouri attorney general's office
10 has a sunshine law booklet. I have copies for the
11 commission if they would like. I will leave them
12 with one of your assistants. But this sunshine law
13 booklet actually has a sample policy, so you can use
14 that to help you get started, review it with one of
15 your attorney members of the commission, or if you
16 retain an attorney, they can kind of help you decide
17 what sort of policy you need.

18 To talk about meetings like the one
19 we're having today, a meeting occurs whenever
20 there's a quorum of your body that is discussing
21 public business. So for the Ferguson commission
22 whenever there are nine members discussing public
23 business, and that's either in person, on the
24 telephone, or a web conference, that's a public
25 meeting for purposes of the sunshine law.

1 Also I'd point out that in the event
2 the commission decides to appoint committees,
3 subcommittees, or advisory committees for the
4 specific purpose of recommending policies or policy
5 revisions to the full commission, those committees
6 are also public governmental bodies. They're
7 smaller public governmental bodies. And it's the
8 obligation of the commission's custodian of records
9 to keep a list of those committees that you appoint.
10 And they will have that obligation to post their
11 meetings in the same way that the larger commission
12 posts its meetings.

13 It's also not uncommon to have people
14 on telephone conference or videoconference. If you
15 do that, you still have -- so for example, if all of
16 you were meeting by videoconference or telephone
17 conference, it's still your obligation to provide
18 the public with a way to attend that meeting.

19 The sunshine law doesn't provide us
20 with specific guidance about how you accomplish
21 that, but in my observation it's very common to post
22 the meeting notice and tell people how they can
23 attend by coming to your place of business, your
24 main office or your main public meeting place, and
25 there they would be able to sit, listen to the

1 telephone conference over the speakerphone or watch
2 it on a video screen. So just kind of giving them
3 that same opportunity to attend as you would have.

4 The definition of a public meeting also
5 includes a vote by electronic communication. If by
6 chance you take a vote by e-mail, that's a meeting
7 and you would have to notice that up, that you were
8 taking a vote by e-mail.

9 The sunshine law also talks about the
10 venue for a meeting. So when you select a location
11 for your meeting, the sunshine law requires you to
12 hold it in a location that you think will be of
13 sufficient size to accommodate the number of people
14 you expect to attend.

15 The also -- the law not surprisingly
16 requires you to make reasonable efforts to grant
17 special access to people with disabilities. When
18 you're going to have a meeting, and you guys
19 accomplish this with flying colors, you post your
20 meeting in advance.

21 Every meeting requires 24 hours notice,
22 not including weekends or holidays. If it is an
23 open meeting, the agenda must also be posted with a
24 notice. It's a tentative agenda that needs to tell
25 the public reasonably so that they can know what

1 matters you're going to discuss.

2 You would post the notice at your main
3 office if you have one. If you don't have a main
4 office yet, you would post it at the location that
5 the meeting is going to be held.

6 Also the sunshine law requires that if
7 there are members of the media who have asked for
8 advance notice of meetings, you're required to give
9 them notice at the same time that the members of the
10 commission get notice. There's an additional
11 requirement if you are going to hold a closed
12 meeting.

13 A closed meeting requires a roll call
14 vote of a quorum -- a majority of a quorum of the
15 commission. You must also cite the very specific
16 section that you're relying on to close the meeting.
17 We'll talk about some of those exceptions in just a
18 minute.

19 If you have an attorney member or if
20 you've retained an attorney, it can be helpful to
21 give that tentative closed agenda to that attorney.
22 Take a look at that, make sure that your motion
23 includes the proper section that you need to cite to
24 rely on to close your meeting.

25 And when you're closing a meeting, you

1 should only close that portion of the facility
2 necessary to house the members of the commission and
3 let the public stay in the public portion of the
4 meeting so that if you come back out from a closed
5 session, the public is there to participate in that
6 public portion of the meeting.

7 Ideally the commission might be able to
8 retire to a smaller room where you would conduct
9 your closed business and then return to the public
10 portion for the open portion of the meeting.

11 Recording meetings. The commission
12 must allow for audio and video recording of
13 meetings. You may, however, establish some
14 guidelines that will help you minimize disruption to
15 the meeting itself. The law, again, doesn't provide
16 us with specific examples of guidelines or the
17 permissible guidelines, so you might want to talk to
18 an attorney if you're looking at establishing formal
19 guidelines.

20 One possible example I can think of is
21 designating certain areas for cameras or microphones
22 that will help people get a good line of sight or a
23 recording, but also if they have to adjust that
24 equipment during the middle of the meeting it won't
25 disrupt the speakers or -- or the business of the

1 commission.

2 I would point out recording a closed
3 meeting is very different. Recording a closed
4 meeting without the permission of the entire body is
5 a C misdemeanor. So for the commission to give its
6 permission would likely require a vote of the
7 commission. Any vote in a closed session would be a
8 roll call vote. So if there's going to be a
9 recording in a closed session, it would be with the
10 permission of the members.

11 Minutes. Every meeting, closed or
12 open, requires minutes. The sunshine law requires
13 just a minimum of date, time, place, members
14 present, members absent, and a record of any votes
15 taken. If someone abstains, that should be noted
16 too. If there's a roll call vote, you would note --
17 attribute the yea or the nay to each individual
18 member.

19 I would mention just an area of caution
20 for closed meetings. It can be really easy to drift
21 into something that is -- that wasn't a topic for
22 the -- originally for the closed meeting. You might
23 be, for example, having a closed session to decide
24 to hire a staff person and be discussing the
25 individual qualifications of the applicants, and in

1 part of that it might drift over into talking about
2 maybe budget.

3 And that's where I think members can be
4 alert to things that weren't part of the closed
5 session or that are more appropriate for open, and
6 help one another out. If you hear that, it would be
7 perfectly fine to say something simple like, I think
8 that's something that we might more appropriately
9 address in open and ask the secretary to put that on
10 your agenda for your next open session.

11 There's one other item that is kind of
12 a technical requirement. If there are nine members
13 of the commission, talking about the full
14 commission, one member is e-mailing at least eight
15 other members, so there's nine of you on the e-mail.
16 The sunshine law requires you to -- the sending
17 member to copy the custodian of records or to copy
18 their official office computer if they were to have
19 one for the commission.

20 That would hold true for one of the
21 advisory committees too. So if it's a five-member
22 advisory committee and there were three of you on
23 the e-mail, it sort of mimics the public's ability
24 to see a quorum's discussion if you're copy -- if
25 you're having a discussion of a quorum on e-mail,

1 then that will at least be in the public record and
2 allow the public to have access to that discussion.

3 Which sort of leads us to records. The
4 definition of record is very broad. It includes any
5 record whether written or electronically stored,
6 retained by or of the commission. It includes also
7 documents prepared for you by a consultant or by a
8 professional service that's paid for even in part by
9 public funds.

10 It includes records created or
11 maintained by private contractors on behalf of the
12 commission. So paper documents, e-mail records,
13 electronic files are all records under the sunshine
14 law.

15 There is specific timing requirement
16 that some of you may have -- may be familiar with
17 when you're responding to a records request. Once
18 the custodian receives the request, they have
19 three days to provide a response. It may not always
20 be possible to provide the actual records during
21 those three days, but you still have to respond to
22 the requester within those three days and say, the
23 records aren't immediately available because maybe
24 you're still looking for them, maybe they're old
25 records, maybe not in the case of this commission,

1 but you're still looking for the records.

2 And you have to provide them with your
3 best estimate of the earliest date and time you
4 think those records will be available. The sunshine
5 law doesn't tell us what to do if you get to that
6 time and they're not available, but I think the best
7 practice would be to keep the lines of communication
8 open with the requester to say, I'm touching base
9 with you, it looks like it's going to be two days.

10 If a person requests a record in
11 electronic form, you're required to give it that
12 way. So if you have an Excel spreadsheet that
13 contains data and information that you can sort
14 and -- yourself and they want it in that electronic
15 format, you have to -- and you're able to do it, you
16 have to give it to them in that electronic format,
17 not just a printout.

18 Also, the sunshine law requires that
19 when you're designing records you should design them
20 in a way that helps easily separate closed from open
21 information. If you do it now, it will be less time
22 consuming for you in the long run and it will also
23 make access to the records less costly later.

24 If a record contains open and closed
25 information, that doesn't mean you can just withhold

1 the entire record. You must redact or mark out and
2 recopy that document and provide the open
3 information to the requester. So for example, if a
4 document contained a Social Security number, then
5 that's something you can close under the law,
6 you'd -- you would mark that out, copy it, and
7 provide the -- the rest of the document to the
8 requester.

9 You're also required to give the
10 requester an idea of what you redacted. In that
11 situation it's pretty simple, you redacted an
12 individual's Social Security number.

13 Generally speaking, if you close any
14 portion of a records -- response to a records
15 request, if the requester asks you for it, you're
16 required to give them an explanation of why you
17 closed it, citing the specific section that you
18 relied on to close that record. So your custodian
19 will have to be very familiar with those exceptions
20 in order to cite the accurate sections in their
21 response.

22 When you respond to records, you're
23 also allowed to recoup some of the cost associated
24 with responding to records requests. There are
25 limitations, however, on what you can charge. For

1 example, for copying, you have to limit it to the
2 lowest clerical staff member who can -- can perform
3 the copying work.

4 There are lots of details about costs
5 for search, research, and duplication. I won't go
6 into those nitty-gritty details, but that is again
7 something that your custodian would have to be very
8 familiar with in order to respond to records
9 requests.

10 I would mention too just a couple of
11 points about sunshine requests. Nothing in the
12 sunshine law says that the requester has to invoke
13 the sunshine law. A lot of times they do. They'll
14 say, I am making a sunshine law request, which is
15 helpful because it alerts you to it, but they're not
16 required to.

17 And technically, a sunshine law request
18 isn't required to be in writing. Again, I think for
19 a requester and for the body it's -- it's helpful to
20 make your request in writing so that everybody has a
21 clear understanding of what was being requested.

22 But it's important that your staff people know if
23 they receive a request what they should do with it,
24 direct it to the custodian.

25 If you as members receive a request for

1 records, you should know to direct that person to
2 the custodian so that they can properly make their
3 request of the custodian of records.

4 Just to talk a little bit about the
5 exemptions that allow you to close portions of
6 meetings. There are more than twenty that are
7 listed in the sunshine law itself. They're all --
8 all in the booklet. There's also the possibility
9 there could be outside laws, like a HIPAA.

10 People are familiar if by chance you
11 have protected healthcare information. That's
12 another law that's outside the sunshine law, but
13 that would allow you to close records. But I'm
14 going to go over just some of the common ones that
15 might most likely apply to you.

16 You can close records that relate to
17 meeting -- you can close records and meetings if
18 you're receiving legal advice from your attorney.
19 If there's privileged communications with your
20 attorney, that -- that can be closed.

21 If you were to enter into a lease for
22 office space and you needed to discuss the different
23 options in private because if everybody knew which
24 lease properties you were looking at, it might
25 detrimentally affect your transaction, you can close

1 that meeting to discuss the lease. However, as soon
2 as you execute your lease, the records about your
3 discussion and your vote would be open to the
4 public.

5 Competitive bid specifications,
6 negotiating a contract, again, similarly, if -- in
7 those situations you can close until the bid is
8 posted, the bid specs are final and they're posted,
9 or the negotiated contract is executed. And once
10 that happens, all of those records are open.

11 You can close meetings when you discuss
12 individually identifiable personnel records if
13 you're talking about an employee's performance, but
14 if you have employees, their names, salaries,
15 positions, and length of service are all public
16 record.

17 I would mention that as members of the
18 commission, you're not generally considered an
19 employee, so you wouldn't discuss each other
20 necessarily in a closed session outside some other
21 circumstance. Those are some of the most likely
22 utilized exceptions that I can see for you all.

23 I hope that that's helpful to you. And
24 as I mentioned, I have -- everything I covered today
25 is in this booklet and I'll leave it for you.

1 Again, I thank you so much for having me, and I
2 think that including the sunshine law in your first
3 agenda sets the right tone for the important work
4 that you all have ahead of you. Thank you.

5 REVEREND WILSON: Thank you very much,
6 Ms. Churchill. I wanted to offer the commissioners
7 an opportunity if they had questions, more specific
8 questions about sunshine law to ask you at this
9 time.

10 MR. MCCLURE: I have one real briefly.
11 You mentioned the sunshine law policy and that each
12 governmental unit should have one, recommended to
13 have one. Do you have a model policy that you could
14 share with us or is there one in the book?

15 MS. CHURCHILL: We do. It's on
16 page 54. And the important thing is is that you
17 look to see which exemptions you think the
18 commission will be availing itself of, because the
19 sunshine law says for the most part, you may close
20 records, you're not required to. So you would have
21 to look at that and decide which records that you
22 think are something you'll need to close.

23 MR. MCCLURE: Okay. Thank you.

24 MS. PULLIAM: I have a question. In
25 terms of appointing a custodian of records, would

1 that be a commissioner or an employee?

2 MS. CHURCHILL: That's a good question.

3 I think sometimes it is often a commissioner who
4 would be the custodian, but you might very well have
5 a staff person who is helping you execute some of
6 the searches, gathering the documents. But in the
7 end I will have to tell you, though, the law isn't
8 specific. It doesn't specifically require --
9 mention if it has to be an employee or a -- or a
10 member. Okay.

11 REVEREND WILSON: Thank you very much.
12 It looks like there aren't any further questions.
13 Thank you for your service.

14 MR. MCCLURE: We have just a couple of
15 other administrative matters for the commission.
16 First of all, we are contemplating several
17 additional meetings in December. We're working to
18 finalize those dates and locations and we'll get
19 those to the commission and post them publicly under
20 the requirements of the law just as we did this
21 particular meeting. But we do expect to be working
22 very hard during December to get our commission work
23 underway.

24 Secondly, as you know, we have
25 administrative support staff available to you and

1 they can be reached through the commission phone
2 number and the commission e-mail address as well
3 that is posted to the public.

4 There's another item of business that
5 we need to ask the commission to consider. We need
6 a fiscal agent to handle the funds available to the
7 commission. As you know, there are already several
8 sources of funding coming from state entities that
9 have been made available, passing resolutions, so we
10 need an entity to receive those funds to provide the
11 reporting and audit trail and dual controls, all of
12 the appropriate processes.

13 The St. Louis United Way has agreed to
14 be our fiscal agent and we need to have the
15 authority to enter into a memorandum of
16 understanding with the St. Louis United Way to serve
17 as fiscal agent for funds intended by the use of the
18 commission to provide the reporting necessary.

19 In addition, we will need an agent to
20 serve as our human resources and payroll services
21 manager. Here again, the St. Louis United Way has
22 agreed to do that, and they will provide management
23 of our human resources process and any employees
24 that the commission has in payroll services, and
25 that would be part of our memorandum of

1 understanding with them as well.

2 And then third, we need to hire a
3 commission staff director who in turn will begin
4 putting a staff together. Starsky and I have begun
5 to think about that process, and to work through
6 what that might look like in terms of requirements
7 and job descriptions, things like that, and so we
8 would ask that the commission delegate to us the
9 authority to hire that staff director.

10 We welcome any input that you might
11 have in that process, both in terms of skills and
12 profile or individual names, and certainly we pledge
13 to consider that and we pledge to report back at
14 subsequent meetings on our progress and approach to
15 this. And so these have been prepared in a written
16 motion which you all have in front of you at the
17 commission table.

18 We have extra copies for any members of
19 the press, limited copies for the public if they
20 would like to see them, but the motion basically
21 says what I just said, it delegates the authority
22 for those three actions. So Allison or Angela have
23 those extra copies if you would need them.

24 So at this stage I'll turn it over to
25 Starsky to manage any discussion or questions around

1 this motion.

2 REVEREND WILSON: So to the
3 commission -- to the commissioners, is there any
4 further discussion you have, questions about
5 conversations to this point or about the motion
6 itself? Seeing none, the floor is open for action
7 on the motion.

8 MR. CARR: Mr. Chairman, I'd move
9 adoption.

10 REVEREND deVON BLACKMON: Second.

11 REVEREND WILSON: It's been moved and
12 properly seconded that -- the motion as presented
13 be -- be passed. I'll just read clearly the motion
14 so everyone has the language. So this motion comes
15 from Mr. Carr.

16 I hereby move that the Ferguson
17 commission co-chairs be delegated the authority to
18 take the following actions in furtherance of
19 continuing the -- the initial work of the
20 commission.

21 Number one, enter into a memorandum of
22 understanding with the St. Louis United Way to serve
23 as the commission's fiscal agent for any funds
24 intended for use by the commission in carrying out
25 its work. Number two, enter into a memorandum of

1 understanding with the St. Louis United Way to
2 provide human resources and payroll services for the
3 commission staff.

4 Number three, hire a commission staff
5 director who shall be authorized to hire additional
6 staff as necessary and proper to support the
7 commission's work provided that the co-chair's
8 report at subsequent commission meetings as to the
9 results of the above-described efforts.

10 Is there any further discussion? All
11 those in favor of the motion, as presented and read,
12 please notify by saying aye.

13 (Aye)

14 All opposed? Any abstentions? The
15 motion carries. I believe this concludes the
16 administrative portion of our agenda. Any other
17 questions regarding the administration of the
18 commission's work?

19 Seeing none, we'll invite Ms. Rebecca
20 Bennett, our meeting facilitator to rejoin us for
21 our culture-building portion of the agenda. We'll
22 have opportunity to hear from each of the
23 commissioners.

24 MS. BENNETT: So commissioners, this is
25 the portion of the meeting when we get to hear about

1 why you have answered the call to serve. I'd like
2 you to imagine that you were being asked to make an
3 elevator speech, let's say going from floor one to
4 floor ten. And in that span of time you have to
5 explain why you said yes to this particular task,
6 recognizing all of the challenges and the weight
7 that this task presents.

8 We'd like to hear you talk about why
9 you're here today and why you have committed for the
10 next ten or eleven months or so. So we will
11 actually open up the floor from our two
12 commissioners who have been called away to --

13 MR. ALDRIDGE: My name is Rasheen
14 Aldridge. I'm 24. I'm a student at Forest Park
15 Community College. I felt called to serve on the
16 Ferguson commission. After the tragedy of the Mike
17 Brown, Governor Nixon called that he wanted to put a
18 commission together.

19 And I was very hesitant at first even
20 if I wanted to serve on this commission especially
21 because of how the young folks had felt on a lot of
22 decisions that was made during this whole Ferguson
23 movement.

24 But after talking to the young people
25 on the ground and some mentors, they had told me

1 that they think this would not only be good for me
2 but especially good for the young folks. And I felt
3 like I think I would be a great asset to this
4 Ferguson commission because being out there in
5 Ferguson since day one and building those
6 relationships with the young people and being out
7 there organizing and putting on actions together, I
8 feel like I got a clear understanding on what we
9 want.

10 Of course, I'll never be the voice of
11 all young folks, but I do feel like I can help
12 provide concerns and issues that the young people
13 have in the community of Ferguson and the whole
14 St. Louis region. Hopefully I can provide those
15 issues and concerns to the commission and we can get
16 some real systematic change out of this and we
17 can -- the young people can feel like that their
18 lives matter.

19 And the young people can one day feel
20 like that, you know, once they walk up and down
21 these streets that they're not harassed and that
22 they're not targeted every single day just stepping
23 outside their community and being at the table to
24 provide these issues and concerns so we can get some
25 real change out of this.

1 We're tired of the same old talks,
2 we're tired of just, this is going to happen, that's
3 going to happen. We really are tired of seeing our
4 lives on the ground. So we want change and
5 hopefully I can provide that insight from the young
6 folks and bring that to the commission.

7 MS. PACKNETT: I'm Brittany Packnett.
8 I felt called to serve on the Ferguson commission
9 for a whole host of reasons, but the primary ones
10 are home, equity, and children. This is my home, I
11 am a native of north St. Louis County. I love north
12 St. Louis County. I love all of St. Louis, and I am
13 committed to excellence and equity for all of the
14 people of our region.

15 There is no ZIP Code, no race, no
16 background that should determine any of our
17 outcomes, and so in order to make sure that that
18 happens, I need to play my part and make my
19 contribution. I also want to make sure that I'm
20 making my contribution for the equity of our
21 children.

22 All of our children should be able to
23 live in a just world where they can be developed as
24 leaders, and they can have their dignity truly
25 preserved and uplifted as young people of value,

1 every single one of them. As an educator and
2 someone who works in the education arena, I can't
3 stand up for children inside of their classroom if
4 I'm not willing to stand up for them outside of the
5 classroom.

6 We educate our students in the context
7 of their community, and if they are not feeling
8 whole, loved, and valued outside of the schoolhouse,
9 then I have a role to play in that.

10 And so that's why I'm glad to be a
11 member of the Ferguson commission and to be
12 accountable to the community and to make sure that
13 the voice of the people is truly heard.

14 MS. BENNETT: Fellow commissioners, are
15 there others of you who would like to speak at this
16 time?

17 MR. NEGWER: I'll step up. I'm Scott
18 Negwer. I was born and raised in Ferguson. My
19 family has been very blessed, and it was my
20 neighbors, my neighbors in Ferguson, my business
21 neighbors, my -- well, I'll say co-workers who live
22 in Ferguson and the many people I see every day in
23 Ferguson who are affected by this.

24 And I have been very blessed as I
25 mentioned earlier, and that's what people do. When

1 you're blessed, you give back. You know, I view
2 this as neighbors helping neighbors. We need to
3 make Ferguson a better place for all the citizens of
4 Ferguson, not just the west side or the south side
5 or the north side. It's all the citizens of
6 Ferguson.

7 MS. BENNETT: Thank you.

8 MR. TOBIAS: Okay. I'll go next. I'm
9 Grayling Tobias. My current role is superintendent
10 of the Hazelwood School District. This is an
11 extension of my work as superintendent. It is also
12 personal.

13 I am a product of the
14 Ferguson-Florissant School District. I went to
15 McCluer High School, grew up in north St. Louis, and
16 have worked a majority of my educational career
17 in -- in North County.

18 This is about making a difference not
19 only in Ferguson, but also in the St. Louis region,
20 in the entire state, and hopefully nationwide.
21 These issues have -- being a native St. Louisan, you
22 know, these issues have been around for a long, long
23 time.

24 And as I drove up to this meeting
25 today, I drove through an area that in high school I

1 probably would not have driven through at night.
2 And so it's -- it's really personal, I want to be
3 part of making a difference not only in the city of
4 Ferguson, but also the entire St. Louis area.

5 As part of my role as an educator, I
6 also served as a middle school principal in the
7 Riverview Gardens School District and I also served
8 as an educator in the Parkway School District. In
9 addition to that I served as a teacher at a private
10 school, St. Louis Country Day School.

11 It's now Mary Institute Country Day.
12 And so I would hope that I could bring to the
13 commission a wide variety of experiences as a native
14 St. Louisan. Also, I serve on multiple boards. I'm
15 on the executive board of North County Incorporated,
16 the Greater St. Louis -- or the Greater North County
17 Chamber of Commerce, and the TEAM Pantry.

18 And TEAM stands for The Emergency
19 Assistants Ministry in Florissant. And so I'm
20 committed. I'm committed to the work, I'm looking
21 forward to the challenge. I think it's -- again,
22 it's an extension of my work as -- as an educator,
23 but it's far bigger than that, and so that's why I'm
24 here.

25 MS. BENNETT: Thank you.

1 MR. CARR: I chose to serve on the
2 commission, to ask to be appointed because I'm a
3 lifelong resident of North County. My wife and I
4 both graduated from the Ferguson-Florissant school
5 system. My wife is a native of the city of
6 Ferguson. She was born and raised here.

7 I believe that North County has a great
8 future. I believe that with the right kinds of
9 individuals working together, we can make this into
10 the kind of place that we want people to live and
11 grow and raise their families.

12 My academic career had been focusing on
13 urban research, urban development. My professional
14 practical experience has been serving as the mayor
15 of the city of Hazelwood while I was a faculty
16 member at Southern Illinois University Edwardsville.

17 I really believe that with the -- if we
18 take the time to listen, I believe that if we take
19 the time to learn, I believe that we will be able to
20 develop appropriate strategies to address the
21 broader issues that are faced by the greater
22 St. Louis region.

23 It's my hope that we could use
24 evidence-based research to be able to develop these
25 strategies. It would be my goal that we'd be able

1 to identify truths that we could speak to our
2 residents, truths that we could speak to our
3 institutions of government.

4 One goal that I have is that we would
5 be able to build confidence and trust in the
6 institutions of government, both by the public and
7 that the institutions of government would have
8 confident faith in the public as well.

9 I believe that the work of the
10 commission really provides us and the greater
11 St. Louis region to address the issues that we face.
12 And since our commission really does represent a
13 diversity of opinions and a diversity of
14 backgrounds, it's my hope, it's my belief that we
15 will be able to effectively develop strategies that
16 we can report out during the spring and by
17 September.

18 MS. BENNETT: Thank you.

19 MS. JAMES-HATTER: Good afternoon,
20 everyone. I'm Becky James-Hatter and I'm the
21 president and CEO of Big Brothers, Big Sisters of
22 Eastern Missouri.

23 I have 25 years experience with Big
24 Brothers and Big Sisters. I'm also a former high
25 school teacher. And of those 25 years, 20 have been

1 here in the St. Louis metropolitan area. I have I
2 think a unique vantage point because we work with
3 almost 2500 children annually. We know them
4 personally.

5 We go into the homes of every family
6 and know every parent and we're blessed to have
7 citizens all across this region wanting to build a
8 friendship with a child, be there for them to help
9 them through, you know, life's ups and downs. So I
10 have this vantage point of seeing families that are
11 struggling, really struggling, and I also see how
12 resilient and hopeful and determined they are.

13 And as I said, we've got thousands of
14 citizens, maybe some of you that are in the room,
15 that have stepped up to help a child. And I'm also
16 blessed to see our region's police force as Big
17 Brothers and Big Sisters, and answer our calls at
18 three o'clock in the morning when something is going
19 wrong with our families, when they need some
20 support.

21 So I'm blessed and a bit burdened to
22 sit at this unique vantage point. I wanted to be
23 here because I just know, I just know we can do this
24 together. I've seen it every day. People that have
25 not known each other, never met each other, get to

1 know each other.

2 And I just hope that as we're making
3 decisions and recommendations for institutional
4 change, which I'm sure there are places where it
5 needs to happen, I just hope we don't forget the
6 person, the people, the individual relationships,
7 the lives that need to be changed for the better.
8 And I am honored and humbled and please hold us and
9 certainly particularly me to the very highest
10 standards. Thank you.

11 MS. BENNETT: Thank you.

12 MS. WINDMILLER: Hi, I'm Rose
13 Windmiller. In my professional life I've worked at
14 Washington University for 26 years, so I have the
15 perspective of both higher education and the work
16 that I do there in public policy. So I hope that
17 will benefit both the commission and the community
18 because when we do come up with solutions for issues
19 related to disparity and education and healthcare
20 and all the other issues that we're going to deal
21 with, I pledge to be front and center with elected
22 officials trying to drive these policies home.

23 I think that's really important, but I
24 will tell you a little bit about me personally. I
25 grew up in North County. My 92-year-old father

1 still lives there. I spent a lot of time in North
2 County. He's a wonderful man. I've never had the
3 opportunity to do this in front of a microphone, so
4 I'm going to say hi, Dad.

5 But I also just want to tell you that
6 two words that I grew up with that really sort of
7 embody who I am have to do with -- with safety and
8 community.

9 I felt safe in my family, I felt safe
10 in my neighborhood, I certainly felt safe in my
11 school, and those things are absolutely vital for
12 all of us. We can't have freedom without safety.
13 We can't really fulfill who we are as individuals
14 and as a community unless we feel safe and free in
15 our areas.

16 So really I took -- I took it upon
17 myself when I was asked to do this to try to bring
18 those two words to keep them in the back of my mind
19 at all times when I -- when I hear from people. I
20 know we're going to hear from a lot of experts, but
21 I also expect and hope that we hear from the
22 community, the residents of North County, the
23 residents of St. Louis in general so that you can
24 help us really develop an agenda that we can drive
25 home and make a permanent solution to some of the

1 issues that we're dealing with. I'm really honored
2 to serve. Thank you very much.

3 MR. SLY: My name is Pat Sly. I'm
4 executive vice president of Emerson, which is right
5 down the street. We're a global industrial
6 corporation that's been in Ferguson for almost
7 75 years. That's our home. That's where I spend
8 most of my time.

9 My primary reasons for wanting to be
10 part of the solution here are two. One is personal.
11 I happen to be on several nonprofit boards that
12 serve the underserved, both national and regional
13 boards, primarily focused on underserved education
14 and human services. I've learned a lot from that
15 experience.

16 Secondly, I'm here for professional
17 reasons. Representing Emerson and our community in
18 Ferguson, I as well as some of my colleagues put
19 together a multimillion dollar program to assist the
20 people of Ferguson after the events of August. And
21 during that due diligence I got to learn a lot about
22 who to help and why, and I'm here to hopefully have
23 a candid discussion on what the resolution is and
24 hope to move this panel forward, this commission
25 forward with your help. Thank you.

1 MS. PULLIAM: Good afternoon. My name
2 is Felicia Pulliam and I'm delighted to be here. I
3 am a community servant and I can't think of a better
4 way to spend my time or talent than to work with
5 this wise and wonderful body of people that care
6 about our community. I'm a North County girl. I
7 grew up here, and I value the resources and the
8 wonderful way that I grew up.

9 I wasn't aware of these invisible
10 boundaries that separate the community. And so from
11 my childhood my understanding of my neighborhood was
12 from the city limits to 270 because that's where we
13 were and had an opportunity to live and play in all
14 of those spaces. And so consider all of North
15 County my community and my home. I value it.

16 I'm here hoping to restore neighborhood
17 support systems that nurture individuals and
18 families, that give them the opportunities that they
19 deserve, and the opportunities that we need them to
20 take advantage of to move our region forward.

21 Each and every person plays a critical
22 role in our success, and I think we all have a
23 responsibility to assist them to do the best they
24 can on behalf of the broader -- the broader good.
25 We need a cultural change in this community. We're

1 all aware of it.

2 The scab has been pulled off of this
3 wound numerous times, and we find ourselves in a
4 place where we put a Band-Aid on it. I think it's
5 time that we find an antibiotic for the issues, the
6 separateness, and agitation in our community so we
7 can all move forward together.

8 It's important for the culture of the
9 community, it's important for our economics. When
10 you look at the regional priorities that we have,
11 entrepreneurialism, retention of high -- high
12 potential and lessening the brain drain, we can't do
13 any of those things and attract anyone to be here
14 with us on that journey if we don't respect the
15 rights of each and every person in our community and
16 bring them along. So I'm happy, I'm happy to be
17 here.

18 MR. ISOM: My name is Dan Isom. I
19 spent my entire life in St. Louis. I grew up in
20 north St. Louis. I'm 47 years old, but 25 of those
21 years have been spent in law enforcement. One thing
22 I've asked myself being an African American, living
23 in St. Louis, and being a police officer for so long
24 is why do some people love the police and why do
25 some people hate the police?

1 There are communities that you go in in
2 St. Louis that simply love the police. There are
3 other communities that want you only when they need
4 help or only when they're in a crisis, and that's
5 always been a perplexing question to me because
6 what's the reason for that?

7 Is it the cops? Is it the people in
8 the community? And so from that perspective there's
9 always been a tension or a tear in my position as a
10 police officer, but me as an African American in
11 St. Louis.

12 In addition to that, I've been blessed
13 with the opportunity to have a great education, to
14 have a great family, to live in a great community.
15 And so it's exposed myself to a broader world that
16 many people don't have. And what I found in
17 St. Louis is that there are great people on all
18 sides, and there are a lot of good people who want
19 to do a lot of good things in St. Louis, but for
20 many years there has been things that we just don't
21 say in public. We only speak to these things in
22 private, to people who we know and to -- who we're
23 comfortable with. And so to speak we're just
24 preaching to the choir.

25 And so in that respect there's also

1 been a personal tension because there are these
2 things that you want to say, that you want to get
3 out, but they're not mentioned in public. And so I
4 think right now because everybody is listening and
5 everybody has gotten the message that there's an
6 opportunity to say what you feel right now, and
7 hopefully that's a great opportunity for us to move
8 towards something of substance. And so that's why
9 I'm here today.

10 MS. JOHNSON-JAVOIS: Rebecca, I'm a
11 closeted writer, so if it's okay I'd like to share
12 what I wrote for all of you. Good afternoon to
13 everyone. I first want to express my heaviness of
14 heart for all that has transpired to bring us
15 together today.

16 And I want to be extremely honest and
17 transparent with everyone on the commission and in
18 the community that I feel the burden of
19 accountability and responsibility that comes with
20 this position that we are charged to do together.
21 And although too many in our community have
22 experienced generational, physical, emotional, and
23 psychological trauma and tragedy, I am here as we
24 all are because Ferguson specifically and the
25 St. Louis region implicitly is full of treasures.

1 I worship in a treasure in Jennings. I
2 play with kids everywhere. I petition the
3 businesses here in the community. I'm from
4 St. Louis County. And one thing I know about us is
5 that we are resilient people that triumph in the
6 face of adversity. So I ask myself the question as
7 Rebecca did, why am I here, and what am I going to
8 do in this defining moment?

9 And this is what I came up with to
10 share with you. My hope of the work that we will do
11 together is to continue to pray together, to ask for
12 courage and divine guidance to identify workable and
13 sustainable solutions because we don't have a lot of
14 time.

15 I want to address root causes of our
16 current state. I want to lean into the discomfort
17 of inconvenient truths. As we listen, let's fight
18 normal human reaction of posturing and
19 defensiveness.

20 I want to advocate for the inclusion of
21 all voices into this process. I want us to speak
22 truth. I want to acknowledge the truth. I want to
23 accept the truth and love. That's what I was taught
24 to do.

25 And here's my truth. There is a

1 system, there are policies, there are governing
2 structures that favor some to the disfavor of many.
3 Race matters and where you live matters. These two
4 factors are major determinants for the life that is
5 set before us in this region and beyond.

6 I ask that our definition of health is
7 more in this conversation than absence of physical
8 disease. My truth is that health is well-being of
9 mind, of body, and spirit that thrive in safe and
10 life-affirming surroundings. I'd love to merge
11 research and data with the lived experience of
12 people in order to gain a 360 perspective of what's
13 happening.

14 And I want to share a quote in closing
15 because it gave me hope. And I'm a social worker
16 and a preacher's kid, and so what we do is we share
17 a little bit of hope. My quote comes from Ernest
18 Hemingway. It says "Everyone is broken by life, but
19 afterward many are strong in the broken places." So
20 I look forward to working with each of you and all
21 who are invested in creating positive change to
22 begin the healing process in the broken places.
23 Thank you for letting me share my heart today.

24 MS. BENNETT: Thank you.

25 MR. AHLBRAND: My name is Kevin

1 Ahlbrand. I'm a police officer for the city of
2 St. Louis. I grew up in North County, went to high
3 school very close to here. I've been a police
4 officer for 31 years. One thing that -- that I
5 think is wrong that I just learned, I'm older than
6 Chief Isom, but he's retired now and I'm still
7 working, so I don't know how that ...

8 Hey, cops can be a cynical bunch and we
9 tend to be -- not share our thoughts and our
10 feelings outside of our society, but I think this is
11 a great opportunity for the commission and for the
12 public to hear from law enforcement.

13 Hopefully I can explain to you why
14 there are things that we do, why there are some
15 things that we can't do. I look forward to a very
16 frank discussion, which will be difficult at times,
17 but this needs to be done and -- and we look forward
18 to making the necessary changes to make this
19 community safer.

20 MS. BENNETT: Thank you.

21 MR. GORE: My name is Gabriel Gore. A
22 little bit of background about me is I -- I'm an
23 attorney. I was a assistant U.S. attorney here in
24 the Eastern District of Missouri for five years.
25 I've been in private practice for probably

1 fifteen years now.

2 My interest in being on the committee,
3 the commission and serving in its capacity is to see
4 if we can't be a part of starting a process of
5 breaking down the divisions that have existed in our
6 community for a long time. I think given my
7 background, the way I grew up, coming out of a
8 disadvantaged community and able through education
9 to move into a profession and become successful, in
10 all that whole time I've always stayed engaged in
11 working in the community and particularly focused on
12 working with urban youth and trying to create
13 opportunities for urban youth through education and
14 mentoring.

15 These divisions that have been exposed
16 by the Michael Brown tragedy are something that I
17 see every day, probably because of the uniqueness of
18 my background and where I am and the type of work I
19 do. I mean, these things are always apparent to me
20 and they're always eating at me and frustrating to
21 me.

22 And it appears that the Michael Brown
23 situation has kind of brought these things to the
24 forefront to where as an entire community we're
25 focused on these things. And so I see this as a

1 great opportunity to get to work on these issues and
2 start addressing them because they're not going
3 anywhere.

4 And I think what people are starting to
5 recognize is that these are things -- these
6 divisions hold back our entire -- entire community.
7 They hold back the people who are experiencing the
8 powers of -- the sense of powerlessness and the lack
9 of opportunity. It holds them back. But it also
10 holds back the entire region.

11 I mean, the amount of squander
12 potential that I witness when I work in our urban
13 communities with -- with young children and knowing
14 that they're not going to have the opportunities to
15 succeed in our society, these are things that --
16 that are a problem.

17 They're a problem economically, they're
18 a problem socially, they're -- they're just basic
19 issues of fairness. And we have an opportunity to
20 start the process of working on those in an open and
21 honest way, and I am very honored to be part of this
22 commission and have that opportunity.

23 MS. BENNETT: Thank you.

24 REVEREND deVON BLACKMON: Good
25 afternoon, my name is Traci Blackmon. I choose to

1 spend my time working in two vocations that are very
2 dear to me. I am a registered nurse and I am a
3 coordinator for faith outreach at BJC Healthcare.

4 I am also the pastor of Christ the King
5 United Church of Christ in Florissant. I am not a
6 native to St. Louis so it doesn't matter what high
7 school I went to. But I am from Birmingham,
8 Alabama, and I'm a child of the sixties.

9 So the issues that I see that have
10 arisen in the aftermath of the killing of Michael
11 Brown, Junior are issues that I have been living
12 with my entire life. I am here because it's
13 personal. I am here because I have two black sons.
14 I'm here because I have a black daughter.

15 I'm here because I listen well and
16 because I have members in my congregation who live
17 in Ferguson, but I also realize that Ferguson is
18 everywhere. I'm here not because I can be
19 everyone's voice. I have to use my own voice and I
20 don't believe in voiceless people, but I'm here
21 because I'm committed to holding space for your
22 voices to be heard, the voices of my fellow
23 commissioners and the voices of the community, and
24 I'm here because I'm willing to be held accountable
25 for my voice and for my commitment to change.

1 I thought long and hard before applying
2 to be on this commission. I was afraid because of
3 all the tension in the community that signing up to
4 be on the commission would lessen my impact in the
5 community. And I had to make a decision.

6 My decision is because I do believe
7 that it's better to be at the table that's seeking
8 change than to be outside of the table. And so I
9 feel that I had a commitment and I had a strong
10 desire to be at this table. I'm incredibly
11 encouraged by the fifteen people that sit at this
12 table. And I don't know them all well. I look
13 forward to it, and I look forward to sitting in the
14 discomfort that comes when we have real conversation
15 about race.

16 Race, which I think is the basis of our
17 economic disparities. Race that I think is the
18 basis of our educational inequity. Race that I
19 think is the basis of our health disparities. Real
20 conversations that are going to be difficult, but
21 that we must have.

22 I only mention that I come from
23 Birmingham, Alabama because a long time ago in
24 Birmingham we had these same conversations facing
25 the same issues and here we are again because we

1 rushed too quickly to healing. We rushed too
2 quickly to Band-Aids.

3 And I'm committed to sitting in the
4 discomfort until real change comes. So thank you
5 for the opportunity to serve, and I take it
6 seriously as well as I know every other commissioner
7 on this table does. It's an honor and it's a
8 privilege and my commitment is to continue to
9 listen, continue to hear so that every voice can be
10 represented.

11 MS. BENNETT: Thank you.

12 MR. MCCLURE: As I've listened to each
13 of my fellow commissioners and as Starsky and I have
14 talked over the last week and a half or so, I have
15 to tell you I am incredibly touched to the depths of
16 my heart by the levels of commitment and passion and
17 intensity that I hear. I'm glad you got a chance to
18 hear around this table what -- what we've heard a
19 bit as we've just begun to get to know each other.

20 People come to this work and come to
21 this journey because they care deeply to the depths
22 of their soul about this region and about the issues
23 that are on the table here. And they care deeply
24 about approaching them differently, and I think that
25 is our challenge as a region -- region.

1 It's why we come to a commission that
2 is pledged to be independent, to be transparent, to
3 be responsive to all of our region and to all of our
4 community. The phrase that Traci used that Ferguson
5 is everywhere, and that is true. And it is evident
6 in a myriad of issues that we're going to need to
7 tackle and you're going to help us prioritize them.
8 So I come to this work because I care deeply about
9 this region as well.

10 I care deeply that every life matters,
11 that every child's education matters, that economic
12 opportunity for every citizen matters, and that
13 everyone has in them an incredible potential that
14 God gave them. And I think it's our responsibility
15 to find ways for that potential to be realized and
16 to remove the barriers that stop that potential from
17 being realized.

18 I've been blessed in my life to have
19 opportunities in public policy, to have an education
20 that has given me the skills and the knowledge to
21 participate in that arena at the state level, and
22 also to participate in business leadership. And
23 because I've been given those opportunities, I
24 believe it is my responsibility to find ways to
25 partner with this commission and with others in our

1 community who care deeply about remedying these
2 problems in a way that we never have before.

3 These are long-term issues and they're
4 not going to be solved by September and they're not
5 going to be solved in near years, but many of them
6 can be addressed and we can begin down this road and
7 we can take these steps.

8 My family is committed to St. Louis.
9 We've lived here for twenty years. My children and
10 their spouses are very committed to the city and to
11 the region and to working in spaces that mean so
12 much to them about improving our region. And I have
13 a grandson and I'll have other grandchildren and
14 because I want them to have a region that is
15 stronger and is fairer and is a much better place to
16 live than we can even dream about today, that's why
17 I come to this work because scripture tells us
18 much -- to those to whom much has been given, much
19 is required and that is our call.

20 REVEREND WILSON: It will be enough to
21 accept the call to serve on this commission because
22 you get to serve with the folks who just spoke, and
23 I'm honored to do so. I come to this work, though,
24 several levels.

25 I answered the call to get to the

1 question first for professional reasons. I serve
2 and lead a foundation that is a ministry of the
3 United Church of Christ, that is focused on making
4 child well-being a civic priority in the St. Louis
5 region.

6 I listen and I know that scholars
7 including Dr. Asher Ben-Arieh of the Hebrew
8 University in Jerusalem, a global expert on child
9 well-being, when they assess child well-being and
10 you ask children, there are three leading
11 indicators. Number one, how safe do you feel in
12 your own neighborhood? Number two, what is your
13 view of the local police? And number three, how
14 often do you see children being hit at your school?

15 This is the work of a region that seeks
16 to prioritize child well-being to make sure first,
17 as Rose said, that they're safe. I come to this
18 work pastorally. I am the pastor of St. John's
19 United Church of Christ, a church in north St. Louis
20 City in an economically challenged, low income,
21 predominantly African American neighborhood.

22 And there, one of the first things I
23 had to do when I became the pastor six years ago was
24 add to the Sunday school curriculum in the teenage
25 class the work of Kevin Powell, The Black Male

1 Handbook, because reading the context in which those
2 young people were growing up it wasn't enough to
3 teach them about the Jesus of the Bible, but they
4 had to learn, as Kevin Powell teaches in that book,
5 what to do when you get pulled over by the police
6 because they would.

7 I come to this work pastorally because
8 I believe in the radical revolutionary politics of
9 Jesus the Christ who was a marginalized kid from the
10 wrong side of the tracks who hung out with a youth
11 group that were called the twelve disciples and they
12 decided to turn the whole world upside down.

13 I come to this work pastorally because
14 I believe the words of my friend John Jackson who
15 leads the Schott Foundation for Public Education in
16 Boston. Those words spoken in this time frame of
17 the last 113 days in the pulpit of our church that
18 our systems suffer from institutionalized
19 lovelessness.

20 And so this love of Christ that we
21 could share one with another and love that should be
22 manifested the systems of public governance is
23 absent. And so we must reform policies in order to
24 put the love back in a community and a society so
25 that we may care for one another. And finally, I

1 come to this work personally, and personally because
2 it is a progressive call.

3 It is a call from the voices of young
4 people who shot me an e-mail with 24 hours' notice
5 because they had planned in two weeks a freedom ride
6 to St. Louis over Labor Day weekend. And the place
7 that they were to meet for three days as they
8 organized actions and as they taught one another
9 about civil rights and about community organizing
10 and about grassroots work and about inclusive
11 democracy told them that they couldn't come there
12 anymore.

13 So our church had to answer that call.
14 And I understood it as a call. That freedom ride
15 connected to the location where I went to school
16 where the freedom riders from years before stayed in
17 the dormitory where I got my first vestiges of
18 higher education.

19 I understand it as a progressive
20 personal call because when I missed a flight so I
21 couldn't get to my uncle's funeral a few weeks ago,
22 the first thing I got was an e-mail on my laptop had
23 told me fourteen protesters had been arrested in
24 Ferguson while standing on the sidewalk because of a
25 noise ordinance that would have gotten me a \$200

1 fine and it got them \$2,700 bail.

2 And I spent the rest of that day with
3 an ecumenical and interfaith group of clergy trying
4 to get them out of jail in the St. Ann Police
5 Department and they became parishioners of sorts to
6 us clergy. So that Ferguson turned out to be
7 thirteen or part of the call.

8 And finally, I come to this work
9 personally because of the progressive call of my
10 sons. A nine-year-old who told me that every time
11 he hears about Michael Brown, his stomach starts to
12 hurt and does not know that that is a manifestation
13 of trauma that he has gone through and our entire
14 community has gone through.

15 And that same nine-year-old who asked
16 the question of me just a couple of weeks --
17 actually not even a full week ago, Daddy, why didn't
18 the President do something? Are all the people now
19 going to rise up like they did with Martin Luther
20 King?

21 So began a conversation on the
22 democratic process in America with my nine-year-old,
23 a civics class in our sitting room, and a corrective
24 historical course that everybody didn't rise up
25 before and they haven't yet this time. And that's

1 why daddy does what he does.

2 MS. BENNETT: So commissioners, you all
3 have spoken from your hearts as long -- as well as
4 your heads. I'd like to take a moment to give it
5 back to you because I know you heard each other, but
6 we get to let it seep into our bones a little bit
7 deeper. I asked you why you served, why you felt
8 called and compelled.

9 You all represent a wide swath of
10 people with various backgrounds and various
11 formative experiences. You approach this task, some
12 skeptical, others hopeful too, but with a clear
13 sense of purpose, a purpose to ensure that youth
14 insight, understanding, issues, and concerns are
15 present in this process.

16 A call to make sure that youth are no
17 longer targets but are recognized as community
18 assets. A recognition that this is our home, this
19 is our place and that our geography should not
20 determine our outcomes, though quite often it does.
21 A sense that we must value all of our children and
22 be accountable to them, to their parents, and to
23 each other.

24 A sense that we are neighbors in this
25 thing, that the sense of other and us is no longer

1 appropriate for the work that we have to do. We are
2 neighbors. You see this as an extension of your
3 work.

4 Many of you in your respective
5 professions from superintendents to police officers,
6 from business people to foundation heads, but all of
7 you recognize that there are long-standing issues
8 that need a fresh perspective and your total lives
9 and commitment, and it requires that we make the
10 room to listen and to learn for the next ten months.

11 North County is a great place for us to
12 live, grow, and raise our families and we have to
13 make it so for all of our families. As a part of
14 our process, we have to invite evidence-based
15 research into the process and yet we also have to
16 speak truth, the truth that speaks to our lived
17 experience.

18 Our empirical research is such that is
19 lived inside of us, that part of your work is to
20 build confidence and trust between the community and
21 the institutions of government. That you want to
22 bring us together around mentoring and developing
23 our children, that we need policy solutions, not
24 just programmatic ones, so part of our work is to do
25 the heavy lifting upstream to change the context

1 that's shaped and formed our choices. You want
2 advanced safety and community for the purpose of
3 promoting freedom because in fact that is what is at
4 stake.

5 You represent so many. And part of
6 your work is to restore neighborhood support systems
7 that nurture individuals and that nurture families
8 and to advance cultural change that replaces
9 Band-Aid interventions with the antibiotics of
10 healing solutions, real healing.

11 This is an opportunity for us to say
12 what we feel in spaces where we normally wouldn't
13 when we are politely not discussing what needs to be
14 discussed. And in this space we will with great
15 fearlessness and temerity lean in, talk and listen
16 and share.

17 We will advocate for the inclusion of
18 all voices into the process, we'll merge research
19 and data with lived experience, we'll make sure that
20 we hear from law enforcement, that we address the
21 tensions between why folks love and why folks hate
22 law enforcement by making space at the table for
23 those who are called to protect and serve on a daily
24 basis.

25 And we'll start the process of breaking

1 down the divisions that disable our community and
2 traumatize many of our residents. Why? Because we
3 are the residents, and this is personal. So
4 Ferguson is everywhere and it begins with us here
5 today. We're prepared to sit in the discomfort that
6 comes with having real conversations about race
7 until change comes and we recognize and affirm as a
8 part of our work that every life matters and it is
9 our great work to create communities and systems
10 that cultivate our individual and collective
11 potential.

12 This is why you're here. What I'd like
13 to hear from you next is about your aspirations.
14 What is it that you hope this commission will
15 accomplish? What is the highest that you can dream
16 for us, recognizing that there are pitfalls along
17 the way, that there are deeply entrenched divisions,
18 and there are cultural norms that would have us be
19 quiet? So we know there are pitfalls, but what do
20 you hope we will be able to accomplish as an
21 invitation for us actually doing so? Anyone may
22 begin.

23 MR. CARR: I guess as I listen to the
24 commissioners share their thoughts and insights, I
25 was really impressed as you observed that this

1 really is personal for those of us that are members
2 of the commission.

3 As I've thought about the commission
4 and serving on it, it's easy to be cynical and say,
5 well, one commission will simply issue a report that
6 sits on a shelf. It's easy to say I'll rely on
7 conventional wisdom and do what I've always been
8 doing and be condemned to repeat the errors of the
9 past.

10 I can do nothing and pretend that the
11 issues we face are not real. Or we can seek
12 solutions for the long-term -- for the long-term.
13 As I listen to the members of the commission, I
14 begin to realize that for me this is not just a
15 professional effort, this is personal that involves
16 family.

17 As my wife and I were discussing the
18 report that had been provided to us by the staff
19 looking at the analysis and response to urban civil
20 disorder in the past, we began to realize we have
21 lived through this in the past. I believe my
22 aspirations for the council is that we would be able
23 to speak truth to power.

24 It's a text that we had used years and
25 years ago in one of my classes. That we could

1 identify truth and speak it to power because power
2 is exercised by the institutions of government and
3 power is exercised by the media. Power is exercised
4 by the public and the demonstrators. Power is
5 exercised by individuals who choose to do nothing.

6 As I listen to the pastoral staff
7 that's on the commission, I'm reminded of the letter
8 that the Apostle Paul wrote to Philemon, a runaway
9 slave, and he was being returned.

10 And Paul said, I know he stole from
11 you, but if he did, put it on my account and I will
12 pay you back. Now, Paul was in prison at the time.
13 He had no money. He had no resources. He could
14 never pay him back.

15 But it's that concept of family of
16 brotherhood. And I believe that looking at the
17 membership of this commission, looking at the
18 cross-section that we can have that our goal is to
19 be able to strive to identify that in many respects,
20 you know, we are brothers and sisters, and we need
21 to share one another's burdens.

22 My desire for the commission is that we
23 would exercise wisdom, that we would exercise
24 courage, and we would exercise honesty in our
25 debates with one another, and with the findings that

1 we choose to share. That's my goal. That we'd be
2 able to identify truth, that we would be able to
3 disseminate that truth and we can move this region
4 forward. We can't look back. We can look to the
5 future and make this region a greater place in which
6 to live. Thank you.

7 MS. BENNETT: Thank you.

8 MS. JAMES-HATTER: Again, thank you
9 very much. Certainly if you come back to another
10 meeting as soon as the dates are announced, I'm the
11 one that will tear up every time you ask me a very
12 personal question about any child in this region.
13 So -- but on this one I won't tear up.

14 I -- my hope is that fair minds will
15 get to talk. And I think you heard from my
16 colleagues that I think that's where we are. I hope
17 also that we together will answer the question
18 clearly, measurably what kind of community do we
19 want. I've heard and I completely understand the
20 people that are wondering about this commission and
21 this report and will it get put on a table? I think
22 that's a very fair question.

23 I've been the CEO of a nonprofit, I've
24 been a part of strategic planning processes, and I
25 can't tell you how many plans I've seen be put on a

1 shelf. I think that's accurate.

2 But my hope is and -- and what I
3 believe is this one will not. And for lack of a
4 better word, I hope we design a community scorecard.
5 I mean, we really need to know where we are right
6 now. I mean, what is point A? What are the things
7 that are not right and what are the things we're
8 going to change measurably so that we can all see it
9 in a very transparent manner?

10 I hope we have that conversation. And
11 I might be alone in this, but I surely hope the
12 media stays with it because I hope this scorecard
13 remains very public and holds us all accountable to
14 building this better region.

15 I really believe in win/wins. I really
16 believe in owning my part of the problem. And I
17 think with facts and researches and fair minds and
18 the reports, we can get there. And then the last
19 thing that I would say, I hope if it's not this
20 entire commission, maybe it's all of you, but I hope
21 we commit to a minimum of twenty years on this.

22 I hope that we don't walk away from
23 here on September the 15th and things have quieted
24 down and we go back to where we were. I hope -- I
25 hope we all just stick with it because we've got a

1 very long haul, and relationships are hard to build,
2 but I know they're the only things that really
3 matter at the end of the day. So I am just honored
4 to be here and to work really hard at this. Thank
5 you.

6 MR. NEGWER: I guess what I'm looking
7 for is I guess the high aspiration for the -- excuse
8 me, the -- the commission would be -- would be the
9 question I've been asking since these events
10 unfolded, and that is why as the city of Ferguson
11 was developing and growing -- I actually have some
12 pretty positive results and returns in certain
13 segments that there was a large segment of the
14 population that was not being addressed, that was
15 not being heard, and this seemed to be a situation
16 that occurs over and over again.

17 So if we can answer that question and
18 get communities out in front of that instead of
19 always being behind it, you know, why was this being
20 ignored? Was it political, economical, you know,
21 financial restraints? I don't know. But this is --
22 this is something -- I guess the high aspirations of
23 the commission, we can answer that question, we have
24 gone a long, long way.

25 MR. SLY: If I can just be brief, most

1 of you have heard the expression from Rodney King,
2 "Can't we all just get along?" I would simplify
3 that and say, can't we all just talk? And more
4 importantly, can't we all just listen? We can come
5 to a common resolution here. We can come to a
6 consensus I believe with this -- this commission on
7 identifying the underlying issues and making the
8 proper recommendations to the governor, to the state
9 of Missouri to move ahead with very concrete
10 actions.

11 REVEREND devON BLACKMON: What I want
12 to see us accomplish as a commission, it is my hope
13 that the report that is due on September 15th will
14 not be our goal, but will be a vehicle that we use
15 for change. It is my hope that we will produce
16 deliverables that will be acted upon long before
17 September 15th.

18 It is my hope that those deliverables
19 will begin to restore confidence in our institutions
20 and confidence in our communities. It is my hope
21 that those recommendations will not be about giving
22 people fish or even teaching them how to fish, but
23 it will begin to be about shared ownership of the
24 ponds.

25 It is my hope that those

1 recommendations will move us from us against them to
2 we against it. The "it" being the systems that have
3 been institutionalized, that really make everybody a
4 victim. It is my hope that we as a commission will
5 begin to not only address racism, but to address
6 privilege and not just privilege in race, but
7 privilege in education, privilege in economics,
8 privilege in gender, all the things that create us
9 against them in our society.

10 It is our hope and I have every belief
11 and every confidence in this commission that the
12 report is not our goal. The report is the vehicle
13 that we're going to use to make changes in this
14 community.

15 MS. PULLIAM: I have a lot of hope. I
16 hope I will never, never again see the many things
17 over these past three months that have stung my eyes
18 and bruised my heart. As human beings we can't have
19 another child -- Mike Brown was a big boy, but he
20 was a boy, and if you understand adolescent brain
21 development, if you understand the journey of human
22 beings and you recognize he was a kid, that was a
23 kid, disregarded.

24 And worse than that, some authority to
25 separate him from his mother and a decision from an

1 authoritative body to militarize against a grieving
2 community with no accountability, with no
3 understanding, it's painful. I hope that through
4 this work we will finally have people -- because
5 it's been so horrible, it's been so traumatizing
6 that people will recognize, yes, there are
7 institutions, systems that are designed to oppress
8 and separate people, what a grave loss it is for us,
9 and I hope that we can identify those things and
10 that people will work together to make sure that
11 this doesn't continue to happen.

12 I just can't imagine that this could
13 happen again and -- and that we will -- we will
14 survive as a community. That's how tragic and
15 terrible I think -- I think it's been. I hope that
16 the cultural changes that we're looking for will
17 come through the research and recommendations, the
18 commitment of this body to get this very good work
19 done in St. Louis.

20 I have watched systematic dismantling
21 of African American communities time and time again,
22 and black folks always have to start over. We're
23 always at the beginning, always at the beginning.
24 And so when people say, why are the communities so
25 disorganized, what's wrong with the institutions,

1 when we look with clarity at what has happened over
2 generations that we will identify how we stop that
3 so that everyone in the community can -- can make
4 progress because it's clear that we're not going
5 anywhere if we don't get there together.

6 MR. TOBIAS: I have three hopes. The
7 first hope is to honor all the voices in our
8 community. Second is to improve relations between
9 all races, ethnic and social economic backgrounds,
10 and third, my hope is to address this systemic
11 inequality in our city.

12 MS. JOHNSON-JAVOIS: I won't repeat,
13 but all the hopes that have been said are definitely
14 shared by me. I'm a big believer in mechanisms of
15 sustainability. So as we think about the
16 recommendations of policy, even if you do best
17 practices across the nation, there's a localizing
18 that needs to happen to make them real for our
19 communities.

20 So my hope is that we move beyond the
21 recommendation into how would implementation
22 possibly look, and that's done in an inclusive
23 manner. My hope is that this isn't about sixteen
24 people but it's about thousands of people, that
25 there's a movement that is gaining momentum and

1 sustained. And ultimately my legacy is my
2 ten-year-old niece. My hope is that she doesn't
3 need to look outside of St. Louis for everything in
4 her future the way that we're planning right now.

5 MR. GORE: My hope is that this
6 commission and our recommendations and our work is
7 the start of a process of breaking down the
8 divisions that we see. I -- I think anyone who is
9 looking to the commission and saying, you sixteen
10 people are going to solve all of these problems
11 outlined in the governor's executive order, you
12 know, let me -- let me cut to the end and just tell
13 you that's not going to happen.

14 It's going to take an entire community.
15 And I think we have been given an opportunity to
16 start that process and given a lot of authority to
17 do that, and that's what we intend to do, but at the
18 end of the day it's going to come down to the entire
19 community getting involved and working on these
20 issues and it's going to be a long process.

21 REVEREND WILSON: So I'll jump in here.
22 So I'm learning a lot about folks here to --
23 actually one of my hopes before the end of this is
24 to go to Pastor T.R. Carr's church because nobody
25 but preachers quote Philemon. Most folks can't find

1 it.

2 And to have a beer with Kevin because
3 I'm getting more to know -- getting to know him more
4 and just great work that he's doing on the ground.
5 But I say that to say I really do hope we get to
6 know one another, and that's because I'm learning
7 more about remarkable people that I -- and even the
8 people I knew I'm learning stuff I didn't know, and
9 because I think part of the work of the commission
10 quite frankly is to model the kind of community
11 change we actually want to see.

12 So there are, you know, policy
13 implications and policy recommendations that we need
14 to have that are practical, but we also need to be
15 able to show and see and connect with one another so
16 that we can actually get hard stuff done together
17 and that's part of the work of the commission as
18 well.

19 It's one of my hopes that we can engage
20 in early and intermediate actions. So before
21 there's a report on September 15th, we should be
22 able to check off the list of low-hanging fruit and
23 some of these issues that people are already talking
24 about, some recommendations that have already been
25 made and reforms, some reports that are already out

1 there that we know we can put into place and
2 recommendations soon.

3 So it is my hope that we act in that
4 manner, that we are an action tank, not just a think
5 tank, that we are moving things, not just making
6 recommendations at the end. My hope is that the
7 recommendations we make from a policy perspective
8 are specific and that they are targeted, that we are
9 able to identify both who can take the actions and
10 the capacity to act and show a way forward.

11 And finally to my colleague Bethany's
12 note about sustainability, it is my hope that the
13 grassroots energy and widespread attention that is
14 now engaged can be mobilized to sustain and assure
15 actionable recommendations that have been informed
16 by the community.

17 That's a lot in one sentence, but that
18 is to say we have not seen -- and I continue to say
19 this, this is a historical moment, we have not seen
20 the kind of grassroots energy and organizing we have
21 seen in this community in this region. I don't know
22 if we've ever seen it in this region.

23 But my prayer is that it be sustained
24 and strengthened because that is the only
25 sustainable way to hold us accountable, to hold

1 communities accountable, to hold policymakers
2 accountable to making sure there's the kind of
3 implementation that would get us closer to racial
4 ethnic equity in these various areas for the next
5 generation. So those are my hopes for the work, and
6 if we do those things, I believe that will make this
7 day different.

8 MR. MCCLURE: You have Brittany and
9 Rasheen. Can we hear from them?

10 MR. ALDRIDGE: -- very unique about
11 this commission and the people on this commission is
12 we all came together at a very difficult time here
13 in St. Louis.

14 What's really unique about it is that,
15 you know, me being a protester I'll be working in
16 figuring out ways to change the city, standing and
17 working at the sides of former police officers and
18 current police officers.

19 In our -- in our time right now we
20 understand the trust and the way that the police and
21 the way that a certain community feels with each
22 other and towards each other is not -- is not great.

23 So hopefully me and a former police
24 officer will be able to come together and be able to
25 figure out issues and solutions and different things

1 that we can come up with to make St. Louis a better
2 place and to make St. Louis a place that we once
3 known and once used to love and live and not have to
4 worry about all the -- the protests and worry about
5 all the organizing, but come up with real solutions,
6 come up with real change so we can continue to grow
7 with each other, continue to work with each other
8 and continue not to have the same old, same old.

9 So I'm -- I'm excited about this
10 commission because it's so broad. It's so diverse
11 with so many different people from different
12 occupations and ages and religions that's going to
13 be working and coming up with real solutions. It's
14 going to be tough, it's not going to be easy because
15 we are coming from different backgrounds, a
16 different part of life, but we all understand at the
17 end of the day if we really want to make St. Louis a
18 place we need to, the place that we want to love,
19 the place that we all remember the great St. Louis,
20 that we all have to come together as one and work
21 together and to come up with real solutions and
22 hard, hard change to make St. Louis a place that we
23 used to remember it was.

24 I said it's going to be tough, but this
25 is a -- this is a great group of folks from

1 different backgrounds, and we really want to create
2 some change here because we -- we don't want our
3 city to continue to head down the same path that it
4 is heading. We want to create the systematic change
5 that is needed in our city.

6 MS. PACKNETT: For over a hundred days
7 now we have been in the midst of something none of
8 us could have ever imagined. When I moved home
9 two years ago, I was excited to be on a journey of
10 justice in a city that I care so deeply about, and
11 yet never could I have imagined that we would end up
12 where we are right now.

13 And so the diverse collection of people
14 that we brought together, some of them I know, some
15 of you I just met for the first time, but I'm
16 excited about the possibilities of what we can do
17 together. And I think that what truly makes the
18 commission unique is that we've got a collection of
19 unafraid people and we've got a collection of
20 independent people.

21 And so making sure that we are doing
22 work that is independent of any government body, but
23 is truly accountable to the people, that we are
24 listening to the needs and solutions of the
25 community, that we are ensuring that the community's

1 voice is number one and valued and that we answer to
2 you is why I'm a part of this and what I think makes
3 this unique, and also that we have people here that
4 are just truly bold leaders.

5 So many of the people here I've been
6 able to work with and trust in urban education, and
7 they value our children in the same way that I do.
8 We have aligned values and share the same vision of
9 justice and equity for this region. And when you
10 have a collection of people like that, I think you
11 really can make anything happen.

12 And so I'm looking forward to the work
13 that we have to do because we were unafraid to bring
14 people from all sides of this issue together, those
15 of us that have been out on the streets and suffered
16 some of the worst of this situation and those of us
17 that have been working behind the scenes in all
18 different arenas.

19 And so I think that we've got a unique
20 combination of people with a unique drive and vision
21 for equity and justice that is shared among us
22 because of what the task calls for. We are called
23 to hold ourselves and one another to the highest
24 level of accountability because our very lives and
25 the freedoms and ideals we espouse are at stake

1 here.

2 And so I believe in accountability and
3 I think that that is what we are after, that is what
4 we have to be after if we are to be more than window
5 dressing. So we have important work ahead of us and
6 I'm looking forward to getting on that journey with
7 you.

8 MR. ISOM: It's very difficult to add
9 to what's already been said because personally I
10 agree with all of it, but if there's a hope that I
11 have is that this is the Ferguson commission, but I
12 hope that it becomes the community commission. So
13 much of what we're talking about is reliant upon us
14 starting the process of people understanding that
15 we're all in this together. That if we're going to
16 deal with things like education, poverty, policy,
17 legal system, the courts, that's not simply a
18 Ferguson issue.

19 South St. Louis has to have a stake in
20 it. North St. Louis has to have a stake in it.
21 West County must have a stake in it. These are big,
22 bold ideas that we're bringing forth and we're
23 trying to spur action in that direction. And so my
24 hope is that we can start to get people in
25 St. Charles to understand that they're tied to

1 Ferguson.

2 We can get people in Jefferson County
3 to think about Ferguson matters to me. I mean,
4 that's -- that's the real hope that I have. And I
5 think if we can start to get people to understand
6 that what we're doing here has an impact on their
7 lives, I think we can really start to make some
8 sustainable, sustainable change.

9 MR. AHLBRAND: All right, make a note
10 of it, I'm going to agree with Rasheen on something
11 that he just said as far as the police and activists
12 and everybody getting together. Hey, it doesn't
13 benefit anyone if we are at loggerheads. It doesn't
14 benefit the police, it doesn't benefit the
15 activists, it doesn't benefit the community.

16 So my hope is that through
17 conversation, through getting to know each other, we
18 can effectively work together. We see far too often
19 we can't keep communities safe when we don't have
20 the public's help in -- in helping us protect them.
21 So it is my hope that this is the first step which
22 will bring law enforcement and the communities
23 better to make these neighborhoods safer and to help
24 us work together.

25 MS. WINDMILLER: There's very little

1 that hasn't been said much more eloquently than I
2 would be able to, but I will say that my aspiration
3 for this commission and for our community is that we
4 become an example. There have been protests all
5 over the country so this is much beyond St. Louis.
6 It's beyond Ferguson. It's beyond any of our
7 geographic locations where we live and work and
8 play.

9 So if we do this right as a community
10 and as a commission, we'll be able to serve as an
11 example to everyone else, every other community,
12 that we can make real positive change.

13 MR. MCCLURE: Well, I'll -- I'll wrap
14 up here by saying a couple of things. At its core
15 my hope for this effort, and this is not the effort
16 of sixteen, this is an effort of a community and of
17 a region, and of our elected officials that we will
18 call upon to lead and that we believe will lead, and
19 that is that we hope and aspire to a stronger,
20 fairer region for all of the region, and that means
21 every sector.

22 Like my colleague Starsky, I share our
23 hope for concrete public policy actions that have
24 too long been considered in silos, and have not been
25 acted upon or have been put on the shelf or have

1 resulted in discord that meant no action was taken.
2 And there are clear spaces that we will talk about
3 later this afternoon where that is true.

4 And for us then our task and our
5 mission will be to -- to now take those areas and
6 say, this is more important than ever, we must ask
7 and we must act now even though action has not been
8 taken in the past. And there are new areas where we
9 will need to learn and to take ground that has been
10 taken in other areas in racial healing and
11 reconciliation and find ways that we can both
12 sustain, to use the words that several here used,
13 but also can scale those practices and those
14 relationships in such a way that this is truly a
15 region-wide effort that goes far beyond public
16 policy, that goes to the way we relate to each other
17 and the way we care about each other and the way we
18 listen to each other.

19 And then finally, I would echo the
20 discussion about implementation and translation of
21 these recommendations into action. If -- if we have
22 anything that we will need to focus on intensely at
23 every step of the way is what action will need to be
24 taken, by whom, and how are we as a community, as a
25 commission, as elected officials going to be

1 accountable for that action.

2 That's what will prevent this from
3 being another report that sits on a shelf. And that
4 is our clear intention, Starsky as I as co-chairs
5 and every commissioner here is to demand actions for
6 the areas that clearly need to come to the table in
7 a new and much more intense way in order for us to
8 be a stronger, fairer region.

9 So I -- I'm incredibly inspired by the
10 comments that I've heard here. It has given me a
11 new dimension for each of you, and they're
12 dimensions that we will build on. And our hopes for
13 this time period were that we would open up and
14 share our hearts in front of our friends here in the
15 room and you have done that, and for that I am very
16 grateful.

17 MS. BENNETT: Thank you, Rich. So I
18 get the opportunity to give it back to you again to
19 let it sink in and marinate a little bit. But what
20 are we hoping? That you, unafraid and independent
21 commissioners speak truth to power. That power can
22 be government, media, the public, protesters, the
23 quiet ones from whom we have not heard, but whom we
24 know are deeply and -- deeply affected.

25 We hope that you exercise wisdom and

1 courage and honesty, that you identify and
2 disseminate the truth, that as fair minds you get to
3 talk and you open up the door for other fair minds
4 to join the conversation and also be heard. Speak
5 their peace.

6 That we answer the question about what
7 kind of community we want to be, not only now, but
8 for generations to come. That we see the
9 recommendations that come from this commission get
10 implemented and not just put on the shelf, right.
11 That we have early and intermediate wins so we do
12 not wait to get down to business on September 15th,
13 but before that process we engage in the work, that
14 we develop a community scorecard perhaps that holds
15 us accountable to developing a better region, that
16 we commit to a minimum of twenty years of doing the
17 work that comes out of the commission.

18 So this is certainly a long-time
19 commitment, not only for you, but for all of us who
20 are gathered in this room and beyond these walls.
21 That the report is a vehicle for really discussing
22 deliverables that we commit to that really restore
23 the equitable function of our systems for all, that
24 we address not just racism, but also privilege in
25 its many iterations, right, and the ways that

1 separate us and divide us so that we behave in ways
2 of us versus them which is no longer acceptable.

3 That we stop the madness, welcome
4 community voices and address the systemic
5 inequalities that we have experienced, all of us.
6 That we are inclusive in our implementation efforts,
7 and that by doing so we are able to build and
8 sustain the momentum that got started in the
9 streets, and that that momentum will carry us not
10 only through protests, but well into implementation
11 of the recommendations that come forth from this
12 commission.

13 That in the process, we get to know
14 each other well, we get to know our hearts, our
15 minds, we share our insights and our expertise. We
16 bring folks together from all walks of life to push
17 past the same old responses that we've had to get to
18 real solutions, sustainable, scaleable solutions
19 that can be implemented not only in our region, but
20 elsewhere as we can serve as a model for other
21 communities, and ultimately that the Ferguson
22 commission becomes the community's commission
23 because we are all in this together and we are all
24 going to sink or swim.

25 So these are your hopes and

1 aspirations. I ask that you consider your hopes and
2 aspirations and you consider the reasons why you
3 serve as you prepare to think about what the guiding
4 principles and commitments of the commission will
5 be.

6 When you return from your ten-minute
7 break or so, we're going to ask you to come back,
8 you have a document in front of you. We'll get into
9 the nuts and bolts of what should our principles be,
10 what are the outcomes that we are seeking to attain,
11 and what are the practices and behaviors that we
12 will put into place to make sure that we live our
13 principles on a regular basis as a part of the
14 commission's work. So thank you so much,
15 commissioners, enjoy your break.

16 (WHEREIN, a recess was taken.)

17 REVEREND WILSON: As we prepare to get
18 back together, we've gotten -- we note some folks
19 have asked for more information about both the
20 website, so I want to give that again for those who
21 came in after we gave it before. The website for
22 the commission is stlpositivechange.org,
23 stlpositivechange.org. We have invited and we put
24 forth a call earlier for reports, research, or
25 reform recommendations that may be helpful to the

1 commission.

2 Please send those to

3 contact@stlpositivechange.org,

4 contact@stlpositivechange.org. Also, our next

5 meeting, while we don't have the location yet, we

6 will meet again next Monday, December 8th, also from

7 noon to five, next Monday, December 8th also from

8 noon to five. The full posting on that will happen

9 in short order and before the -- of course before

10 the end of this week. So you'll have the location,

11 but please note our next meeting will be

12 December 8th, Monday from noon to five. We are

13 prepared now to move forward with our meeting. We

14 are in the hands of our facilitator, Ms. Rebecca

15 Bennett.

16 MS. BENNETT: All right, commissioners.

17 So it's great to have you back. I asked you before

18 you left on break to think about both the reasons

19 that brought you here and your hopes and aspirations

20 for the commission. And I asked you to use that as

21 a way of framing what the commission's guiding

22 principles and commitments should be in terms of its

23 internal operations, its community engagement and

24 its decision-making.

25 So you all have before you a sheet. It

1 is not blue, it is white, that has a list of
2 possible guiding principles, largely based upon what
3 you said were your motivations. And so I'd like you
4 to take probably five to ten minutes, may take you
5 less time than that, to take a look at that sheet,
6 to identify your top five guiding principles or
7 commitments, not including transparency because
8 transparency is a fundamental. So that's a --
9 that's a given.

10 So identify your top five guiding
11 principles, please. Once you have done that, we're
12 going to ask that you look at the questions in
13 columns two and three and begin jotting down some
14 thoughts about the outcomes that you'd like to see
15 from living the principles and also the practices or
16 behaviors that are going to help us live the
17 principles.

18 If you do not see guiding principles
19 that reflect something that is near and dear to you,
20 I ask that you amend that list, and the very first
21 thing that we will do after you finish doing your
22 individual brainstorming is I will ask what
23 principles are we missing, and then we can use those
24 and add them to our list. Is everybody clear?
25 Okay. So let's take the next five minutes or so.

1 (Commissioners engaged.)

2 MS. BENNETT: Commissioners, you have
3 another two minutes. Commissioners, can you hear
4 me? I'm going to go mic-less so that I can actually
5 record now and have a free hand. Have you all had a
6 chance to work with the worksheet or at least get
7 started? No, you need a little bit more time?

8 REVEREND deVON BLACKMON: If I'm the
9 only one, go ahead.

10 MS. BENNETT: One more minute. One
11 more minute. All righty. It looks like we've been
12 able to wrap it up. The very first thing that I'd
13 like to ask you all is whether or not there were any
14 critical principles or commitments that were not
15 represented on this sheet that you saw that you
16 would like us to consider. Yes.

17 MS. JAMES-HATTER: Empathy.

18 MS. BENNETT: Empathy. And Becky,
19 describe your understanding of empathy.

20 MS. JAMES-HATTER: Should I speak into
21 a microphone?

22 MS. BENNETT: Yes.

23 MS. JAMES-HATTER: I think there's the
24 classic definition of putting yourself in someone
25 else's shoes. And I think maybe a broader

1 definition of it is understand what individuals
2 really need, and I think the emphasis on really
3 need.

4 If you look at it as surface level, you
5 may think they need this, but if you really, really
6 listen, you may find out it's something much deeper
7 and sometimes simpler.

8 MS. BENNETT: Thank you. Any other
9 commissioners have additional principles that we
10 need to consider as a collective?

11 MS. PULLIAM: Compassion.

12 MS. BENNETT: As with Becky I'm going
13 to ask you, Felicia, to describe what you mean.

14 MS. PULLIAM: You can put yourself in
15 someone else's shoes to have an analytical, logical,
16 you know, theoretical understanding of what that
17 positioning is, but from my perspective, compassion
18 means that you go that step further and try and
19 engage your -- your whole self in that space so you
20 can understand it with all of your senses to really
21 know.

22 MS. BENNETT: Anyone else? Yes,
23 Bethany.

24 MS. JOHNSON-JAVOIS: The one that I
25 thought of is bent toward action. So I'm conscious

1 you don't want to move too fast, you don't want to
2 be too slow, but there really is some urgency here.
3 So I think we need to acknowledge that.

4 MS. BENNETT: Any other commissioners
5 have additional principles? Certainly something
6 that I heard you all mention quite frequently was
7 accountability, and it could be that you believe
8 that that is embedded in our process, but it may be
9 worth pulling out because it is a part of what
10 you've discussed and mentioned so many times in both
11 of your answers to the original opening questions.
12 Anybody like to give me a description? Yes.

13 MS. JOHNSON-JAVOIS: You didn't ask
14 this question, but can we replace the word tolerance
15 with a better word?

16 MS. BENNETT: We most certainly can.

17 MS. JOHNSON-JAVOIS: Simply to tolerate
18 something doesn't sound strong enough.

19 MS. BENNETT: Do you have another word
20 in mind?

21 MS. JOHNSON-JAVOIS: No. I'm thinking.

22 MS. BENNETT: Understanding. Anyone
23 else can help out Becky? So the two questions on
24 the table, the first is about replacing the word
25 tolerance with something else that can note

1 something more whole, something deeper and more
2 meaningful.

3 The second question is about a
4 description of accountability since it is something
5 that almost all of you to a person referenced in
6 your -- in your opening remarks. Yes.

7 REVEREND WILSON: So I'll speak to
8 accountability. For me accountability means
9 responsiveness to the voices of communities affected
10 by our work. That for me is best described with a
11 phrase that Bethany and I use a lot: Nothing about
12 me without me.

13 MS. BENNETT: Thank you. Anyone have
14 an alternative for tolerance?

15 MR. MCCLURE: This is a bit of a
16 process question, Rebecca, so to me some of these
17 additions are really very helpful to think about,
18 particularly the urgency and the accountability.
19 Those are two that -- that resonate with me.

20 And I wonder if it would be helpful or
21 whether you're headed toward -- to me sustainable
22 enduring practices, one that's already on the list,
23 it intrinsically involves accountability and
24 urgency. In fact, those are outcomes I think of
25 that.

1 And while it says practices, I think
2 action is maybe even a better word than practices.
3 So one way to make sure we don't -- we give proper
4 attention to accountability and urgency is to -- to
5 make sure we see it up in some of the guiding
6 principles that -- that are up above.

7 MS. BENNETT: Okay. Thank you, Rich.
8 So all of you have dots, yes? You have five green
9 dots in front of you. I am going to ask that you
10 get up actually, get a chance to do some moving,
11 that you find the principles that were your top
12 five, also taking into consideration the ones that
13 just came up and that you place your dots -- no
14 weighting, please, and I really mean weighting,
15 W-E-I-G-H-T-I-N-G.

16 So I don't want you to put five dots on
17 one thing, all right? But put one dot per principle
18 given that transparency is -- is a given too. So
19 you need not vote for transparency, but we ask so
20 that we can see what your weighted preferences are,
21 and that helps become the formation for what our
22 guiding principles and commitments will be. And we
23 will focus the rest of our conversation around
24 whichever ones got on top.

25 MR. MCCLURE: Traci is bargaining for

1 one of my dots. She can have six. I just wanted to
2 report that.

3 MS. BENNETT: Traci. Traci, now this
4 is a fair and open process. So you all -- you may
5 rise.

6 (Commissioners engage.)

7 MS. BENNETT: Okay, commissioners. So
8 it turns out that based upon your dot voting, our
9 top six guiding principles for the commission's
10 internal operations, decision-making and community
11 engagement happen to be transparency, equity and
12 fairness, sustainable and enduring actions, civic
13 engagement, diversity and inclusion, and integrity.

14 Those are our top six guiding
15 principles and commitments and we will refer to them
16 in each of the commission's meetings so that we use
17 it -- them as filters of our process and of our
18 outcomes.

19 So what I'd like to do is to spend the
20 next 45 minutes or so having you explore in greater
21 depth each of these guiding principles and to talk
22 about the outcomes that we hope to achieve by living
23 the principles, and then the behaviors and the
24 practices that we must routinely engage in order to
25 execute and act upon the principles.

1 So let's start with transparency. I'm
2 going to open up the floor for you all to share with
3 me your insights and thoughts on the outcomes that
4 we are seeking to accomplish as a result of having
5 transparency be a guiding commitment for us. Anyone
6 may begin. Outcomes of transparency.

7 REVEREND WILSON: So I'll begin. Maybe
8 this is a way of getting another in, but I wrote
9 this before accountability was a separate principle.
10 I knew that the outcomes of transparency are
11 accountability and trust of a community seeking
12 value-based leadership. So from transparency we get
13 the outcome of accountability and trust.

14 MS. BENNETT: Thank you. Anyone else?

15 MR. TOBIAS: I think one of the things
16 we're doing now is we have to be open and -- for use
17 of the better -- better word transparent with the
18 process.

19 MR. MCCLURE: Grayling, can you use the
20 mic, please? Thank you.

21 MR. TOBIAS: Yes, being open. I think
22 we've modeled this with this process right now.
23 Also posting the minutes, you know, sharing the
24 summary of the meetings is another practice,
25 building public trust through a process that is

1 transparent.

2 MS. BENNETT: Thank you. Anyone else
3 have anything else to add in terms of outcome? So
4 clearly by living transparency, what we are seeking
5 to ensure is accountability and trust by the
6 community in value-based leadership and open
7 process, right, again, more public trust in the work
8 that we are doing. Anything else? Anything that's
9 critical that is missing that we have not noted?

10 MR. MCCLURE: I think this builds on
11 it, but one outcome from transparency will be a
12 vigorous and vibrant participation. You'll be able
13 to see folks engaging.

14 MS. BENNETT: Bethany.

15 MS. JOHNSON-JAVOIS: I want to echo
16 trust, but trust is gained when you share the
17 struggle as well. So be honest about the struggle
18 in addition to the lovely outcomes that look so nice
19 and neat and packaged is helpful.

20 MS. BENNETT: Thank you. Anyone else?
21 I'm going to move our attention now to the practices
22 and the processes or behaviors that the commission
23 will utilize to ensure that we live transparency.
24 And we certainly got that started by talking about
25 posting minutes and sharing meeting summaries, being

1 honest about the struggles, the challenges that come
2 with doing the work that we're doing. What else are
3 practices that allow not only our fellow
4 commissioners but the community to know that we are
5 being absolutely transparent in our dealings? What
6 can they expect from us?

7 MR. SLY: I'd like to add mutual
8 respect and candid dialogue.

9 REVEREND deVON BLACKMON: I would add
10 no closed doors, no behind-the-doors deals or
11 meetings or any of that.

12 MS. JAMES-HATTER: I would add to make
13 ourselves available as much as possible to the
14 community for any kind of conversation they would
15 like.

16 MS. BENNETT: Anything else?

17 MS. JOHNSON-JAVOIS: Ask for help.

18 MS. BENNETT: So if we post our minutes
19 and share our meeting summaries, are honest about
20 our challenges, demonstrate mutual respect and
21 engage in candid dialogue, avoid to the best extent
22 possible closed door deals and meetings so that so
23 much of our work can be done in public.

24 If we make ourselves available for
25 direct engagement by the community on a regular

1 basis or as needed and if we ask for help, those are
2 the behaviors that indicate that we are living
3 transparency as a commission. Yes? You got to tell
4 me.

5 (Yes)

6 MS. BENNETT: Anything else that you
7 think is critical that is missing? Hearing nothing,
8 I'm going to move us on to our next principle. If
9 you have a bright idea or burning desire as we move
10 away from anything, we can always circle back and
11 come back and capture and record your thoughts.

12 So let's move to equity and fairness.
13 What outcomes do we hope the commission will
14 accomplish as a result of being focused on equity
15 and fairness as a way that it does business and as
16 an outcome of its work?

17 MR. ISOM: Reduce disparity. That can
18 mean a lot of different areas, but just overall try
19 to reduce disparity.

20 MR. CARR: Must be fair to all parties
21 involved.

22 REVEREND WILSON: I noted that
23 particularly with equity it gets us to a
24 support-based framework versus a systems-based
25 framework.

1 MS. BENNETT: Reverend Wilson, talk a
2 little more about that.

3 REVEREND WILSON: Systems-based
4 frameworks allow the same thing for everybody.
5 There's equality of opportunity. A supports-based
6 framework gives the resources that everyone -- each
7 individual needs in order to get to the same
8 outcome.

9 A case in point, everyone had an
10 opportunity to come to today's meeting. Our friends
11 were called to the White House. They needed
12 additional support to be present in the meeting. So
13 we made video available and technology to make it
14 possible for them to be present.

15 So I think we have to take the same
16 approach for communities who want to have voice.
17 It's one thing to post a meeting. It's another
18 thing to make a meeting present where they are. So
19 it gives an additional opportunity so that we get to
20 that point.

21 MS. BENNETT: Thank you.

22 MR. TOBIAS: I think along the same
23 line, our recommendations should benefit the
24 disenfranchised individuals who do not have a seat
25 at the table.

1 MS. BENNETT: Yes.

2 REVEREND deVON BLACKMON: I'm
3 commenting also on that. I really had it under
4 behaviors much like what Starsky says. It's just
5 he's higher than me on that kind of explanation. I
6 just put that equality and equity are different,
7 that we must remember that, and we should operate in
8 our behavior not from a place of making sure that
9 everyone has the same starting point, but from a
10 place of making sure everyone crosses the same
11 finish line.

12 And that's going to mean that what we
13 distribute may not be the same because we don't all
14 need the same. An outcome for equity and fairness
15 for me is a communal sense that the work of the
16 commission, even if you don't get everything you
17 want, is beneficial for everyone.

18 MR. MCCLURE: I thought of this in
19 terms of a policy outcome and I related it to
20 educational opportunities, so one of the outcomes of
21 equity and fairness is significantly increased
22 educational opportunities. You know, there's no
23 reason that a ZIP Code should determine the
24 educational opportunity for a young person.

25 MS. PULLIAM: I was thinking that if we

1 live into this principle, one of the outcomes -- the
2 outcomes that we can anticipate, or that I hope that
3 we accomplish is just a stronger, more vibrant
4 community that is truly reflective of who we are as
5 a community in all of our diversity.

6 MS. BENNETT: Anything else? So the
7 outcomes from equity and fairness and having that be
8 a guiding principle for our decision-making, our
9 community engagement and our internal operations is
10 from a conscience standpoint we reduce disparity, we
11 significantly increase educational opportunities.

12 From a process standpoint we make sure
13 that there's fairness to all parties involved, we
14 operate from a support-based framework that really
15 seeks to direct resources to community needs, to
16 achieve set community outcomes, and that's a shift
17 from a systems-based framework, that our
18 recommendations benefit the disenfranchised who
19 don't have a seat at the table, that we have a
20 communal sense that the commission's work is
21 beneficial to everyone, and that we end up with a
22 stronger, more vibrant community that can be
23 reflective of our diversity.

24 Yes? Those are the outcomes. What are
25 the behaviors and the practices that we as a

1 commission will engage in on a regular basis to make
2 sure that we are living equity and fairness in our
3 practice.

4 MR. GORE: I think we -- to move
5 empathy into there as a -- I think that's where that
6 proposed guiding principle plays a big role.

7 MR. MCCLURE: I think one of the
8 behaviors will be removing barriers.

9 MS. BENNETT: To?

10 MR. MCCLURE: To equity, to fairness,
11 to opportunity.

12 MR. CARR: I think part of it is
13 avoiding overgeneralizations as we refer to groups
14 of individuals, whether they be individuals who are
15 seeking a redress of grievances, whether they be law
16 enforcement, whether they be any of the groups, but
17 we really need to avoid broad overgeneralizations,
18 which paint everybody with one brush. That's very
19 important to understand individual differences.

20 MS. BENNETT: Other behaviors of
21 practices. So what I've heard you say thus far is
22 that we operate not from an expectation of the same
23 starting point, but certainly helping people reach
24 the same finish line. That we practice empathy,
25 that we remove or we seek to remove the barriers to

1 opportunity, the barriers to participation, that we
2 avoid overgeneralizations of groups and
3 understand -- we seek to understand individual
4 differences. Any other practices or behaviors you
5 think really help us live equity and fairness as a
6 commission?

7 MR. NEGWER: We need to get input from
8 all the parties involved.

9 REVEREND WILSON: This one is similar,
10 but it's a little different. Open calls. So
11 whatever we need, we put out a call to the community
12 for it. So whether it's information, input, make it
13 open. Otherwise, it's limited by our networks. So
14 open calls.

15 MS. BENNETT: Outstanding. Anything
16 else?

17 MR. TOBIAS: Yes. Along the same lines
18 of empathy, we can ask questions: How will it
19 impact which group that we're talking about? So ask
20 questions.

21 MS. BENNETT: That's so important
22 because oftentimes we think that if the intention is
23 right, that the impact will also end up being the
24 same. And so the three that you all have added is
25 to solicit input from all parties, to issue open

1 calls to the community, to assist in the
2 commission's work very much like we did with
3 research and reports and those things earlier on,
4 and to ask questions always about impact, what will
5 the impacts be, what will the impacts be, keep
6 impact in mind, not just intention.

7 Anything else? Any other burning
8 desires or critical points of input that you'd like
9 to make before we switch? Hearing none, sustainable
10 and enduring practices. What outcomes does the
11 commission hope to accomplish as a result of
12 focusing on sustainable and enduring practices -- or
13 actions, I'm sorry, sustainable and enduring
14 actions?

15 MR. MCCLURE: This is where I'd like to
16 redefine the principle to include urgency and
17 accountability. It was common in the comments we
18 heard from commissioners around the table. It's
19 something we've heard very clearly from the
20 community, it's something we pledged to do.

21 So to me sustainable and enduring
22 actions with urgency and accountability, while it
23 may be a mouthful, I would like to include those
24 concepts in the principle. So fellow commissioners,
25 Rebecca is -- is squirming over there because this

1 is the classic thing that groups do to facilitators;
2 when they -- when they can't prioritize, they start
3 combining them and pretty soon it all kind of mashes
4 together. I just thought I'd call myself out before
5 you did.

6 MS. BENNETT: Thank you. Thank you.
7 That's okay, though, because the sustainable and
8 enduring helps us think about the long-term, right,
9 the urgency helps us center in the now as well, so
10 it is both the present and the future that we are
11 accountable for. So makes sense. Outcomes.
12 Outcomes from sustainable and enduring actions with
13 an urgency -- with urgency and accountability as a
14 commitment of ours. Yes, Bethany.

15 MS. JOHNSON-JAVOIS: I envision that
16 there is agreement, I'm thinking about
17 sustainability equals financing. So long-term
18 commitment with the common agenda among our
19 foundations, our funders, our nonprofits, our
20 elected officials, our court systems.

21 I don't know how you're going to write
22 all this down. Public education and the media. But
23 for once in this region we have a common agenda that
24 is funded and committed to to sustain the work
25 beyond today.

1 MS. BENNETT: Okay. Others?

2 MS. JAMES-HATTER: I just want to
3 support Bethany in that, and I go back to original
4 comment about the scorecard, but I hope another
5 outcome would be some type of ongoing community
6 simple question that we could get a handle around,
7 you know, are we doing better?

8 We've heard a lot of conversation
9 today. I would just like to ask potentially, you
10 know, how likely are you to recommend someone to
11 move or continue to live in St. Louis? I'd like to
12 know what the answer to that is. Not right now, but
13 as an outcome. How -- how big of promoters are we
14 about this community? How much do we really love
15 it?

16 REVEREND WILSON: Someone suggested an
17 outcome of sustainable and enduring actions is that
18 we have the capacity to change a generation, not
19 just an election cycle.

20 MS. BENNETT: Traci.

21 REVEREND deVON BLACKMON: I wanted to
22 say that an outcome for me is that we implement --
23 we recommend implementation of policies and
24 practices that have teeth to them, and that that
25 implementation changes behavior whether or not it

1 changes hearts.

2 MS. BENNETT: Anyone else? So the
3 outcomes that you had mentioned are that we have a
4 long-term commitment by community stakeholders and
5 decision-makers to sustain and continue the work
6 beyond today and the commission's term.

7 That we have an ongoing community
8 assessment of the region's well-being and
9 attractiveness or friendliness or we'll figure out
10 another word. That we have the capacity to change a
11 generation and not just an election cycle.

12 That we recommend implementation of
13 policies and practices that have teeth and change
14 behavior. Those are the outcomes that we are
15 seeking from having a focus on sustainable and
16 enduring action with urgency and accountability.
17 Let's talk about practices. What will we do to live
18 this principle?

19 REVEREND WILSON: So I've got two, I'm
20 just trying to share the mic, but -- you know. The
21 behaviors -- and this gets to one of the things I
22 believe, grassroots engagement. It's only
23 sustainable if it's integrated in the culture of the
24 people. The other is that we -- as a practice,
25 we've got to begin with the end in mind. So we

1 can't think about a couple of years from now, we've
2 got to think about the vision of a community that we
3 want to build ultimately.

4 MS. BENNETT: Thank you. Other
5 practices and behaviors?

6 MS. JAMES-HATTER: I would just simply
7 say we need to practice the practice. I mean, so
8 many times we know the right thing to do. We just
9 don't do it. So I just want us to practice --
10 practice the practices, whatever they are.

11 AUDIENCE MEMBER: Excuse me, I would
12 like to know when the community is going to get to
13 talk and it's already 3:30 and the meeting was
14 supposed to be over at five and there's a lot of us
15 have some things to say. And I understand about
16 this commission but we -- if it's about the
17 community and we came here to speak.

18 MS. BENNETT: Yes, so we are going to
19 be wrapping this up in the next fifteen minutes at
20 which point we move --

21 AUDIENCE MEMBER: Because it's already
22 3:30. So if we all going by the principles of the
23 meeting, then it's already 3:30.

24 MS. BENNETT: Right, and at 3:45 we
25 will move to our discussion of the community

1 priorities.

2 AUDIENCE MEMBER: So 3:45 that's going
3 to give them about an hour for thousands of people
4 to speak. That's redundant. Like I said, a bunch
5 of these meetings are being a bunch of mockery. All
6 you guys -- half you guys are not even from Ferguson
7 and half you guys not even been in Ferguson and then
8 you want us to talk to you people, but you people
9 haven't even got the people that's in the community
10 to come and talk to them.

11 This is a bunch of bull crap and it's
12 always been a bunch of bull crap because you have
13 your people that's the citizens have not even -- the
14 politicians that's in there haven't even came out
15 and spoke to the citizens out there.

16 So how can you say that this is going
17 to be what you all going to do when you all don't
18 even know what your all planning to fix the problem.

19 AUDIENCE MEMBER: What our concerns are
20 about our community where we live.

21 AUDIENCE MEMBER: And Mrs. Pulliam, I
22 would like to know how could you even take a
23 position on this board when you yourself been at
24 once a Ferguson meeting said that we've already did
25 this work with the one in St. Louis and that this

1 would be reinventing the wheel.

2 So how could you even take a seat on
3 this board that's doing just what you denounced in
4 the one Ferguson meeting which is reinventing the
5 wheel?

6 MS. PULLIAM: Let me correct the
7 comment because that is not what I said. That is
8 not what I said.

9 AUDIENCE MEMBER: That is exactly what
10 you said.

11 MS. PULLIAM: What I said was we have
12 to do the work. It is us, it is the community that
13 one Ferguson will hold me accountable as a
14 representative of the community, one of the
15 co-authors, advocates and endorsers of that plan
16 that came from a series of meetings over these
17 months.

18 We've had dozens of meetings, community
19 conversations that was drafted by citizens and
20 residents of this community, went around and around
21 and around the table. We did a lot of work as a
22 community and we started that work way before anyone
23 knew that the governor was going to call for a
24 commission.

25 AUDIENCE MEMBER: Okay. So what are

1 you guys -- where were you guys at when -- where
2 were you guys at when the military was blowing up
3 the AutoZone? Where were you guys at then? Don't
4 say they didn't do it because I have video showing
5 that the military burned some of the buildings on
6 Ferguson and West Florissant.

7 REVEREND WILSON: So can I -- can I
8 respond? So to answer your question -- and I know
9 the time frame you're talking about, I was on south
10 Florissant in front of the police department when
11 that was happening.

12 AUDIENCE MEMBER: I was -- I was a
13 person that tried to attack the guy who started the
14 fire at the Ferguson Police Department. The guy
15 that was burning down the car, the guy that was
16 burning down the city hall and I was the one that
17 was fighting the gentleman, but doesn't get none of
18 the police -- when I had him down on the ground,
19 none of the police -- when I said, I have this man
20 on the ground, would you get him, and they said, let
21 him go. So don't say nothing about what the
22 community ain't doing because I have been defending
23 the community.

24 REVEREND WILSON: I'm not. I'm not
25 saying that at all. I'm not saying that. So --

1 AUDIENCE MEMBER: I'm the one that's
2 fighting the men that's in front of Captain's
3 Kitchen when they get ready to burn it down. I been
4 that man. I been that man ever since August 9th
5 fighting in front of Ferguson.

6 REVEREND WILSON: So I get you,
7 brother. I -- I met you -- let me --

8 AUDIENCE MEMBER: No, you ain't getting
9 me. You all can't talk to the community because you
10 know we are back here, and you all going to say
11 something about what you're going to build, what you
12 build, but we're tired of you building or saying
13 what you're going to build and you're not building
14 anything.

15 AUDIENCE MEMBER: None of you guys are
16 qualified because you --

17 AUDIENCE MEMBER: Don't live here.

18 REVEREND WILSON: Okay.

19 AUDIENCE MEMBER: You do not understand
20 and you do not go through the things that the people
21 in the community are going through. And then to say
22 that you are going to have a committee and not one
23 community member on it then, how will you ever
24 understand where we're coming from?

25 That's what we're going to -- I mean,

1 to be at all fair, I mean, if this committee was
2 that half of qualified people like yourselves, I
3 mean, don't get it wrong, I respect whatever your
4 positions are, but how can you fix what's going on
5 in the community where you don't even include the
6 community?

7 And nothing is ever going to work here
8 unless it's you guys do what you never done and
9 that's include the people that you're always trying
10 to work on, fix, and deal with.

11 AUDIENCE MEMBER: We are right here.
12 We are always right here.

13 REVEREND WILSON: So I -- I hear you.

14 AUDIENCE MEMBER: Excuse me. This
15 needs to start with what is your problem and your
16 issue. How do you feel you can fix it? From each
17 one of us have a chance to say how we feel about
18 what's going on in our communities.

19 AUDIENCE MEMBER: And considering that
20 you hold a meeting during work hours and people have
21 sat for five hours.

22 AUDIENCE MEMBER: Five hours.

23 AUDIENCE MEMBER: The reality is this.
24 The reality -- sir, the reality is this. People
25 have waited -- people waited for three months, for

1 three months stewing in anxiety, stewing in pain.
2 And then they take time out of their schedules to be
3 here, to be here for hours upon hours. I'm a
4 freelancer. I have the flexibility to be here.

5 Everyone doesn't have the flexibility.
6 So the majority of these people have taken off time
7 from their jobs who will not be compensated for the
8 time off from their jobs. And you sat and you had
9 discussions about things that should have been
10 principles that got you on the board.

11 REVEREND WILSON: So -- so can I -- can
12 I just say -- can I share a little bit? I'm with
13 you.

14 AUDIENCE MEMBER: -- the road blocks
15 and things like that.

16 AUDIENCE MEMBER: From day one I
17 have -- I have built -- this man here has fed people
18 in Ferguson. I have taken children that's in
19 Ferguson to the water slide, built everything for
20 these kids to have something that the children know,
21 hey, we're there for you guys.

22 We have covered -- covered them kids up
23 and let them be a part of the community to let them
24 know that it's not all about destruction. I spent
25 \$5,000 out of my own pocket to help the Ferguson

1 community giving them kids food, school supplies,
2 Halloween costumes. I don't see you all doing
3 anything. All of you people are saying you live in
4 Ferguson.

5 REVEREND WILSON: Can I -- can I
6 respond?

7 AUDIENCE MEMBER: And all the
8 discussions about businesses, businesses are not the
9 heart of the community. There's no community
10 without a community. These businesses come and take
11 advantage of the community. So everyone is talking
12 about businesses and everything else, but you're not
13 addressing the community.

14 REVEREND WILSON: I'm just going to ask
15 you -- I'm going to ask can I respond. Can I -- I
16 do want to respond.

17 AUDIENCE MEMBER: Okay, respond. Give
18 you time to respond.

19 REVEREND WILSON: I do want to respond.
20 So there's a couple of things. First, number one,
21 there are a lot of things that you're saying that
22 are absolutely right, okay? And it's one of the
23 reasons why -- we said at the beginning of the
24 meeting why we're here. One of the reasons why I'm
25 here and I identified, I actually hold the story of

1 the day that I met you at the St. Ann Police
2 Department.

3 AUDIENCE MEMBER: Yes.

4 REVEREND WILSON: We got there at the
5 same time. You were trying to get a reporter out
6 who got arrested. I was trying to get --

7 AUDIENCE MEMBER: So no, I was trying
8 to get several people out who got arrested.

9 REVEREND WILSON: I'm with you.

10 AUDIENCE MEMBER: You said that you
11 were coming down there to get one person out and
12 that was Alexis and Brittany. Those are the two
13 people you said.

14 REVEREND WILSON: So those are the two
15 people who --

16 AUDIENCE MEMBER: And your congregation
17 said that you were coming that was the same time
18 that you gave the young lady the cell phone and
19 decided to --

20 REVEREND WILSON: Can -- can I finish?

21 AUDIENCE MEMBER: The same two people
22 that you have a minute said that they were getting
23 paid by your organization to do -- yes, those people
24 said you and your organization.

25 REVEREND WILSON: Okay. So now -- so

1 now we're saying some things --

2 AUDIENCE MEMBER: People are tired --
3 sick and tired of all of this felonious things --

4 REVEREND WILSON: So now we're saying
5 some things that just aren't true.

6 AUDIENCE MEMBER: -- going on, all of
7 these --

8 AUDIENCE MEMBER: Why didn't they get a
9 cell phone?

10 REVEREND WILSON: I want to finish. I
11 want to finish.

12 AUDIENCE MEMBER: How did those young
13 ladies in the jail, in a prison get a cell phone?

14 REVEREND WILSON: I want to finish.
15 Can I finish? So --

16 AUDIENCE MEMBER: My 17-year-old has
17 been sitting here listening -- excuse me -- excuse
18 me -- let me -- brother -- excuse me, brother.
19 Excuse me, brother. One second. I understand.

20 My 17-year-old son who is a victim of
21 all of the things that you all are discussing in
22 this meeting, we've been sitting here since you guys
23 started, and he's listening to everybody running
24 through the podium explaining I've done this, I've
25 done that, and we are honored that you all have

1 credentials and you're educated, but you do not
2 reflect the community that we live in.

3 I wrote my baby a note while everybody
4 was talking and saying me, myself, and I, and I
5 asked him what did he think about the proceedings,
6 and I believe in keeping it real, keeping it raw.
7 My son sat here and said, he may be interested, her
8 over there, she may be concerned, but the rest of
9 them, they just sitting there.

10 That's what the Bible says, the truth
11 come out of the mouth of babes. He sat here and
12 listen to everyone of you all. He said, yeah, she
13 might really care. She might care, but the rest of
14 them, they don't begin to know what I've been
15 through.

16 AUDIENCE MEMBER: And I appreciate
17 that.

18 AUDIENCE MEMBER: That's real talk. If
19 you guys were going to go through all of this
20 process, you should have let the public know this is
21 going to be the order of things and then you guys
22 should not join us until this certain amount of
23 time.

24 So all of that extra, all of that extra
25 we did not want to hear that. We are hurting. We

1 don't expect you all to come up with a miracle.
2 That's why we're here, to support you, but don't
3 waste our time with the same innuendoes and the same
4 rhetoric. We don't want to hear it.

5 REVEREND WILSON: So this is -- this is
6 what I want to offer. This is what I want to offer.
7 A couple of things. I offer limited explanation,
8 but I offer an adjustment to the process. For the
9 limited explanation, this is one of our commitments
10 from the very beginning.

11 AUDIENCE MEMBER: We are hurting.
12 Forget all them special words. We hurting.

13 REVEREND WILSON: I understand. I'm
14 hurting too, sweetheart.

15 AUDIENCE MEMBER: You killing our
16 babies. You disrespecting us. We tired. You all
17 killing our babies, the justice system is a mockery.
18 Using all these fancy words and all your degrees --

19 AUDIENCE MEMBER: Just like they said,
20 when she asked you all what can we do to fix the
21 problem, you guys didn't even have a thing to fix
22 the problem as far as talking about what we're going
23 to do. The lady sat there and no one said how we
24 going to fix it.

25 Nobody said anything but Becky,

1 Ms. Bethany. Those are the only two who suggested
2 some way to fix it. Nobody else has said anything
3 about fixing. Mr. Isom was head of the police
4 department. He should know how to fix the problem.
5 We can't fix the problem until we get rid of all
6 those bad things that's in the problem.

7 We can't have a beautiful grass until
8 we get the weeds out of the grass. So once we get
9 the weeds out of the grass, it's going to -- this is
10 not a Ferguson problem, this is a universal problem
11 throughout the state of Missouri.

12 AUDIENCE MEMBER: You are a very
13 educated man, I've watched you.

14 REVEREND WILSON: So you're right.
15 It's not a Ferguson problem, it's a national
16 problem.

17 AUDIENCE MEMBER: And you're humble,
18 you have a very good spirit, Mr. Isom, and you said
19 you're perplexed, you want to know why some people
20 hate police officers and why some people like police
21 officers? Well, I was born in the sixties. I'm a
22 sixties baby.

23 We were raised up that the police
24 officer was Mr. Friendly. He used to walk the
25 neighborhood and say hi, how you doing, and so

1 therefore that idea I was taught, I taught that to
2 my children.

3 That's what I taught them, you respect
4 authorities, you respect any adult, but especially
5 the police officer because that's your friend, we
6 going to walk with him to help keep -- to lift the
7 community up.

8 But what am I supposed to tell my
9 sixteen-year-old son? And my son is not a thug, his
10 parents don't sag so everybody will know. And when
11 he steps outside his door, the police got him and
12 his friends lined -- lined up on the damn -- excuse
13 my French. Lying up on the ground, they got to take
14 their socks and shoes off and undress for what?

15 Or what do I tell my twenty-year-old
16 son that just graduated from Hazelwood East who
17 celebrated his graduation on a Sunday and police
18 officers, detectives at my door on a Monday talking
19 about how he's being arrested for armed robbery and
20 he's disabled. He has a disability. Never leaves
21 my house and happened to go to a graduation party.

22 And just because all the kids -- the
23 kids that really did the robbery, just because the
24 kids didn't know their name and they heard my son
25 who never leaves the house, he just happened to

1 leave his house the one day to celebrate his
2 graduation, now my baby is facing felony first
3 degree robbery. He can't even get a job.

4 A child with a disability. It's
5 deeper. It's a mindset. And I know you all hearts
6 are in the right place. We not trying to hurt you
7 all or shoot you all down, but how you going to
8 change the mindset when the people that are -- that
9 don't understand us is at the top?

10 I work under Governor Nixon. I worked
11 with the Missouri Department of Conservation for
12 four years, and they treated me like dirt because
13 it's only two blacks in the whole department.

14 And ultimately they fired me because I
15 spoke out about -- because I told my people that the
16 conservation was there and first it was all white
17 people coming, no disrespect to anybody, but when I
18 started telling my people in the community to come
19 and start telling Hazelwood school, telling the
20 teachers come out, you have a lot of things your kid
21 can learn about wildlife, they fired me.

22 So don't tell us we hiding. We
23 hurting. We don't want to hear all that -- all that
24 philosophy. That's what we got the fixers, let us
25 talk and tell you and then we'll work together and

1 help you all fix it. I'm going to be at that
2 committee meeting.

3 I'm going to run for councilwoman or
4 anything I can run for because it is a shame that
5 our babies -- can you all -- your baby getting
6 gunned down, then disrespected because they in the
7 street for four hours and the man that's killed him
8 and murdered him say on national TV, I'll do it
9 again.

10 AUDIENCE MEMBER: He'll do it again.

11 AUDIENCE MEMBER: And the reality is
12 you wouldn't have to deal with the outbreak if
13 someone had been in the community understood the
14 hurting and pain. You would have known that this
15 was going to happen. You asking us to sit hours
16 upon hours. Had you been in the community you would
17 have heard this before and you wouldn't have had to
18 have people come out of their dignified position and
19 have to address you in this manner.

20 You should have been in the streets.
21 And there are a lot of you that haven't been out
22 there. I'm not from Ferguson. I'm not from
23 St. Louis, but I stayed here because I can't leave
24 because of the conversations I had when I fed
25 people, when I've worked through Canfield, when I

1 done the basic things that everybody who talks about
2 a Christ consciousness should have done.

3 Because you brought Jesus up, you
4 brought your Christ consciousness up and I haven't
5 seen many of you out there outside -- outside of
6 when they -- the cameras aren't here, outside of
7 when there's a meeting. People are tired of meeting
8 to meet. They are tired.

9 We have held meetings, St. Marks was a
10 meeting. There's been a meeting since August the
11 11th. At what point -- let me please finish. At
12 what point did you guys understand that people are
13 going to continue to look out of control if you
14 don't -- they're going to be considered to have
15 temper tantrums if you don't address them.

16 REVEREND WILSON: So can I finish?

17 AUDIENCE MEMBER: Go ahead.

18 REVEREND WILSON: So this is what we
19 propose. This is what I'm going to propose. First
20 I'm going to explain, then I'm going to propose
21 because one of the things that I feel strongly about
22 is transparency and accountability. First and
23 foremost, first and foremost, appreciating the pain
24 that continues to abide throughout our community,
25 one of the things we're committed not to do was to

1 have a closed-door anything.

2 One of the things that we were
3 committed to do was to say that something needs to
4 guide a discussion and frame a discussion for our
5 entire community so that we don't get to the kind of
6 breakdowns that we got on Canfield. And for the
7 record I've been there.

8 So I let you -- I let you finish,
9 brother, so I want to finish. I want to finish as
10 well. So of the thousands of people who were there
11 maybe you didn't see me, but I've been there a lot.
12 So let me say this: What we're going to do, our
13 commitment to transparency, our commitment to
14 accountability said you don't do the work of
15 starting a commission behind closed doors.

16 So you got to see some stuff that was
17 administrative. It was the first briefing of these
18 people about how they need to be accountable to you
19 including the assistant attorney general coming and
20 saying that you don't get to send e-mails that
21 people can't access, particularly people like
22 freelancers who are following this work, right?

23 That was an education for us, that was
24 an education for the public because everybody needs
25 to know how to hold this group of people

1 accountable. Quite frankly, I was intent that that
2 had to happen. So if you want to blame somebody for
3 the time taking in that, blame me.

4 AUDIENCE MEMBER: So Jay Nixon would be
5 here.

6 REVEREND WILSON: I'm not -- I'm not
7 done. No, this is -- this is an independent
8 commission. This is an independent -- that took
9 twenty minutes at the beginning of the meeting.

10 AUDIENCE MEMBER: We've been here since
11 twelve.

12 REVEREND WILSON: Can I finish? This
13 is an independent commission. It is appointed by
14 the governor, it is accountable to the community,
15 which is why we're being responsive right now.

16 AUDIENCE MEMBER: And he didn't have
17 the respect to show up.

18 REVEREND WILSON: So the questions for
19 the --

20 AUDIENCE MEMBER: He didn't have the
21 respect to show up.

22 REVEREND WILSON: Questions for the
23 governor have to go to the governor. I'm here
24 because I want to answer questions for the
25 community. Okay? So -- so that's that. This group

1 can't meet outside of the public. So there will be
2 meetings, there will be times when you hear things
3 that are boring, that seem like a waste of your
4 time, but because of public accountability we're
5 going to do them in front of everybody.

6 The second thing is when we sent the
7 notice for the meeting, we said the public comment
8 would begin between 3:30 and 3:45. So our agenda
9 has us between 3:30 and 3:45 right now. Now, this
10 is what we wanted to do. I don't know if we'll be
11 able to do it today, but this is what we wanted to
12 do.

13 What we wanted to do was to use devices
14 to have you to tell us what the priorities in the
15 governor's executive order are. So there are at
16 least twelve areas in the -- twelve areas in the
17 executive order. I haven't sat with a reporter yet
18 who hasn't said, you all got a lot of work to do.
19 So what we wanted to know from the community was,
20 where do you want us to start?

21 AUDIENCE MEMBER: Why do you wait so
22 long to ask us? It's 3:30. You should have started
23 with this.

24 REVEREND WILSON: Because if you --

25 AUDIENCE MEMBER: We should have been

1 able to communicate with you on the front end. This
2 whole community is hurting. You don't wait till the
3 end, brother. You start with the pain.

4 AUDIENCE MEMBER: This could have
5 been -- this could have been a circle to begin with.
6 This is pacifying, pacifying.

7 AUDIENCE MEMBER: Getting gunned down
8 in the street. You all scared -- real talk, you all
9 upset right now because we raise our voices. We
10 getting killed out here. You should understand
11 that. We understand this, we're getting killed out
12 here.

13 REVEREND WILSON: So I've understood
14 that when I was -- no, no, no, I've understood that
15 since I was fourteen years old and saw the place
16 where my brother lay in the middle of the sidewalk
17 because he was shot. So please don't tell me what I
18 don't understand. No, no, no. No, no, no. No.
19 No. No. No, because -- no, if we're going to go
20 here -- if we're going to go here and we're going to
21 be brothers, then we're going to be brothers and
22 we're going to affirm -- we're going to affirm the
23 experiences --

24 AUDIENCE MEMBER: But you're not
25 sixteen. You're not all sixteen and you keep making

1 it about you.

2 REVEREND WILSON: No, I can't be.

3 AUDIENCE MEMBER: I made a comment
4 about the rest of you and you responded based on
5 your feelings.

6 REVEREND WILSON: What I'm telling you
7 is -- because --

8 AUDIENCE MEMBER: We're talking about
9 the whole situation --

10 REVEREND WILSON: Can I own something?
11 Can I own something?

12 AUDIENCE MEMBER: -- and you want to
13 say, well, I was in Canfield and my brother was
14 shot.

15 REVEREND WILSON: Can I tell you -- can
16 I tell you something?

17 AUDIENCE MEMBER: Respectfully, it's
18 not about you. Respectfully, it's not about you.

19 REVEREND WILSON: Okay. Okay. Quite
20 frankly, brother, it's about all of us.

21 AUDIENCE MEMBER: So why are we sitting
22 here for five hours?

23 REVEREND WILSON: And it is -- so it is
24 about me. Because -- because if you heard me
25 before, because we can't --

1 AUDIENCE MEMBER: You could have
2 started at nine o'clock done from nine to
3 twelve o'clock and open this motherfucker out.

4 REVEREND WILSON: No, you didn't
5 listen. We can't meet without you. We can't meet
6 without you. We can't ever meet without you. So
7 this is the first meeting. These people need to
8 know how to be accountable to you.

9 AUDIENCE MEMBER: So why didn't you
10 (multiple conversations.)

11 REVEREND WILSON: Can I finish?

12 AUDIENCE MEMBER: Why do you allow the
13 community to start with --

14 REVEREND WILSON: I can't finish? So
15 what the community -- what the community has an
16 opportunity to do right now, what the community has
17 an opportunity to do right now if you will allow us
18 to go forward is to prioritize what this group of
19 people work on.

20 AUDIENCE MEMBER: Start with the pain.

21 REVEREND WILSON: If the community --
22 if the community --

23 AUDIENCE MEMBER: Before you got here.

24 REVEREND WILSON: So my question is
25 will you allow the community to prioritize our work?

1 AUDIENCE MEMBER: How many of those on
2 the community?

3 REVEREND WILSON: No, I'm talking about
4 you. I got 300 keypads back there. We're going to
5 post the work that we've been told to do and you
6 will have an opportunity to tell us where to start.
7 Can we do that?

8 AUDIENCE MEMBER: We've been telling
9 you all what to do to -- how to do this ever
10 since -- instead of you having --

11 REVEREND WILSON: So do you want us to
12 start -- that wasn't me. I'm not the city council
13 of Ferguson. That wasn't my meeting.

14 AUDIENCE MEMBER: You got some say in
15 the city council of Ferguson.

16 REVEREND WILSON: That's not my
17 meeting. So my question -- my question is do you
18 want to prioritize our work or do you want the work
19 to stop right now?

20 AUDIENCE MEMBER: The work has not even
21 began.

22 REVEREND WILSON: Okay. Do you want to
23 prioritize the work?

24 AUDIENCE MEMBER: Yes.

25 REVEREND WILSON: So I'm going to ask

1 for -- I'm going to ask for the team with the
2 keypads to share them with the people in this room
3 because I have a sense that there are a couple of
4 hundred people in the room who want us to work.

5 AUDIENCE MEMBER: Yes.

6 AUDIENCE MEMBER: You have thousands
7 that want you to work.

8 REVEREND WILSON: So could you
9 please -- could you please bring the keypads and
10 distribute them now?

11 AUDIENCE MEMBER: You have a thousand
12 citizens that are still at work.

13 REVEREND WILSON: Distribute the
14 keypads.

15 AUDIENCE MEMBER: Once again, this is
16 in response to an outrage.

17 REVEREND WILSON: No, this was on our
18 agenda at 3:45 so we're now ten minutes late.

19 AUDIENCE MEMBER: You moved the chairs
20 up when we stood up. You now address us --

21 REVEREND WILSON: That's because we're
22 about to do something else. We're about to go to a
23 different kind of session. So --

24 AUDIENCE MEMBER: The fact of the
25 matter is we sat for hours and listened to your

1 resumés. We sat for hours and listened to your
2 pedigree. We don't care.

3 REVEREND WILSON: Because -- can I tell
4 you why, can I tell you why? Because I don't
5 believe you should entrust public work on your
6 behalf to people you don't know.

7 AUDIENCE MEMBER: Did you mention the
8 shot brother when you were talking about your
9 resumé? You didn't.

10 REVEREND WILSON: No, I didn't.

11 AUDIENCE MEMBER: You didn't. And now
12 you bring it up.

13 REVEREND WILSON: I brought it up --

14 AUDIENCE MEMBER: The hell you bring it
15 up to find a commonplace, but you said have said it
16 when you --

17 REVEREND WILSON: I'm glad to share --
18 I'm glad to share anything about myself with you.
19 What we did was --

20 AUDIENCE MEMBER: People we don't know,
21 you want us to trust you. We don't know you or
22 anybody else. You said we should not trust public
23 work to people that we do not know. These are the
24 public people that has been there helping me. This
25 young man and this young lady over there, they have

1 been there to help me. And I trust them. I trust
2 them with my life before I trust anything on that
3 panel right now.

4 REVEREND WILSON: I understand. I
5 understand.

6 AUDIENCE MEMBER: I do not trust you.

7 REVEREND WILSON: I understand.

8 AUDIENCE MEMBER: And like I said, when
9 I was fighting that young man, stopping him from
10 burning down the police cars, burning down -- you
11 know what, those were the people that was behind me
12 because you know what the police department did?
13 Let them go. That's what they said. Let them go.
14 After I told them this man has bombs in his bags,
15 let him go. So don't tell me about I shouldn't
16 trust these --

17 REVEREND WILSON: I'm not telling you
18 not to trust them. What I'm saying is -- what I'm
19 saying is that you should -- I'm saying that these
20 people needed to introduce themselves to you. And
21 I'm saying that's why -- I'm saying that's why we
22 took the time to do it.

23 AUDIENCE MEMBER: We saw your bios, we
24 did our due diligence. We did it. We read up on
25 all of you. Trust me.

1 REVEREND WILSON: Okay. I'm with you.

2 AUDIENCE MEMBER: Every media outlet
3 has talked about all of you all. I knew who every
4 last one of you were before I walked in here. You
5 got a website, you got every type of article on
6 every website known to man. We knew who you were.
7 And you sat for over an hour talking about who you
8 were and all these other things. We -- they broke
9 that down for us when they announced that you were
10 on the commission.

11 REVEREND WILSON: Okay. So I hear you.

12 AUDIENCE MEMBER: Sir, may I say
13 something?

14 REVEREND WILSON: Ma'am, what we would
15 like to do, I want to help -- I want to see if we
16 can move toward prioritizing our work. We'll
17 continue to be responsive. We'll continue to hear.
18 The way we had it structured, we would do that
19 prioritization, then we would be able to take some
20 additional comment. I'm also open -- we're also
21 open as much as we're adjusting the time to
22 extending it so we can continue to do that.

23 AUDIENCE MEMBER: Can somebody address
24 this? I know that the other two members are at the
25 White House, but did anybody consider maybe

1 postponing until maybe they got back? Did anybody
2 consider that?

3 REVEREND WILSON: That was a
4 consideration.

5 AUDIENCE MEMBER: Okay. So then why
6 didn't you? Because of the video, the video things?

7 REVEREND WILSON: Two things -- can I
8 answer?

9 AUDIENCE MEMBER: Go ahead.

10 REVEREND WILSON: First of all, we
11 found out over the weekend and if we canceled the
12 meeting that was scheduled for Monday when we found
13 out something on Saturday, then we would have other
14 cries about accountability. So what we did was we
15 figured out a way to get their voices in the room
16 rather than disappoint a public who wants us to
17 start working.

18 AUDIENCE MEMBER: Postponing it until
19 they got back.

20 REVEREND WILSON: I'm sorry?

21 AUDIENCE MEMBER: Postponing it until
22 they got back.

23 REVEREND WILSON: Yeah. That meant --
24 that meant we wouldn't be having a meeting today.
25 We'd have people would showed up upset. So we have

1 the keypads out? Okay. So what we're going to move
2 to if we're allowed -- we're going to move to if
3 we're allowed is go to a period where we're going to
4 take the issues that have been -- the president of
5 the Fraternal Order of Police, which represents the
6 Ferguson police as well is on the commission, yes,
7 sir.

8 AUDIENCE MEMBER: So do we -- do we get
9 a direct voice from what they want out of the
10 community?

11 REVEREND WILSON: So we're going to
12 continue to get that, but what we want today is the
13 community to tell us how to focus our work. So what
14 we're preparing for right now is each person who is
15 here has an opportunity to get a keypad where they
16 will tell us do you want us to work first on
17 police-community relations? Do you want us to work
18 on municipal courts? Do you want us to work on
19 municipal governments? Do you want us to work on
20 economic opportunity or educational opportunity?
21 What do you want us to focus on? That's what we're
22 going to do and we're going to hear that from
23 everybody in the room prayerfully, carefully, then
24 we will have an opportunity to share -- I'm sorry?

25 AUDIENCE MEMBER: That's what I'd like.

1 I think first of all we want to be taken seriously
2 and not be taken as a joke.

3 REVEREND WILSON: I'm with that.

4 AUDIENCE MEMBER: First of all, we live
5 in a region and a state and in a country where we
6 have a democratic candidate that does not give a
7 damn about us. We have a republican candidate who
8 certainly don't give a damn about us. Then they're
9 trying to appoint a commission to hear our voices
10 when we have protests.

11 All this time to say we want to hear
12 your voices. Well, haven't you heard our voices?
13 Our voices have been out here forever screaming,
14 crying, praying, and you all don't give a damn as
15 politicians about the people here that live in these
16 communities.

17 AUDIENCE MEMBER: What we don't want
18 you to do is become just another bureaucracy, just
19 taking the information and doing nothing and turning
20 it against us.

21 AUDIENCE MEMBER: All this is in my
22 opinion is a sham --

23 MR. MCCLURE: We agree with that.

24 AUDIENCE MEMBER: -- to divert the real
25 intentional break from the governor to pass the

1 blame on to someone else.

2 AUDIENCE MEMBER: I have a state of
3 emergency. I am a resident of Ferguson, Missouri.
4 I have lived here for twenty years. I own a home in
5 Ferguson. I put my life's savings into a business
6 for Ferguson to give back to my community. I gave a
7 lot to this community.

8 I gave of myself, my family gave of
9 their self in this community. I think I receive a
10 call to protect my assets, to protect my life
11 savings. There's not a back door on my building.
12 If I would have been there the night of the fire, I
13 would have been burned. I would have been killed
14 because my building was totally burned and
15 destroyed.

16 I am in the same building as Little
17 Caesars. It was advertised all over the world, but
18 it was Little Caesars that burned, Little Caesars
19 that got burned. It was Hidden Treasures that
20 burned, almost everything that could burn.

21 They put the boards up behind. Why, I
22 don't know. But everything I had was burned in that
23 fire. Go to this website, you can see it. Little
24 Caesars lost their -- I lost everything in this
25 world. My sons invested in me, my husband invested

1 in me, and yet I have not received a call from the
2 mayor of this city.

3 I have not received a call from
4 anybody. But I am a resident here, I have to be
5 shown respect. My son is here. I feel the pain of
6 everybody here. I have the pain as a mother. I
7 have a pain as a citizen of Ferguson. I love my
8 city. I have been here for twenty years.

9 My house has never been broken in. I
10 have neighbors that have looked out for me but we
11 are shown as a racist community right now, and we
12 are not clearly together as a community because of
13 this.

14 Not only that because of how the
15 situation was dealt with. My viewpoint from this, I
16 tried to keep my business doors all along open for
17 my community, a safe place when everybody walked in
18 my door.

19 Hey, everybody was somebody in my
20 store. I had to. I had people who didn't have a
21 job to people who need a job to doctors, and they
22 all felt loved and welcomed and they all felt like
23 they feel relaxed. Right now if you go to my site I
24 only have \$1400 to rebuild my business. I need
25 help.

1 I went and did interviews to a lot of
2 these reporters here and then I gave -- I gave them
3 myself to my community and I need help right now.
4 And so this is an emergency for me and I'm not
5 saying Mike Brown is not an emergency, but I need
6 help right now. How can you all help me? No one
7 has addressed me, no one has called me, and I am a
8 business owner here.

9 AUDIENCE MEMBER: Right now the guards
10 are guarding the burnt down buildings.

11 AUDIENCE MEMBER: Why wasn't the guard
12 there? The National Guard was there protecting
13 Clayton. Why weren't they here? They were
14 protecting Clayton. I'm a citizen of Ferguson. I
15 depended on you. I went out to the streets to the
16 store from my house two hours before the verdict
17 was -- announcement was given and they knew it.

18 They were closing up -- I couldn't
19 believe them because I said to the visitor meeting
20 and they said no, we're going to give you a call
21 when it happened. Don't worry about anything. I
22 didn't get the call. Why didn't I get the call?
23 Why didn't I get the call? My life savings.
24 Everything gone. Why didn't I get the call? Why
25 didn't I get the call?

1 AUDIENCE MEMBER: You all going to
2 answer her? You all going to answer her?

3 AUDIENCE MEMBER: Everybody on the
4 street knew. They knew it.

5 AUDIENCE MEMBER: Don't wait for the
6 government to call you. Call the government. Don't
7 wait for the government. Call Jay Nixon and ask him
8 why you haven't called. He got an open line to the
9 community. Call Jay Nixon and ask him why this
10 haven't been addressed. That's what we need, we
11 need to start at the top. The top is Jay Nixon, we
12 need to --

13 MR. MCCLURE: This -- this lady has
14 been here from the beginning.

15 AUDIENCE MEMBER: I have another
16 comment to make, please hear me. Please hear me.

17 MR. MCCLURE: Let's hear from you, sir,
18 and then we're -- this lady was standing right at
19 the beginning and we want to hear from her.

20 AUDIENCE MEMBER: Just like Johnnie
21 Cochran said -- just like Johnnie Cochran said and
22 this is one of the big reasons why we don't trust
23 the police is who polices the police? Who --
24 everything that they have said --

25 AUDIENCE MEMBER: They above the law.

1 AUDIENCE MEMBER: VonDerrit Myers got
2 killed. The officer said he shot at him. I served
3 in the United States Army. And you do not charge an
4 officer, you don't go after someone who was shooting
5 and shooting. You seek cover. There is so many
6 lies that they have told us. You have the -- and my
7 people, the criminal element of police department.

8 MR. MCCLURE: So what we want to --

9 AUDIENCE MEMBER: Who polices the
10 police?

11 MR. MCCLURE: It's a great question,
12 and what we want to do is we want to allow for time
13 for folks to give comments here. This lady stood up
14 right at the beginning and has been very patient and
15 has something she wants to read, so we're going to
16 allow her to do that.

17 We want to do two things here. As
18 Reverend Wilson said, we want to hear from you, so
19 we're going to ask folks to line up and to -- to
20 respect the line and speak to the microphone so
21 everyone can hear you, to keep your comments to the
22 point, please.

23 And then we're going to follow the
24 process here as we've had a chance to -- sure, start
25 right there. You're good. And then we'll start the

1 process where the entire community, folks that don't
2 have a chance to speak but want a chance to register
3 their opinion, and we've given you a device to do
4 that. So we're going to do both.

5 Those that have the time to speak, we
6 want to hear from you and this is the time which we
7 had planned to do that. I take responsibility along
8 with Reverend Wilson. We agreed on the agenda. We
9 agreed that we thought it was appropriate to handle
10 it as we did. We understand you want to speak. We
11 want to hear from you. That's what this process is
12 about.

13 So we're going to start with this young
14 lady right here, then we'll start over here. And
15 then in-between comments, we're going to describe --
16 Rebecca is going to describe the process for how you
17 all can all have an input into what the priorities
18 will be. We understand you've been saying the
19 priorities, you've told us the priorities. Let's
20 make sure we get them down and we understand exactly
21 what the group thinks. So Lurna, are you ready?

22 AUDIENCE MEMBER: My name is --

23 MS. GODWIN: Number eight.

24 AUDIENCE MEMBER: My name is Angela --
25 hello. I need about five minutes of your time. I

1 am a resident of Ferguson. Hello, I need about
2 five minutes of your time. I thought about this
3 really hard and I thought about our community, black
4 and white across all nationalities. I wrote down
5 something that I really wanted to come here today
6 and say and maybe from this we can start healing.

7 I came here today -- I came here today
8 as a working mother and grandmother to address how I
9 feel about the state that we are in. First, I would
10 like to say I have worked in the healthcare field
11 for over 30 years and I was a widow at 24 because my
12 husband was murdered by a nineteen-year-old black
13 kid that did not even know him.

14 I worked in the psychiatric hospitals
15 for about 20 of these 30 years in the healthcare
16 field as a psych tech. This included taking care of
17 sixteen men from 150 pounds to over 400 pounds. I
18 worked on the men's unit for over twelve years.

19 When we would be fully staffed, that
20 meant five staff members to sixteen mentally ill men
21 ranging from bipolar all the way up to psychopaths,
22 rapists, and sometimes even murderers. All we
23 had -- some of our staff members didn't even weigh
24 over 150 pounds.

25 We did not have mace, pepper spray,

1 tasers, billy clubs, or guns. We had each other, we
2 had our brains, but most of all we had courage,
3 heart, and bravery. We knew when we took this job
4 our main goal, our purpose is to preserve life, not
5 just my own, but the other sixteen men lives and my
6 co-workers.

7 Our goal was to get home every night
8 and our patients was safe and unharmed. So I
9 understand the brotherhood between policemen, but
10 when I went to work every day I had to work from a
11 position of courage and bravery, not of fear. And
12 so did all my co-workers. We had to have brave
13 hearts because we depended on each other to get home
14 every night without being injured or dead.

15 That also included keeping these men
16 safe from each other at all costs. Our job was to
17 preserve life. That meant their life as well as my
18 own. We took down many violent men, having to
19 remember our first priority is to -- is to preserve
20 life. Even when we were being attacked by 350-pound
21 mentally ill men, all we had was the courage and
22 each other.

23 So in our minds -- so in my mind our
24 policemen are supposed to be brave, have courage,
25 run faster, fight harder, be smarter when it comes

1 to assessing a situation and making a judgment that
2 could potentially leave someone dead.

3 He is to preserve life and not -- at
4 all costs, not just his own. No way you see the
5 policeman -- you're supposed to be trained, you have
6 pepper spray, nightsticks, tasers and guns, all
7 these options. And at the end of the day an unarmed
8 suspect is dead because you working from a position
9 of fear and not a position of courage.

10 Prime example, twelve-year-old boy just
11 got killed. Why? Two police officers working from
12 a position of fear instead of courage. I am sorry.
13 When you start with a lie -- I'm nervous.

14 AUDIENCE MEMBER: Take your time, mama.

15 AUDIENCE MEMBER: When you start with a
16 lie like we ask the kid three times to put the gun
17 down and anybody who watched the video can plainly
18 see that they did not even have the time to tell
19 this poor kid one time before you see them -- you
20 see the police car run right up to the kid and the
21 shooting start.

22 Maybe when policemen start telling the
23 truth from the start and owning a true mistake, no
24 matter how tragic it is, no matter how tragic it is,
25 instead of covering up maybe then the public can

1 begin to heal and trust again.

2 But when you kill a twelve-year-old kid
3 and try and justify it or kill a eighteen-year-old
4 suspect because you were afraid -- afraid and you
5 are the one with the gun and you approach first,
6 then we the public who pays police salaries are
7 going to have a problem with that. And we damn well
8 should.

9 This is not a black or white problem or
10 a white or black problem. This is a humanity
11 problem across all nationalities, and this is an
12 abuse of power problem, period. And whatever our
13 policemen's are afraid of, then that's what they
14 need to train with. If it's the 400-pound black
15 man, then train with him.

16 Train, learn how to take him down. If
17 it's a seventeen- or eighteen-year-old,
18 nineteen-year-old adult, then find out why he is
19 running from you if he happens to live. But what
20 cannot keep happening is unarmed suspect dead and a
21 policeman is the one with the option not to take a
22 life.

23 Everybody wants to come home and be
24 safe, not just the police officer. And you cannot
25 keep killing unarmed suspects and trying to justify

1 it. And for Darren Wilson to say he would take
2 another unarmed's suspect life is a tragedy. This
3 is a tragedy.

4 Instead of thinking about -- just about
5 how he can live, how about thinking how both people
6 can live? Because by all means you are the one with
7 the training and the gun, and we the people are not
8 paying our policemen to shoot down unarmed suspects
9 because you say you were afraid.

10 We must get back to a position of
11 courage and bravery to a position of protecting and
12 serving. To a position of respect to one another
13 across all nationalities, but especially between
14 black people and police officers. We the people, we
15 the people have a judicial system set up for
16 suspects to be brought to justice. Thank you.

17 MR. MCCLURE: So thank you for your
18 thoughtful comments and thank you for taking time to
19 write them down and to be thoughtful about that. So
20 what we'd like to do is have Rebecca give some
21 instructions for those of you that have the digital
22 tool to allow us to -- you to help us prioritize our
23 work. This is where we hear from you. So while
24 she's going to give those -- as she's going to give
25 those instructions, we'll get that process started

1 and we'll start with this line right here, okay?

2 MS. BENNETT: So I'm going to -- I'm
3 going to actually make a request, right? This is
4 the process where we learn as we go along. So you
5 have called in to question the process, that we need
6 to change it, and we're doing it. That's a part
7 of -- that's a guiding principle that's humility,
8 right? So we are humbling ourselves to do something
9 different.

10 So this is what I'm going to ask,
11 though, we don't want you to leave without having
12 the opportunity to hear what your priorities are
13 given what we -- the commission has been asked to
14 do. After you do that, we are going to open it up
15 for discussion.

16 We're going to open it up for
17 discussion, so we're not going to close it. I'm
18 going to ask the commissioners to come back so
19 people can address you. The media is here. You
20 will be able to get to them too. But we want people
21 to be able to address you.

22 If you would like to speak on the
23 issues and the solutions, we invite you to get
24 closer, right? So we can make sure that we hear you
25 and we respond to you. So we're going to ask you to

1 go with us. It's only going to take five minutes,
2 and then I promise we will get back to the
3 discussion, right?

4 This is not pacifying as much as it is
5 learning. You said there's a better way to do it,
6 and we're going to do it differently starting now.
7 So each of you has a keypad. If you don't have a
8 keypad, raise your hands and we will get one to you.

9 You have a keypad and you should have a
10 green sheet that says "Issues of Concern" so that if
11 you cannot wait to speak via the microphone, you
12 still have an opportunity to write it down. We will
13 post it up, record it, give it back, all of that.
14 So you have two ways, both the microphone and the
15 half sheet.

16 So you should have a keypad. That
17 keypad -- somebody loan me keypad so I can look at
18 it. I'll give it back to you. We will move through
19 this quickly. That keypad has letters and it has
20 numbers. Those letters and numbers are associated
21 with a choice. We're going to do a practice.

22 We're going to do a practice. So you
23 see this thing here, it says what's the color of the
24 car, right? It's just a practice question to give
25 you the opportunity to get used to using the keypad.

1 When you find the answer that represents your
2 choice, simply push the button, it should record
3 your responses and it should show them in real time
4 up on the board so everybody can see. So we're
5 going to move through this quickly so that we can
6 then have the conversation about issues.

7 AUDIENCE MEMBER: Do you do the first
8 letter, fill out the whole word?

9 MS. BENNETT: No, you just pick the
10 letter. So if your car is red, you're going to push
11 A, okay? All right? So Jessica. Okay. So what
12 you will see right now up in the corner with me is a
13 red box that says "Polling closed." That means if
14 you push the button right now, we're not recording.

15 So you will see when it says "Polling
16 open," we ask you to just push the button when you
17 see polling open and then it will record all
18 responses. If you change your mind -- listen to
19 this, if you change your mind, the last thing that
20 you push is what will be recorded. So you can put
21 in a new answer and it will only go with that. Are
22 we ready?

23 MS. GODWIN: Yeah. Read all of the
24 answers.

25 MS. BENNETT: So what is the color of

1 the car that you travel in most frequently? Red,
2 blue, black, white, gray, brown, green, maroon, or
3 other. A is for red, B is for blue.

4 AUDIENCE MEMBER: There's some people
5 that can't see the --

6 MS. BENNETT: A is for red, B is for
7 blue, C is for black, D is for white, E is for gray
8 or silver, F is for brown or bronze, G is for green,
9 H is for maroon and I is for other. This is just a
10 practice question.

11 AUDIENCE MEMBER: Polling is open. See
12 the green square.

13 MS. BENNETT: Polling is open. You
14 have 26 seconds. You see that timer. That's the
15 time you have to enter into, push your response. So
16 here you can see how this works. The most common
17 color of a vehicle is gray or silver. So twenty of
18 you, of our respondents -- or Jessica, is that
19 respondents or percentage?

20 AUDIENCE MEMBER: That's respondents.

21 MS. BENNETT: Okay. Twenty respondents
22 said the green was the -- or gray or silver was the
23 primary color. So that's our practice. We're going
24 to jump into now asking some background information
25 on you and we will always do that real time so we

1 know who's in the room and then we're going to move
2 to priorities and we will be done with this.

3 AUDIENCE MEMBER: You need to darken it
4 some because you can't hardly see.

5 MS. BENNETT: Okay. I can read it to
6 you. We don't have the ability to darken it without
7 darkening the entire room. So in what geography or
8 geographic area do you primarily work? A, St. Louis
9 City; B, St. Louis County; C, St. Charles County; D,
10 Jefferson County; E, Franklin County. Those are all
11 in Missouri. F, St. Clair County, we're talking
12 about Illinois. G, Madison County. We're talking
13 about Illinois. H, Monroe County, again, we're
14 talking about Illinois or I, other. We did not
15 capture -- we did not capture it for you.

16 AUDIENCE MEMBER: Polling is open?

17 MS. BENNETT: Polling is open. Okay.
18 So the majority of you work in St. Louis County,
19 followed by St. Louis City and in other. Let's
20 continue. In what geographic area is your primary
21 home or residence located? Do you live in A,
22 St. Louis City; B, St. Louis County; C, St. Charles
23 County; D, Jefferson County; E, Franklin County; F,
24 St. Clair County, Illinois; G, Madison County,
25 Illinois; H, Monroe County, Illinois, or I, other.

1 Polling is open. The majority of us
2 live in St. Louis County and the majority of us work
3 in St. Louis County. Here we have some people who
4 live and work in St. Louis City and then other, but
5 the overwhelming majority is here in St. Louis
6 County. Let us continue.

7 We're asking about your gender. Which
8 gender do you -- with which gender do you identify?
9 A, female, B, male, C, other, or D, you decline.

10 Polling is open. So we almost have a pretty even
11 split between women and men. Let us continue.

12 How would you describe your race? We
13 ask you to please select one. A, white; B, black or
14 African American; C, Hispanic, Latino or Spanish
15 origin; D, Asian; E, American Indian or Alaskan
16 native; F, native Hawaiian or Pacific Islander; G,
17 other, or H, you decline. Polling is now open.

18 We are the majority of us black or
19 African American, with a large group of white
20 Americans who are present among us who polled. Let
21 us continue. In what age group do you belong? This
22 is our last demographic question. Are you A, 21 and
23 under; B, 22 to 34; C, 35 to 44; D, 45 to 54; E, 55
24 to 64; F, 65 and older, or G, you decline to
25 respond. Polling is now open.

1 So the majority of people here in the
2 room are 45 to 54 followed closely by our 35 to
3 44-year-olds and those up to 64 -- or 65 and older
4 actually. So we're actually pretty well
5 represented, but the majority are 35 -- are 45 to
6 54, I'm sorry.

7 Okay. Now, because of Michael Brown's
8 death and its aftermath, the Ferguson commission
9 will be assessing citizen/law enforcement
10 interactions and relations. This is spelled out in
11 the executive order, right? The municipal court
12 system, and how municipal government is organized.

13 So the executive order says that the
14 commission has to assess these things. We are
15 asking you of these three, tell us what your first
16 priority would be. Remember, we have to address
17 them all, but we need you to tell us what your first
18 priority would be.

19 Would it be A, citizen law enforcement
20 interactions and relations? Would it be B, the
21 municipal court system, or would it be C, municipal
22 government organization? So how our municipal
23 government is organized. Polling is now open.
24 Please select one.

25 We must do three, but we ask you to

1 select one. So you all have said overwhelmingly
2 that you want us to begin first with citizen law
3 enforcement interactions and relations. Let us
4 continue.

5 In addition to addressing citizen law
6 enforcement interactions and relations, the
7 municipal court system, and the organization of
8 municipal government, we ask you which three areas
9 of disparity should be the primary focus of the
10 commission's work? The executive order spelled out
11 nine different areas of disparity, and we're asking
12 you to identify your top three as major pushes for
13 the commission.

14 A is business ownership; B is child
15 care; C is economic opportunity; D is education; E
16 is family and community stability; F is healthcare;
17 G is housing; H is racial and ethnic relations, and
18 I is transportation. So you get to pick three.
19 This time push three different letters, please.
20 Push your top three.

21 AUDIENCE MEMBER: Can you please repeat
22 that?

23 MS. BENNETT: Polling is open. Sure.
24 A is business ownership; B is child care; C is
25 economic opportunity; D is education; E is family

1 and community stability; F is healthcare; G is
2 housing; H is racial and ethnic relations, and I is
3 transportation.

4 AUDIENCE MEMBER: Can you vote for more
5 of them more than once?

6 MS. BENNETT: We prefer you not. It
7 won't register it. So we'll actually need you to
8 push three different ones. Polling is open, yes.
9 Okay. You have said to us your top three for
10 starting points for us are education, economic
11 opportunity, and racial and ethnic relations. Those
12 are the top three for the commission to begin its
13 work around and to mobilize and marshal its
14 resources around.

15 Now, you have or you should have been
16 given, because we're about to open up the floor for
17 discussion, one of these green sheets. The three
18 issues that came to the top for you were education,
19 economic opportunity, and racial ethnic relations.

20 To the extent that you want to discuss
21 those, we are going to ask you to tell us the issues
22 within those areas that we really need to be
23 drilling down on, but we also understand that you
24 may have other things that you really want to share
25 with the commission.

1 So I'm going to ask you to do both.
2 I'm going to ask you to share with us what it is
3 you'd like us to know, but I'm also going to ask you
4 to discuss the issues with respect to education,
5 with respect to economic opportunity, and with
6 respect to racial and ethnic relations that we
7 should be focused on. So I'm going to open up the
8 floor.

9 AUDIENCE MEMBER: I'm sorry, can you
10 repeat the three?

11 MS. BENNETT: Our top three -- you want
12 to write them down on your sheet and tell us your
13 issues, right, so if you don't get a chance to get
14 to the microphone, we still have the benefit of what
15 you think. Our education is number one. Economic
16 opportunity is number two. And racial and ethnic
17 relations is number three.

18 Now, the way we were going to divide
19 this is we were going to give fifteen to
20 twenty minutes for discussion of the issues in each
21 one of those areas, but again, we are mindful that
22 you have other things that you also want us to hear.

23 So you may share that with us, but also
24 share with us your key education issues, key
25 economic opportunity issues, or key racial and

1 ethnic relations issues. Okay? All right. So I'd
2 like to open up the floor.

3 AUDIENCE MEMBER: Thank you. My name
4 is Bill Monroe, and I'm a member of the St. Louis
5 school board, and I knew without a doubt that
6 education was going to be tops. And I also knew
7 that race was going to be an issue. And I will be
8 brief because I know there are quite a few.

9 I've been here since 10:30 this morning
10 because I wanted an opportunity to speak because
11 it's important to me. I have one homemade sign.
12 You have to excuse my penmanship. I'm an
13 ex-St. Louis police officer. Don't let the long
14 hair fool you. And I was a good cop. I was a
15 strong cop.

16 AUDIENCE MEMBER: Yes, you was.

17 AUDIENCE MEMBER: And the killing of my
18 people in my presence wasn't allowed. Beat them,
19 harassing them, it wasn't allowed. And there are
20 some that even remember some fights that I've had in
21 police stations in uniform with other men with guns.
22 That's a horrible sight.

23 But I won't dwell on that. Because you
24 can be a black man and you can be a police officer
25 and you can serve your community, and officer

1 friendly was a part of our program. I'd sure like
2 to see it come back. But let's -- very quickly, I
3 was also the founder of a charter school called
4 Thurgood Marshall.

5 That was my school. And I got a butt
6 whipping up there on Goodfellow like you would never
7 believe when Thurgood Marshall was overtaken and
8 seized from me by -- Imagine Charter School
9 Management Company was ultimately put out of this --
10 put out of this town. And I'll be very brief.

11 Race is a factor in all things, and
12 since this situation with Normandy High School, I've
13 been in an attempt to finance another school,
14 another school. I got up off the ground after that
15 whipping I took and I put together another school
16 called Harriet Tubman, but as race being a factor
17 and I want to say this to this -- this commission,
18 men and women of color are not allowed the same
19 financial opportunities and access to capital.

20 And I'm one that believes and feels
21 very strongly that we should be involved in
22 educating our own. We own nothing in our community.
23 We don't own the gas station, we have -- DESE has
24 failed us, and right now the person who ran DESE
25 into the ground is going to choose her own

1 successor, and without a lot of transparency.

2 But what I want to say to this
3 commission is open up some funds so that we can
4 build our own institution. I no longer look to DESE
5 to start another charter school because they've made
6 it very difficult for those of us without funds.

7 So what Bill Monroe is looking for, I
8 borrowed two and a half million dollars when I
9 opened up Thurgood Marshall and I paid it back in
10 three years in spite of the charter school
11 management company that disrailed me, that took me
12 out. And I can do it again.

13 What our community need is real
14 dollars. We don't need 2 or 300,000 sent over here
15 to this program or a hundred thousand sent over. We
16 need real schools. And the school that I designed
17 called Harriet Tubman will address the real problem
18 in our community, crime, homelessness.

19 I don't know if many of you know in St.
20 Louis City they spend \$2.5 million every year to
21 transport homeless children, and they do it out to
22 St. Louis County. We -- we have the ability to
23 educate our own children and bring them up in a way
24 consistent with reality.

25 And I don't care if the child doesn't

1 have a father or a mother, if we can design programs
2 that we can go to the moon, certainly we can design
3 curriculum to address what our children are going
4 through.

5 And the key -- and the key to what's
6 going on right now in our community and the need is
7 for education, skills, and job training. I've
8 passed out a flyer to all of you guys and I think
9 one of the -- you might -- somebody smiled when I
10 said that Bill Monroe looking for an angel.

11 Well, I am looking for an angel. I'm
12 looking for an angel investor. I've got -- I've got
13 a drawer full of rejections in my house where banks
14 have said, well, Bill, it looks good, it looks good,
15 but no, no, we can't do it, okay? I'm looking for a
16 collaborative partner to say, Bill, we're going to
17 front you two and a half million dollars for the six
18 or seven months it takes until the money starts
19 coming from the state, and that's what we need.

20 We need institutions in our community
21 to educate our children and when they graduate, they
22 don't have to go to Vatterott or some of these other
23 predators out here that's taking our children's
24 money. We have the ability to educate our --
25 educate our children.

1 And when they leave after four years,
2 they'll -- they'll be able to go into a job. We can
3 train them and -- and the -- the curriculum that
4 I've designed has to do with working a half a day in
5 education and the other half in jobs and skills.

6 And I'm going to relinquish this microphone to my
7 other friend and activist, brother Cleo. Thank you.

8 AUDIENCE MEMBER: Hello, how are you
9 doing? You meaning everybody, you dig? I first
10 want to give honor to God on the set. I really
11 appreciate God. I want to thank Him for his Son
12 named Jesus, you dig?

13 And I want to thank Jesus for His most
14 mighty grace. I want to thank Him for slapping the
15 beer out of my mouth, slapped the marijuana taste
16 out of my mouth.

17 He did a long time ago because now I
18 can see clearly now that the cloud has gone. I want
19 to thank Jesus for introducing the afro, you dig?
20 And there's nothing wrong with it because black
21 think tank always said what's needed for our black
22 youth are role models, positive role models,
23 Reverend Dr. Martin Luther King, Reverend Jesse
24 Jackson, fire chief, isn't it all right?

25 Isn't it about time for us to say you

1 dig that Jesus not just our savior, but our brother.
2 We supposed to be so barbaric and don't love one
3 another. How will you feel if you've been oppressed
4 and depressed and repressed over and over again and
5 this most monstrous institutional beast called
6 racism made all kinds of powerful, positive moves to
7 transfer reality into fantasy, and Jesus from -- let
8 me tell you something.

9 I have a Bible, and in my Bible
10 everybody in there is black and I feel so good when
11 I read my Bible. How do you think a black brother
12 baby from the -- from the cradle all the way up, how
13 do you think that man would feel realizing
14 spirituality and black experience and -- before it
15 was Africa it was a land for all people, Ethiopian.
16 Before that it was land for Cush and Cushitic
17 people. We was entombed with grace.

18 I can be on one side of the river, the
19 largest river in the world. You can be on the other
20 side of the river, Nile River. You can whisper to
21 me, I can whisper it back to you because God made
22 me, God made you, God made the river, and we was in
23 tune, so in tune with grace.

24 And we've been separated from that.
25 And I feel good when we really start mocking and

1 rapping about eccentricity from board members of
2 Southern Christian Leadership Conference. Also
3 served on that board was Maurice Chambers. Maurice
4 Chambers served on that board and he also served on
5 the Kerner report.

6 I was glad because the Kerner report
7 was all about it. Go back and check it out and
8 looked at it. There is no need to reinvent the
9 wheel. Look at the Kerner report, study it and then
10 move in another area.

11 Move in a area about unionism. What
12 was union all about? Union was developed because
13 they was afraid that blacks was coming out of
14 slavery who was going to be free and then created a
15 union. It was the white cotton people created the
16 union to make sure that the slaves were in all of
17 the trades don't come into the working field.

18 We got that today. The city of St.
19 Louis, the state of Missouri, the federal government
20 put money out there to create jobs. The union
21 controlled all of the jobs. They determined who
22 goes on the workforce, who comes out on the
23 workforce.

24 There is no statistics in terms of the
25 hardcore racism that black youth experiencing today,

1 black males experiencing today. There are no blacks
2 on the executive board in the trade unions. Look at
3 all of the executive trade unions. They control the
4 jobs. And they have an interest that we don't
5 control the jobs.

6 So we come out here and we march and
7 talk about, well, what about black-on-black crime?
8 If the jobs are here, the union controls who get on
9 the job. They make sure blacks don't get on the
10 job. They make sure we stay in the ghetto.

11 Then we now talk about black-on-black
12 crime by white design at every level and at every
13 degree. Life is about God and a job. You take a
14 job and you take God away from us too. And whenever
15 we all agree and say Jesus was a brother, how many
16 young nuns would start divorcing Jesus?

17 So at some point they work hand in
18 hand, spirituality and jobs. Now, we want to rap
19 and rap about Michael Brown. Michael Brown got off
20 because of the goals and objectives of the police
21 department, the police association today because the
22 brothers came out with their hands up and now that
23 association is getting ready to move against the
24 brothers on the Rams football team. So we got some
25 problems here.

1 This whole piece about
2 institutionalizing racism, trying to make us feel
3 small and look small. And every time they try to
4 get involved in appropriate -- the appropriation
5 budget whether it's federal or state, they always
6 talk about welfare. They always talking about us.
7 Let's take some money from us.

8 Welfare was not designed because of us.
9 Welfare was designed because of England. England
10 created the welfare system. It came from them
11 first. It came into America when there was a civil
12 rights -- Civil War was about to take place. And
13 when the Civil War was getting ready to take place,
14 when the Civil War in fact took place, that's when
15 they came up with the welfare system strictly for
16 the white women.

17 MS. GODWIN: Okay, Mr. Willis. We've
18 got to let other people speak.

19 AUDIENCE MEMBER: I am so sorry. Oh, I
20 am so sorry. Where am I?

21 MS. GODWIN: Thank you. Okay, we have
22 several people who want to speak, so be mindful that
23 others -- and you have sixty seconds.

24 AUDIENCE MEMBER: Good evening,
25 commissioners. Thank you for this opportunity and

1 thank you for making transparency a fundamental part
2 of this process. My name is Colin Wellenkamp. I'm
3 a teacher. I teach public policy. And I was born
4 and raised in St. Ann, Missouri, and this is my
5 home. I care very deeply about it. My family still
6 lives there today in my family home, so this hits to
7 my heart. This is a process that's going to be very
8 near to me on a personal level.

9 There are a couple of people that I
10 would encourage you to reach out to and hear from
11 that are much more talented and learned than I.
12 First is Governor Douglas Wilder. He's the first
13 black governor of the state of Virginia who is also
14 the first governor elected since reconstruction in
15 the United States.

16 He understood that in order to be an
17 effective leader, he couldn't take the urban areas
18 for granted or the rural areas to brush them aside.
19 He went to all areas. I think he'll have something
20 very wise to share with this commission about how
21 effective leadership includes the entire community.

22 Another person I think you should reach
23 out to is Dr. Joe Leonard. He is the longest
24 serving assistant secretary of civil rights for the
25 U.S. Department of Agriculture. He is a dear friend

1 of mine. I worked for him a long time. But for
2 that man, more people would have died after Katrina
3 than did, but for Joe Leonard.

4 I suggest you talk to him because he
5 will have something very important to share with you
6 about bridging the divide between urban areas and
7 rural areas and how to get the two to understand
8 each other because that is why the president
9 appointed him to his position today.

10 The third person you should talk to is
11 Hilary Shelton. He is the legislative director for
12 the national NAACP. He is -- yes, and he is from
13 here. He is a fantastic man. I learned so much
14 from that man, and he will be able to show you some
15 very important things. Finally, Mr. Martin
16 Dickerson. He is the director of program
17 development for 100 Black Men National.

18 Martin Dickerson is also a very
19 talented individual and he will be able to tell you
20 on a programmatic level some wonderful suggestions
21 on how to meet those three priorities and how to
22 dissect that rather verbose executive order that you
23 have to get through.

24 The second thing I just want to share
25 with you after you talk to those very excellent

1 individuals that I've had the pleasure of working
2 with personally, is I would urge you to take a close
3 examination of two budgets within the state of
4 Missouri.

5 First, the university system's budget,
6 and second, the state's overall budget. There is a
7 program at the federal level called the COPS
8 program. It's the Community Oriented Policing
9 Services program. It has been cut by 44 percent
10 since 2010. Maybe we are seeing the unintended
11 consequences of those cuts.

12 How does the state of Missouri spend
13 its COPS money? Where does it go? Who gets it?
14 What's it spent on? What's the training? Secondly,
15 what is the state of Missouri's budget for nonlethal
16 options for police departments? In St. Louis County
17 you have 90, that's nine, zero municipalities.

18 It is the largest amount of
19 municipalities per capita in any other part of the
20 country. I teach public policy to graduate students
21 from all over the world and I use St. Louis County
22 as a case study of what not to do.

23 All the duplicates of services, the
24 duplicate of budgets, ridiculous way to handle a
25 regional government body. Look at that. Finally,

1 the budget of the Missouri university system. Bill
2 was right. It's not necessarily access to higher
3 education, it's affordability of higher education.

4 Higher education has gone up
5 500 percent in cost over the last fifteen years. Of
6 course, that's going to price many of the community
7 out of existence. They have no prayer of meeting
8 that sort of bill. Look at that budget. How many
9 times has the state raised the budget for in-state
10 tuition?

11 How can programs be developed to allow
12 for members of the community who don't have a dream
13 of meeting those price points access to that
14 education? Look at that carefully. And finally, if
15 I can be of any further assistance or help, make any
16 other further introductions, I'm at your service. I
17 wish you Godspeed and good luck and I want you to
18 know that I'm with you. Thank you.

19 REVEREND deVON BLACKMON: Sir, what was
20 your name?

21 AUDIENCE MEMBER: Colin Wellenkamp.

22 REVEREND deVON BLACKMON: Can you spell
23 it?

24 AUDIENCE MEMBER: C-O-L-I-N, last name
25 W-E-L-L-E-N-K-A-M-P. I'm an adjunct professor of

1 public policy at Washington Advanced University.

2 AUDIENCE MEMBER: Hi. Greetings to all
3 of you. My name is Ruth Baker El, and I just want
4 to know how do you prioritize the war on poverty? I
5 mean, how do you really do that when you ask us to
6 prioritize what's first, second, third, and the list
7 goes on?

8 I want to know how do you and where do
9 you start if my babies are hungry, can't go to
10 school, I don't have a job, I don't do this and the
11 can'ts and the don'ts and the negatives continue,
12 how do you say to me which one do you want first?

13 There is no first to me. I need all of
14 them. So I just want to know what your plan is that
15 makes you think I can prioritize poverty because I
16 know that's what it's about. My dad would always
17 say, follow the money trail and I don't see any
18 money trail at my house. So how do you prioritize
19 what -- what dollar do I get first? Thank you.

20 MS. GODWIN: Ma'am, spell your first
21 and last name.

22 AUDIENCE MEMBER: R-U-T-H, Ruth, Baker,
23 B-A-K-E-R, El, E-L.

24 MS. GODWIN: Great. Before the next
25 person comes up, anyone still have a keypad?

1 Because we need that for the next meeting. Thank
2 you. Please turn them in up here if you do have
3 one. Thank you. Sir.

4 AUDIENCE MEMBER: My name is Bob
5 Pieper. I live in Richmond Heights. I'll be very
6 brief. I just had three items for you quickly.
7 First off, just a housekeeping note, I would ask
8 that in the future if possible, the commission hold
9 its meetings at night. I don't know if that's going
10 to be possible or not.

11 But, yeah, I know a lot of people who
12 wanted to be here could not. Secondly, I would just
13 like to say if the commission is serious about
14 providing disenfranchised populations with real
15 power, which I'm sure it is, I would like to see the
16 commission doing more to provide education to
17 disadvantaged populations on how to run for office
18 and serve on governmental boards and commissions and
19 boards of alderman, because that's real as opposed
20 to symbolic power.

21 I'm with a group called Common Sense
22 for St. Louis. Some of us have some expertise in
23 this area, and we would be happy to work with you on
24 that. Final point, I want to speak in opposition to
25 what the gentleman was just saying a minute ago. I

1 would urge this commission not to arbitrarily
2 consider the merger of municipalities or police
3 departments or other government agencies as that
4 would actually serve to dis -- further disempower
5 disadvantaged communities.

6 It's a lot easier to run for the board
7 of alderman and -- or become the mayor in a small
8 community than it is in a large community. Quality
9 of police department or government has nothing to do
10 with size. We all know of some very well run small
11 communities and some poorly run communities and
12 similarly some well run large municipalities and not
13 so well run large municipalities.

14 So I would urge this commission to be
15 very careful about advocating consolidations of
16 government entities without great, great
17 justification because I think there's a lot of
18 people who really like the way their cities are
19 running now, and I think that would only serve to
20 inflame a situation that's already fairly inflamed.
21 I thank you for your time.

22 MS. GODWIN: Sir, spell your name.

23 AUDIENCE MEMBER: My first name is Bob
24 and my last name is Pieper, P as in Paul, I-E-P once
25 again, E-R.

1 MR. MCCLURE: Thank you.

2 AUDIENCE MEMBER: Okay. My name is
3 Judith Kemner, J-U-D-I-T-H, K-E-M-N-E-R. I'm a
4 retired social studies teacher. I have no advice
5 for this commission. You have a heck of a job ahead
6 of you. What I want to ask, please, please, please
7 come back to Ferguson on your meetings. This is
8 where you need to be.

9 This is where it started and it's going
10 to go out from here, but please, please come back.
11 Secondly, I'd like people to know I'm missing a
12 prayer group. Archbishop Carlson and the clergy are
13 meeting in January Wabash Park, started at 4:30 to
14 pray for this, to pray for you, to pray for
15 Ferguson, to pray for justice for all people.

16 Thirdly, I want to commend you of color
17 who are here and are educated. You came from a
18 family who cared about education. You cared about
19 education. You took it upon yourself. You took the
20 responsibility to do it. That's one thing that
21 isn't being said. It has to come from the home, it
22 has to come from parents who care. Thank you.

23 AUDIENCE MEMBER: We do care.

24 REVEREND deVON BLACKMON: I'll speak to
25 that. Excuse me. This is about listening and

1 hearing one another, but just in a moment of
2 transparency, and these are the difficult places, I
3 want to thank you for the sentiment of what you
4 said, but I don't know any black parents who don't
5 care.

6 I was fortunate enough that my parents
7 both had an education and they both had jobs, and
8 they worked really hard and I was an only child, and
9 so because of that I was afforded some things that
10 other people whose parents loved them just as much
11 couldn't provide for them.

12 So I don't -- I don't take what you
13 said to be that you were trying to castigate, but
14 what we need to understand here is that what we say,
15 words matter. And so I wanted to say that every
16 parent in here I believe is here because they love
17 their babies just as much.

18 And the equity piece we have to work on
19 is that everybody really doesn't get the same
20 opportunities in America. They don't. And perhaps
21 a lot of us don't understand that. It is only by
22 the grace of God, only by the grace of God that I
23 was able to get the education that I received.

24 And I'm going to be real transparent
25 with you. As a mother who ended up with a marriage

1 that didn't work and three children, I have a child
2 who has not been able to finish her education
3 because I can't afford the price of education when
4 she lost her scholarship.

5 It's a very complicated thing. And so
6 I ask that as we start this process, that we began
7 by believing and trusting the best of one another
8 and that means starting by thinking that parents do
9 care no matter what the media says. Parents care no
10 matter what the media says. Thank you.

11 AUDIENCE MEMBER: All right. My name
12 is Charles Wade. I've been asked to say it first,
13 C-H-A-R-L-E-S, W-A-D-E. The one thing that I would
14 just like to say is there are a lot of people who
15 have a lot of mistrust in this process, and that it
16 seems that you guys want everyone here to trust you
17 implicitly, that you just -- you just want that.

18 But the people of Ferguson -- I will be
19 very clear, I'm not from Ferguson. I've been here
20 for three -- three months, and I've gotten to
21 know -- know a lot of people here. They feel like
22 you guys don't know them, so how can you advocate on
23 their behalf.

24 And the reality is for people to come
25 up and make comments like the woman just made about

1 you all, that's the divide is that people see you
2 guys as above a lot of the people that you're trying
3 to serve. There are people who can't be here right
4 now because they have hourly wage jobs.

5 To come to this meeting would mean a
6 loss of income which means that if you're already in
7 a position where you're trying to make ends meet,
8 you have to make a choice between where your
9 convictions are and your bills, and that's tough for
10 people.

11 I've gone around Ferguson and I've seen
12 people hurting long before this. When you talk to
13 people and you hear them say, it is about my Mike
14 Brown, but Mike Brown represents so many different
15 things. Mike Brown represents the issue of poverty
16 in this community, where people -- where people
17 stood outside with no resources of their own to
18 really address the situation and have had to rely on
19 so many other people to try to address it for them.

20 So they watched this -- this young man
21 lay outside for four hours and they saw continued
22 disrespect after disrespect after disrespect,
23 insults to injury upon injury upon injury. And to
24 ask people to come here and have an open mind and
25 open heart to you all, to many people who they do

1 not see as a part of their community, they don't
2 look at you and see you as their neighbor.

3 You guys have to understand that. And
4 the reality of it is that you have to do some work
5 to build that trust. If one meeting is not going to
6 be enough and having it be open and live stream and
7 all those things, it's not enough because the
8 reality is the conversations are happening on a
9 parking lot.

10 You want to know where the commission
11 is? The commission is happening at Andy Wurm
12 parking lot. The conversation is happening at
13 Canfield. The commission is happening on the subway
14 and on the buses. Everywhere that you all are not
15 is where the commission is happening. So if you
16 want to understand how people feel, get out of the
17 seats and go into the community.

18 You want to know how people feel, ask
19 children who have to walk home and break into chants
20 when they see police officers. You ask those
21 mothers how they feel because those moms are not
22 here because they're at work right now trying to
23 feed their children.

24 So let's address unemployment, let's
25 address underemployment, let's address situations

1 with housing, let's address people who -- that you
2 and I register 2,000 people in three days for
3 services back in August. When I spoke to them a
4 month ago, they had only gotten through 700 of the
5 intake forms.

6 That's 1300 people who haven't been
7 addressed since the summertime who now have to heat
8 their homes. And people say, continue to wait and
9 to continue to wait. I apologize for cursing
10 earlier, but I'm past respectability. I have a
11 degree. I come from a great home, but I am just as
12 frustrated as everybody else that's here because
13 where I come from this wouldn't have gone on that
14 long.

15 I'm from -- I'm a native Washingtonian,
16 I'm from the suburbs of Washington, D.C., and black
17 folks with a lot more power there because they have
18 money, and that is the difference here. As many
19 people have said, the people here don't have the
20 money to pull on you all and to pull on the
21 politicians the way that they need to.

22 So if you guys want to build the trust
23 with them, hold meetings when people can get there,
24 go out and do the work so that people know you
25 beyond the resumé, beyond a sound byte. Do that

1 work and then we can begin the larger work because
2 then they will trust you.

3 REVEREND WILSON: I want to just make a
4 couple of commitments that -- so really I'm just
5 being transparent more than anything else. So our
6 commitments have been that meetings will alternate
7 because there are people who work in the day and
8 people who work in the evening.

9 So all meetings will not be during the
10 day, so you need to know that first and foremost.
11 There will be meetings in the evenings. Second, we
12 will return to Ferguson, but all the meetings won't
13 be in Ferguson. Because this is a regional issue,
14 quite frankly it's a national issue, and there --
15 there are some places where we want to take meetings
16 that represent the realities of the challenges that
17 we face.

18 So yes, we'll return to Ferguson, but
19 we'll also be in other places. We haven't worked
20 all of those out yet, all of the schedule yet, but
21 just please know that we recognize and we're here on
22 point and on purpose that the work begins here, but
23 it doesn't end here. So just wanted to make those
24 commitments and let you know that.

25 AUDIENCE MEMBER: Good evening,

1 committee. My name is Adrian Shropshire. I'm a
2 25-year resident of Ferguson, Missouri. I moved
3 here from Dayton, Ohio. I'm aware of what happened
4 in Cincinnati and I'm aware of what happened in
5 Dayton, Ohio back in the sixties. Just like this,
6 go down the street, we saw burned-out buildings, we
7 saw -- it's called urban decay.

8 That is the worst type of decay a
9 community can take on. We're talking about 30-year
10 rebuilding process. We want things to happen now,
11 but what happened Monday, I sat on my kitchen table
12 and I looked at it, I sat around the table and I
13 looked at it and tears came to my eyes just like it
14 did when I was back in Dayton, Ohio. To see someone
15 come in our community and tear it apart like it
16 happened Monday is outrageous.

17 There was nothing we could do about it.
18 It happens. There's some things that I saw that I
19 need to bring to the committee to address. One of
20 the issues that I just heard Reverend Willis said,
21 I'm a thirty -- I practiced construction. I'm a
22 journeyman carpenter. I'm a union carpenter.

23 I've been in the trade for 34 years.
24 I'm retired now. Yeah, I moved to Missouri and I
25 worked a hundred percent. I completed my program.

1 I'm drawing my pension. But I worked with other
2 young blacks that didn't last two minutes, didn't
3 last fifteen seconds. They walk on the job, oh, no,
4 we got somebody else, sorry. I've been there.

5 I went through the urban league
6 tutorial program, and they were my sponsors to keep
7 me on the job. I went through the Appalachia
8 program. I don't know if anybody knows about the
9 Appalachia program. That was a program established
10 down in Appalachia to get blacks into construction
11 or minorities, period. I went through that program.

12 I went through rioting. I went through
13 burning. This is outrageous. But what is more
14 outrageous, I went to the Internet the other night
15 and what did I see, underlying issues in Ferguson.
16 Roof tops, guns, civilian militia. Are we for real?
17 Civilian militia? Website, ex-veterans, patriots,
18 medical supplies, doctors, nurses, this is crazy.

19 A revolution behind our backs is being
20 staged. We have to stop it. That is something that
21 we as citizens of Ferguson have to work on. We as
22 citizens. Let me put my glasses on. I got a few
23 things I want to go over and I'll make it quick. We
24 have to trust our law enforcement.

25 It was 60 percent law enforcement trust

1 in Canfield Green before Michael Brown's death and
2 shooting. Sixty percent. What happened? That's
3 what we have to find out, what happened? Was that a
4 lie? Were those numbers crazy? But we have to find
5 out what happened. We have to get out into the
6 streets.

7 These young adults, they're different
8 backgrounds, doesn't give them the ability to
9 reason. They've never had to reason. We have to
10 get out there and talk to them like they're our own
11 kids. It ain't easy to be a parent -- or sorry,
12 it's not easy to be a parent. But to go out and
13 listen and understand as a parent to all these youth
14 that are here in Ferguson that are hurting.

15 We have to get off our butts, put our
16 suits down, put some T-shirts and tennis shoes on
17 and get out there and ask them or tell them really,
18 you have to tell them, I hear you. I hear you.
19 Now, what can we do? I hear you and I guarantee you
20 the protests will stop if you just listen and
21 understand their plight. Illiteracy -- and I'm
22 done. Illiteracy is a big problem. And if you
23 change the literacy rate, they will understand, we
24 will learn and we will comprehend. Thank you,
25 commission.

1 MS. GODWIN: Sir, spelling on your last
2 name.

3 AUDIENCE MEMBER: Spelling is
4 S-H-R-O-P-S-H-I-R-E.

5 AUDIENCE MEMBER: Lydia Caesar, L-Y --
6 I'm newly married. Lydia Adams. L-Y-D-I-A, is the
7 first name, last name is Adams, A-D-A-M-S.

8 REVEREND WILSON: Congratulations by
9 the way.

10 AUDIENCE MEMBER: Thank you. I just
11 wanted to say I'm actually not from St. Louis, I'm
12 from New York City, and I moved here three months
13 ago for marriage. And what I noticed here is the
14 extreme racial divide that I don't -- that I don't
15 notice at home in New York. It's very different,
16 and I've been active since I've been here. It's
17 been three months, started a group called the truth
18 telling project.

19 Website is thetruthtellingproject.org,
20 and it focuses on how important it is for us to have
21 these conversations. This Michael Brown case busts
22 the discussion of race wide open in this nation and
23 it needs to keep happening because when you don't
24 talk about things, nothing happens.

25 Talk about it to the point where it

1 makes you uncomfortable. I put together a project
2 for this truth telling mission that we're doing and
3 trying to get people on the street to talk about
4 what's going on. Just -- just tell me your opinion
5 is like fighting.

6 People don't want to talk about it,
7 especially white people because it makes -- I'm
8 assuming it makes you guys extremely uncomfortable.
9 And it's not all white people because so many white
10 people in this nation are not racists, but what a
11 lot of white people are is blind to the issues,
12 blind to what we've had to go through every day,
13 blind to our reality of what it is being black in
14 America, how the police treat us versus how they
15 treat you guys, how they treat my brother versus how
16 they treat your brother.

17 It's night and day. And because we
18 don't talk about it, a lot of people don't think
19 there's an issue. And then they say we're pulling
20 the race card when it's all about race. This nation
21 is built, the racism is woven into the fabric of
22 America and it's coming to haunt us.

23 It's claiming the lives of our black
24 young men. Every day it's getting worse and worse.
25 I have a husband. I have a brother. This is --

1 this is my life. And you guys need to really
2 listen. Ask the questions, how do the officers make
3 you feel? Do you feel protected? You'll hear the
4 answer is no.

5 And that is why it is so important for
6 us to just talk about it, have conversations with
7 people of color to find out how we're feeling and
8 what we need because this nation doesn't feel like
9 it moves for us. It feels like it moves a hundred
10 percent against us. So if I leave nothing else with
11 you guys today, thetruthtellingproject.org, log on,
12 check it out, and start really, really talking about
13 these issues. Thank you.

14 AUDIENCE MEMBER: Good evening. My
15 name is Dana Sebastian Duncan. D-A-N-A,
16 S-E-B-A-S-T-I-A-N, Duncan, D-U-N-C-A-N.

17 So I'm here representing myself first
18 and foremost. I live locally. I've lived and grown
19 up in north St. Louis County my entire life, half of
20 a decade, and I rarely share that but I'm being
21 transparent now. I also represent my job, my
22 employment.

23 I had to go through some -- some
24 circles to make sure I could take off today to be
25 here to do this. Adolescent Resource Center, it's a

1 program of Queen of Peace. Northern Arts Council is
2 my full-time volunteer gig when I can take a break
3 from work.

4 And lately the last year and a half or
5 so I've been working with -- volunteering with the
6 Ferguson Youth Initiative, which is an excellent
7 program locally nonprofit, grassroots, much like
8 Northern Arts Council. No -- there is no paid
9 staff, it's all volunteer-run, volunteer-led.

10 So during the past year I just want to
11 highlight one really strong program that developed
12 from the Ferguson Youth Initiative which is called
13 the Ferguson Community Service Program. And I like
14 to call it kind of like a -- I don't know, a
15 prevention/baby step, first step, mini adolescent
16 sort of drug court or behavior court or a juvenile
17 court or adolescent court, whatever you want to call
18 it.

19 But basically what it is is it's an
20 opportunity for -- this is a partnership with
21 Ferguson Youth Initiative, Adolescent Resource
22 Center, Queen of Peace Provident counseling which
23 provides mental health, behavioral health,
24 counseling as well. And who am I missing? I think
25 that's basically it.

1 And Ferguson. Ferguson, yeah. The
2 city of Ferguson. So they agreed to -- this was a
3 brainchild of Gil Babcock, who's a, you know, 60, 80
4 hour a week volunteer with FYI. And -- and all of
5 us got together and said, what can we do to help
6 local youth?

7 What can we do to help this problem
8 that we have a lot of youth not showing up in court,
9 a lot of young people, young adults not showing up
10 at court because they have warrants or they have
11 charges that they can't afford to pay so they don't
12 show up?

13 So then they have fines because they
14 can't afford to pay them because -- you know, so it
15 just -- it escalates. So they developed this
16 program where they're allowed to do community
17 service. And I'm personally a person in long-term
18 recovery and I've seen the judicial system on both
19 sides and I've met with a lot of community leaders
20 and I've been on the other side of the desk with my
21 own attorney many decades ago.

22 So I identify with this problem. So
23 anyway, a long story short, we started doing this in
24 February of this year officially, and we've seen
25 huge, huge positive results. I mean, it's hard to

1 identify. So here's one example. And this has
2 multiplied now since then.

3 So a young person goes through -- they
4 show up in court. If they're nineteen or younger,
5 this is partially funded through St. Louis County
6 Children's Service Home, they're allowed to be
7 screened and assessed through one of the behavioral
8 health providers for any kind of risk factors. And
9 then they may be assigned some kind of follow-up
10 assessment, counseling if needed or not, if not
11 needed.

12 But at least -- the very least that
13 they get is some kind of education, like prevention
14 education. Oftentimes it's a pat on the back and
15 some evidence-based counseling that supports their
16 already amazing behavior, you know. Because we meet
17 a lot of young people that simply had a bad day, a
18 bad night and there's nothing really that serious.

19 They have a misdemeanor charge and they
20 can't afford to pay it. So to wrap it up, sometimes
21 it's a little bit more significant, some of the
22 issues that evolve that they share about, and maybe
23 their charges were something like trespassing or
24 something also insignificant, but when you start to
25 talk to them you find out more needs, there are more

1 risk factors, there's more that really needs to be
2 addressed.

3 So anyway, the young adults and youth
4 show up, they do community service. Sometimes it's
5 something like painting murals this weekend. That
6 was one of them. Sometimes it's open arts. I'm
7 really involved in arts, so creative. So we get
8 them engaged and then they keep coming back and then
9 they finish their community service and they keep
10 coming back.

11 And then they can become peer mentors
12 if they show an interest and some leadership skills.
13 And then sometimes they keep coming back even when
14 we're not incentivizing them with, you know, this --
15 this mentor stipend. Sometimes they just keep
16 coming back because they want to come back because
17 they're engaged.

18 So I would just ask that more funding
19 and support would go to programs like that,
20 alternative programs that help to engage youth that
21 helps engage families, young adults, old adults,
22 people in general. And transportation. The
23 transportation that was so low, I believe that's
24 really a much higher significant issue, and the
25 problem is that the people that need transportation

1 the most weren't at this meeting to click the little
2 clicker. So I'd like to see that raised up also.

3 REVEREND WILSON: Thank you very much.
4 So I want to do something just very quickly. So let
5 me say this first. First of all, we want to keep
6 our commitments and we've made a commitment to
7 listen and we've made a commitment of time. So let
8 me say this to everyone. Number one, at least I
9 know Rich and I, we're going to stay here and listen
10 to whoever wants to talk, so we'll allow that, but
11 we don't want people to miss the commitments we make
12 as far as next steps.

13 So I want to share some of those now in
14 case you had your time allotted to stay until five
15 and now you're trying to figure out how you're going
16 to get the next thing done or you've got to pick up
17 kids from daycare by six because we recognize that's
18 real as well.

19 So let me just say this for next steps.
20 A, we've said before that all meetings will be
21 posted. Make sure you have stlpositivechange.org,
22 stlpositivechange.org. Follow also on Twitter
23 @stlchange, @stlchange for updates for the first
24 postings of when the next meetings will be. We've
25 said next week's meeting is scheduled for twelve to

1 five Monday, December 8th.

2 I want to commit to revisit that time.

3 We've got to do that with the commissioners because

4 we've already asked them to block that time. We do

5 know that we're already scheduled -- we have asked

6 the commissioners to hold evening time on

7 December 15th for a meeting from five to nine.

8 So we'll revisit, watch for the posting

9 this week for next week's meeting to see if it is

10 possible to make that shift based upon the

11 commissioner's schedules because we want to make

12 sure that we have enough people to continue the work

13 as well. Second, also look this week for -- for the

14 meeting minutes to be posted prior to the next

15 week's meeting. So we've had this meeting

16 documented both on video and we've had it

17 transcribed for the sake of minutes, and so you will

18 have those things posted as well.

19 You'll have a document forthcoming that

20 will also reflect all of the things that have been

21 captured today, so not just minutes, but you also

22 posted concerns. And we'll -- they will be prepared

23 that we need to process through. You've processed

24 hopes that we need to process through.

25 All of those things will come to the

1 commissioners. Those things will also be summarized
2 and projected back to you for the sake of
3 accountability. What you have prioritized today
4 will also be posted for the sake of that
5 accountability.

6 So look for those things, really to use
7 the website as a resource. It has -- it's going to
8 have more this week than just our bios and that
9 information posted for meetings. It will have the
10 resource of this meeting so you'll have that as
11 well. Other next steps. Okay.

12 AUDIENCE MEMBER: Will you repeat the
13 website again?

14 REVEREND WILSON: I'm sorry? The
15 website is stlpositivechange.org.

16 AUDIENCE MEMBER: Thank you for
17 changing that name by the way.

18 REVEREND WILSON: I'm sorry?

19 AUDIENCE MEMBER: I said thanks for
20 changing the name. The whole Ferguson committee
21 drives me crazy.

22 REVEREND WILSON: Thank you.
23 Stlpositivechange.org. and follow on Twitter
24 @stlchange, okay? Thank you.

25 MS. GODWIN: And if anyone cannot stay,

1 those green cards that you filled out where you
 2 signed in, if you would drop them off, there's a
 3 basket right there on the table for you to drop off
 4 the green cards. And we will record that and you'll
 5 find that information on-line as well. Okay? State
 6 your first --

7 REVEREND WILSON: I also want to -- for
 8 this -- just for the sake of accountability, I also
 9 want to note, I know the commissioners have
 10 responsibilities as well. We've got a commitment to
 11 stay and listen. I don't know that everyone can
 12 stay. So I just want to say if commissioners need
 13 to leave at any time, officially I will say here at
 14 5:21, 5:23 that we're closing so that they can be
 15 released to leave if they need to as well, but we
 16 are continuing to stay, listen as much as folks
 17 have -- as much as anyone can, but that releases
 18 everyone in case you cannot.

19 AUDIENCE MEMBER: Hello. My name is
 20 Orlando Travis. I own a home in Ferguson. I
 21 particularly want to talk to you all about police
 22 and their interaction with the public and not just
 23 black people because so many people feel violated
 24 when, for example, if a police walks up on you and
 25 this is my space, this right here, this is my space,

1 and if I just do like that to move him back off of
2 me, that's considered assault upon an officer.

3 That's not right. Typically if an
4 officer is handcuffing a person, number one, it is
5 uncomfortable as hell to have your arms like this.
6 What they going to do, they going to tighten it up,
7 click, click, click. The interaction with police
8 and the general public is terrible.

9 And I know I can say it to Dan Isom, I
10 know I can say it to the sergeant. I can say it to
11 the fellas out there, it hurt to know that my tax
12 dollars is going in to you treating me like, hey,
13 I'm just me. Lock him up.

14 I pay my taxes. Most of my place be
15 right. Other than that, I mean seriously,
16 seriously, it's -- it's not necessary to treat me
17 like, hey, man, we got to find something on him.

18 You know, I've been stopped just
19 because, hey, you know, I got this little beater and
20 it smokes a little. I got my seat belt on. I'm
21 sticking it. There go the lights. I'm doing
22 34 miles an hour and I'm pulled over. Yeah, well,
23 just checking me for nothing, you know. You got any
24 drugs on you? How you going to ask me that?

25 What did you pull me over for? You

1 know. And I just want to go straight to the Mike
2 Brown issue. The interaction with police in a
3 violent manner sometimes is not necessary. It just
4 isn't. I know sometimes you all -- you all get with
5 people and man, they go crazy out of nowhere at a
6 snap.

7 But you and your brothers have to
8 remember that your family, the police, your family,
9 you have cousins who are residents who are not
10 police people who getting brutalized and thrown
11 around like they just meat. And hey, that's your
12 relative, you know. So it's happening to everybody.

13 Man, I'm telling you check out YouTube.
14 You'll see white folks, black folks, Asians, I mean,
15 just slung around like nothing. So if there's
16 anything that I would like to see from the
17 commission is to get with your police brothers
18 because I know Dan Isom and this sergeant right
19 here, hey, you all got them right there, they're
20 looking at you like nobody move on them, you know.

21 They have your back. But we need to
22 know as taxpayers do you have ours and will you
23 treat us respectfully? Because I'm going to tell
24 you, I know some people feel like Ferguson was --
25 oh, they were right, they were justified. Some

1 people feel like Nixon was -- did the right thing.

2 No, man. He put the National Guard at
3 the wrong place at the wrong time and then put the
4 police at burned outbuildings like, yeah, we -- we
5 got this. You got garbage. There are other small
6 businesses in the area that needed to be protected.
7 And I know some of my people, man, they went crazy,
8 but I just want to say please do something about the
9 interaction with police and the citizens. We need
10 respect.

11 REVEREND WILSON: Thank you.
12 Appreciate that, sir.

13 AUDIENCE MEMBER: Hello, I'm Ashley
14 Bernaugh. That's A-S-H-L-E-Y, Bernaugh,
15 B-E-R-N-A-U-G-H. I'm speaking to you as a fairly
16 new resident, a first-time homeowner, a wife, a
17 sister, and a mother. I have a very diverse family,
18 and I want our brothers and sisters and those not
19 related to me to be safe. And so I come to you
20 today for two reasons.

21 To first remind us of how we got here,
22 which I think folks are aware, but there are some
23 points that I think would be well addressed by the
24 commission, and secondly to issue a warning to the
25 commission. So first, the reason why so many

1 gathered for Mike Brown was not because this is a
2 new atrocity. Police brutality is real.

3 It's real for everyone, whether folks
4 want to admit it or not. But the reason folks
5 gathered was because of the brutality of the
6 brutality. When someone is allowed to lie in the
7 street and their mother is not allowed to approach,
8 it is hurtful. It is hurtful for the whole
9 community, and it is reminiscent of things that I
10 thought we were long, long past.

11 When we came out on August 10th to
12 demand accountability and demand answers, which we
13 were promised that night and that's why folks went
14 home, we were then again marched from one building
15 to the other and to the other and to the other and
16 when we demanded to enter our tax dollar paid
17 facilities, we were turned away.

18 You can hear us screaming in the
19 background to let us in. And until you let young
20 people like us, like folks that are standing out in
21 front in the freezing cold or the burning heat
22 access the governments that we are entitled to
23 access, you will continue to see people in the
24 streets.

25 You will continue to see the businesses

1 disrupted. You will even begin to see the fires of
2 real flames in real businesses because if you don't
3 give people a real outlet, the ones that the
4 constitution said we are allowed to have, then there
5 will be no justice and no peace because only peace
6 can come from justice.

7 I want to remind us of the difference
8 of justice versus mercy. Mercy is something we
9 give. Hi, if you needed a piece of paper, honey, I
10 got you. But justice is something that we are all
11 due. It is something that is right. It is
12 something that my children deserve to go to school.
13 It doesn't matter that I'm raising a little black
14 boy, he deserves to go a school that will be
15 accredited, that will be able to be a grown and
16 productive and successful young man.

17 And so with that I issue a grave
18 warning to the commission today. We know that you
19 in your heart want to do great things. You want to
20 see positive change for this community, and we know
21 that your brothers and sisters in power will try to
22 stop you.

23 They will try to stop you by enticing
24 you with money, with special loans, special
25 buildings at your churches, special donations. We

1 know that they will try to entice you because they
2 do it time and time again to commissions. They take
3 your findings and they shelve them.

4 We won't let you -- let them do that to
5 you as long as you will commit that you will take
6 our people power and put us to work. We will be
7 your backbone and we will hold those feet to the
8 fire as painful as it may be for all of us. Because
9 our lives and the lives that don't look like me all
10 depend on it.

11 AUDIENCE MEMBER: You got some passion.

12 AUDIENCE MEMBER: That's right, girl.

13 AUDIENCE MEMBER: It's hard not to be
14 passionate when you see little boys and girls dying
15 in the streets when you don't know that you can be
16 safe driving with your husband. When your
17 husband -- when we first moved up I laughed at my
18 husband for telling me we'd moved to a police state.
19 I told him he was wrong.

20 I told him, how could St. Louis, the
21 big city, we moved from Kentucky. How could this be
22 worse? And then I saw Mike Brown lay on the street
23 and I knew we had gone backwards in time. But I
24 won't stand for it and I know you all here won't
25 either and I appreciate your time and I appreciate

1 you hearing my passion and I appreciate every single
2 one of you today and I hope that you will hear my
3 words and know that we are serious. Thank you.

4 AUDIENCE MEMBER: Can you take a
5 seventeenth member?

6 AUDIENCE MEMBER: Robert Miller. I've
7 been in education for 80 years. Is this thing
8 working? I don't like all of this publicity here,
9 but anyway, that's -- you can hear. Yeah, you know,
10 St. Louis is the most racist city in the country.
11 Read a book. Read a book that goes back to World
12 War II.

13 It's called Mapping Decline. Some of
14 you have read it. Good. Good. And it's true.
15 I've lived through the Pruitt-Igoes and all of the
16 whatever, pushing the blacks, the minorities north,
17 white flight west. Now they got to go way beyond
18 St. Charles because they're running out of land over
19 there.

20 Housing, racism, we're not going to
21 address these problems of racism. You guys aren't
22 going to probably do it. They can't do it in the
23 federal government. They can't do it in Watts.
24 They can't do it in Chicago. They can't do it in
25 New York. Why could this committee of sixteen be

1 able to do it?

2 Let's work on some things like I'm an
3 educator. That's where we need help. A lot of
4 help. Someone mentioned the commissioner of
5 education being pushed out now. I agree with Bill
6 or whatever his name was from the city board of
7 education, one of the elected committee members, and
8 St. Louis City I think is doing a good job.

9 I hope some of you people made
10 recommendations for a new commissioner. It's too
11 late now, but they wanted to push through someone
12 that's inside. They didn't want a national search,
13 but we made them do that, and I have recommended
14 some people, Dr. Adams from the city of St. Louis.
15 He's doing a great job.

16 He came from Louisiana after Katrina,
17 after they were wiped out, and they didn't get much
18 service from the government. No. No. No. Had
19 that have been in, you know, a high priced area,
20 well, they'd have gotten a lot of money. But
21 anyway, that's beside the point. It's not money.

22 We need great teachers. Look at the
23 superintendent of Los Angeles school district, what
24 was his name? Deasy, John Deasy. And he's been
25 there four years. I've got to find them. I don't

1 ever get organized.

2 Anyway, bear with me. Just a second.
3 Office of the superintendent. He just got kicked
4 out of there because he testified for Vergara versus
5 State of California. Does anyone know what that is?

6 AUDIENCE MEMBER: No.

7 AUDIENCE MEMBER: Well, get on the web,
8 look up Vergara versus State of California. Why
9 doesn't the unions -- why don't the unions, and the
10 academia get together? I've always found
11 confrontation doesn't accomplish much. How about
12 working together? And what is that? That's where
13 seniority, tenure is being squashed and the judge
14 ruled it's unconstitutional, it's against civil
15 rights. The poor teachers get moved out of the high
16 rent district and where do they get moved?

17 Out here, Ferguson, Florissant,
18 Riverview Gardens. That's -- and that's why the
19 judge -- and this is going to be spreading. But I
20 don't want to get involved and -- you know, with,
21 you know, beating the unions. I'm for unions too,
22 but not for somebody working for eighteen months and
23 then being there for what? Life.

24 Good teachers don't need that. If
25 you're a great teacher, if you're a good teacher,

1 you don't need seniority or tenure. They're going
2 to keep you. But first in, last out.

3 Packnett, she's with the Teach For
4 America. She's on this committee. She sends
5 teachers out, new teachers after they've been
6 trained, and -- but here we can't do that.

7 Yeah, I know my time is up, but let's
8 kind of follow the model that St. Louis is doing. I
9 don't care if it's a charter school, whatever kind
10 of a school it is, if it's free for the kids, let's
11 not transfer these kids out. In St. Louis City now,
12 they've got some great schools for STEM, science,
13 technology, engineering, math. You said my time is
14 up, well, okay. But anyway, anyway, I can talk all
15 night.

16 REVEREND WILSON: Thank you. Thank you
17 very much.

18 AUDIENCE MEMBER: All I can say is I'm
19 sick and tired of kicking the can down the road. I
20 want something done now. Not six months from now,
21 and I know Governor Nixon said here, give me some
22 input immediately. Well, take this study that comes
23 from Washington University. We're all in this thing
24 together. Is anyone familiar with that?

25 REVEREND WILSON: Yeah. For the sake

1 of all?

2 AUDIENCE MEMBER: No. No. I just want
3 to get the study. Our friend from Wash. U, she's
4 left. "For the Sake of All."

5 REVEREND WILSON: We know it.

6 AUDIENCE MEMBER: Millions of research
7 data accumulated, you can start here, and send
8 something up to Jefferson City. Things that we can
9 do now. Don't push the can down the road. Nixon
10 asked for it. Anyway, anyway.

11 MS. GODWIN: That was Robert Miller.

12 AUDIENCE MEMBER: I appreciate my
13 anonymity.

14 REVEREND WILSON: Thank you,
15 Mr. Miller.

16 AUDIENCE MEMBER: Okay. I want to
17 thank the community for staying here, at least
18 listening to us, and I promise I won't get emotional
19 this time. I want to give you guys a little history
20 lesson from the community's perspective. My mom and
21 dad pushed education diligently, but my mom used to
22 always say, you can be very educated, but if you
23 don't have mother wit, and some of you guys know
24 what mother wit is, you don't have anything.

25 So let me give you a little background

1 and I will be expeditious. I see you guys standing.
2 My family and I originally lived in West County. We
3 lived in the Valley Park area. And in any area that
4 you live in you're going to have diversity.

5 That comes with just living and having
6 life. But because of our economic status, I got in
7 a position where I could purchase a home, but at
8 that time the real estate agents were doing what is
9 called steering. Is anyone familiar with that term?

10 So even though I wanted to remain in
11 West County with my family -- by the way, all six of
12 my children have 4.0 grade point averages and over,
13 because of my economic background I was steered over
14 here to North County. All I can say was, it was a
15 culture shock.

16 I've had three children to graduate
17 from Hazelwood East. My 21-year-old daughter was a
18 honor student for three years. She was an all star
19 on the basketball team at Hazelwood East to be told
20 in her final senior year she was too fat. They
21 weren't going to be able to use her.

22 This is a child that had a potential to
23 go to any university in the country. She's now
24 depressed and at a dead-end job at McDonald's. My
25 second son, the twenty-year-old, the one that I

1 got -- I told you about briefly aspired to be a
2 football player.

3 He loved football and he loved
4 Hazelwood East playing football. He even played a
5 whole year on a broken ankle after I told him no,
6 stop. No, I have to go to my practices, I have to
7 play for my team just to be told, we don't need you
8 anymore.

9 But the history that I want to give
10 you, I did research when I moved into Spanish Lake.
11 When I was a little girl I used to always want to
12 live in Spanish Lake. I thought it was just
13 beautiful, just awesome. I used to just gaze at the
14 houses and say, oh, man, this would be so terrific.
15 I was searching on the Internet one day and I ran
16 across this YouTube film, and you guys can look it
17 up on YouTube, it's called Spanish Lake the movie.

18 Is anybody familiar with that? Spanish
19 Lake the movie talked about how all the residents
20 had agreed with one another that they would not sell
21 to blacks. And some of the people didn't stick to
22 their word, they needed to move out, and so they did
23 sell to blacks.

24 So we're -- we're doomed before we even
25 get to start to get this piece of the American pie

1 because we're moving into a community that doesn't
2 want us. Then secondly, the media plays an
3 important role on how we're perceived. A lot of
4 people don't know that we're educated, articulate,
5 and that we do care to uplift our community because
6 they judge us from what they see in the media.

7 So what I am challenging to you guys
8 and I want to let you all know, I recently just lost
9 a disabled child in January, and in his memory I
10 purchased a home in Bellefontaine Neighbors, paid
11 cash for it, to start a legacy for him called
12 Marty's House.

13 And what it is to be is a resource
14 center because God has blessed me with me being a
15 mom and 23 years of life -- of his life to be real
16 resourceful in education, giving resources on
17 Medicaid, Medicare, accessible equipment, and
18 veterans that are having a hard time, you know,
19 working through the system.

20 And we thought this will be a next
21 awesome step for us to give back to the community.
22 It's a not-for-profit. And we also were going to --
23 if we have to feed people, clothe them, however God
24 led us. It has been a nightmare. We've had some of
25 the Caucasian neighbors in the neighborhood

1 threatening us, telling us we don't belong there,
2 the building -- the building inspector harassing.

3 So people, you don't know our plight
4 unless you walk in our shoes. I mean, there's a lot
5 of underlying issues, and that's what the black
6 elephant, no pun intended, is in the room. Not only
7 have we not talked about it and kept the
8 conversation secret, our European counterparts have
9 too.

10 So until everybody looks into their
11 soul -- let's wipe the slate clean because, you
12 know, most of us, we've endured for so long we've
13 just learned that we can overcome. But everybody
14 has to overcome. You have to look into your heart.
15 It's a mindset. Some people are so deep-rooted with
16 their racism, their grandfather taught it, their
17 grandfather.

18 Grandfather taught it, their
19 grandfather. Grandfather taught it, they taught it
20 to their kids. And in my opinion Darren Wilson is a
21 product of that. Everybody, you know, talked about
22 how he felt no emotion and -- and I mean, that's
23 been bred in him, deep in him, and that's scary.

24 When we come to a place in the United
25 States where children are dying at the hands of an

1 officer that's supposed to protect us, it's deeper
2 than deep, you all. You all can put your heart and
3 soul in it, but it's very, very deep. To sum it up,
4 the only thing that I will want to say, we do
5 support you, my community supports you, my family
6 supports you.

7 I know you guys handed out flyers for
8 anyone that wanted to be in a capacity of running
9 for an office or anything. We're definitely on
10 board for that, but I have one question and I would
11 like for somebody to not answer it tonight, but I
12 want you to think about it. How can you expect the
13 men, the women, and the youth in my community to
14 become -- to serve with law enforcement when you
15 have a legal system that puts a felony on their head
16 when they turn eighteen? R-O-D-E-L-L, Taylor.

17 REVEREND WILSON: Thank you.

18 AUDIENCE MEMBER: Peace, peace. My
19 name is Vonzell Sawyer. The babies call me almighty
20 understanding Allah. I'm actually from Denver,
21 Colorado. I'm not from Missouri, but I actually
22 lived in Missouri for about seven years or so,
23 myself and my wife, wherever she went to. We run an
24 organization called Culture Brigade and Culture 100
25 TV, and we actually came out here to try to get the

1 feel of what's not being broadcasted on CNN and all
2 the other channels that we see in other states.

3 The main reason why I wanted to say
4 anything to you guys at all is because mainly I had
5 a few things to say to the commission board here and
6 then also to the people that are living in Ferguson.
7 As far as the folks in Ferguson, I want to tell you
8 guys right now, especially to my black folks that
9 are out here, you all be prepared.

10 This is not over. It's nowhere near
11 over. I'd like to tell you guys about a program
12 that the military has right now that all of these
13 officers that are standing in the hallway know
14 about, a lot of these police chiefs know about.

15 It's called the resettlement and
16 internment plan, okay? They're planning to do a lot
17 of different things with a lot of the black
18 communities. There's also something very, very
19 important going on in my city in Denver, Colorado
20 where military and police officers are being
21 trained, trained.

22 There's a full-blown camp that's been
23 set up to train them on how to deal with black or
24 so-called African -- African Americans, okay? And I
25 just really want you guys to understand how

1 important that is because this is the ultimate plan.
2 A lot of people wanted this brother not to really
3 say too much because he started taking us back to
4 the past.

5 And really what you guys have to
6 understand is this is 379 years of problems and
7 issues and nobody really wants to bring up the real
8 issue which the brother went all the way back to.
9 But we have a real issue here where, one, the
10 Caucasian race and the Caucasian people of this
11 western hemisphere are in debt to the black people
12 that built this nation up on their backs.

13 They're in debt, period, point blank.
14 If nobody wants to admit it, that's fine. I'll be
15 the young black guy that does, okay? Then not only
16 that, what you guys have to understand and respect
17 is that the whole thing of -- like this woman was
18 just speaking about now, when a black person tries
19 to buy a home or purchase some land in a specific
20 place, that's going on across the nation. What --
21 what is it called.

22 AUDIENCE MEMBER: Steering.

23 AUDIENCE MEMBER: Yeah, steering and
24 just basically resettlement of a group of people
25 that are considered to be in what they call a

1 blighted neighborhood. I won't go into all that.
2 Second, I just really want to warn you all to -- I
3 understand that dealing with the police officers and
4 making that relationship better is something that's
5 crucial.

6 Dealing with your commission is
7 something that's very crucial. But you all need to
8 start educating yourselves as well -- as well as far
9 as the law goes and things of that nature. What a
10 lot of these officers will not tell you, nowadays
11 officers have the option to read you your Miranda
12 rights, okay?

13 So if an officer is arresting you, he
14 can either give you your Miranda rights or he can
15 say, I don't feel like doing it, okay? And that's
16 not something that's even close to our
17 constitutional rights, okay? A lot of you all need
18 to understand as well, you don't have to give up
19 your name when you're dealing with an officer.

20 A lot of states now have signed a bill
21 where if a person does not give their name to an
22 officer even though they haven't done something
23 wrong, they can still be arrested. But this state
24 is not one of those states, okay? Please start
25 educating yourself about what rights you do have and

1 what rights you don't have, and please understand
2 that, yes, our officers are now being trained and
3 militarized.

4 And they're being told this from the
5 highest all the way up to Obama. And I -- and I
6 feel bad for them as well because a lot of them are
7 taking on things that they're going to have to take
8 on and explain to their children way down the line.
9 The only thing that I also have to say towards the
10 commission is I look at a lot of you folks, and
11 myself and my wife, we deal with a lot of the
12 community back in our home state, all over the
13 nation.

14 And one thing that I do see with this
15 group of people here, like everybody said, your
16 hearts are in the right place, but the
17 disenchantment is there. And let me tell you where
18 the disenchantment comes into play. The
19 disenchantment comes into play where you don't have
20 people like my age, 27 and under sitting up here
21 with you all.

22 Get -- get some youth up there. I
23 understand -- your governor is -- he's not over 40.
24 How old is the governor? Young guy, young guy. He
25 doesn't know what he's talking about. At the same

1 time you guys need us because at the end of the day
2 we're going to be the same people that have to take
3 over all this stuff.

4 The babies are going to be having to be
5 the same people that come up into this situation and
6 still have to do something about it at the end of
7 the day. Oh, that's fine. One second for me. I
8 just have one more thing to say. And so just to let
9 you all know, please look that up, though,
10 internment and resettlement plans for -- for the
11 black nation of America.

12 And then folks, I also just want to let
13 you all know as well, any information that you all
14 need as far as learning your rights or anything of
15 that nature, just go to learnmyrights.com. You can
16 learn all that information at that website. I
17 appreciate you.

18 REVEREND WILSON: Thank you.

19 AUDIENCE MEMBER: My name is Mary
20 Chandler, C-H-A-N-D-L-E-R. And one of the things
21 that I would like to say -- I have a note card here,
22 but we wanted to point out the fact that of the
23 commission from what we've seen, about three -- four
24 of you are actually on the ground in Ferguson with
25 the protesters.

1 Everyone else, we don't know where you
2 came from. So you don't know necessarily what the
3 people are experiencing out there. So as the other
4 individual said, it would be nice if you actually
5 got out there and talked to the people. When you
6 have children and they have a problem, you speak to
7 your children, you talk to them and you find out
8 what's on their mind.

9 That's one of the things that would be
10 wonderful if you tried to do. Secondly, a lot of
11 the issue when it comes to the police force is when
12 you police, when you -- when you bring in police
13 from a whole other community to police a community
14 that they have no idea of what their background is,
15 and -- except for what's displayed on media and the
16 media sensationalizes the crime in the black
17 community.

18 So you have people coming from
19 primarily white communities policing a black
20 community. They don't have any black friends, maybe
21 one or two, and that's the only interaction that
22 they have with African Americans, and they're --
23 they're scared because the only thing they can see
24 is violence.

25 They've never sat down and talked to

1 anyone, gotten to know anyone of African descent and
2 then they -- you know, they -- they have this fear
3 because it's -- it's perpetuated through the media.
4 And then they don't go out to actually experience it
5 for themselves, okay, to get to know someone.

6 So -- so that's one issue. Secondly,
7 and I don't know if everybody is going to agree with
8 me, but personally, if I have an issue and I call
9 the police, I want them to have all their powers,
10 but I don't want the abuse of power. So while you
11 keep the police with all their rights and their
12 powers that they can enforce the law, but you have
13 tougher penalties for them -- or some penalties.

14 How about that? Let's start with some
15 penalties for them when they abuse those powers. So
16 the issue -- if I'm in trouble, I want the police to
17 protect me. However, I don't want them to abuse me,
18 and I want them to have tougher consequences for
19 them abusing the powers that are given to them.

20 Because they are law enforcement, they
21 know what is to be done, they know the laws. So
22 they should follow them, they should abide by them,
23 they should enforce them, but they should not abuse
24 them. You know, at my job because of what I do, I'm
25 held to a higher standard.

1 I won't say what I do, but I'm held to
2 a higher standard at my job when it comes to the
3 things that I have to enforce at my job, okay, and I
4 think it should be the same for the police officers.
5 So I'm not for stripping them of their powers and
6 their -- the opportunities that they have to do to
7 enforce the laws, but I am for consequences because
8 of the actions that -- the power that is given to
9 them is so extreme that if they violate them, they
10 shouldn't have a free walk.

11 That's not fair. You cannot ask a
12 community to trust a people that has power and they
13 abuse their power consistently, okay? So as far as
14 education is concerned, I want to talk about that.
15 In St. Louis County, the majority of the counties
16 here go over their 30 percent.

17 How about you let them give that money
18 to the school systems? Ferguson-Florissant school
19 system is losing accreditation. So every bit that
20 they go over that 30 percent that they have allotted
21 to them by the state for funding, donate that to the
22 school system so that school -- so their schools
23 can -- you know, they're always -- they don't have
24 money for education but you're extorting money out
25 of people every day through the police.

1 Give it to the schools. You know, I
2 think that's a suggestion. You go over 30 percent,
3 you go to 50 percent, you have 20 percent donated to
4 the school district. I mean, I'm all for -- I'm not
5 a complainer. I feel like if you're going to have
6 complaints, you should also have solutions.

7 So I think about the things that I have
8 a problem with and I present solutions with them
9 also, okay? You police people, you bring them into
10 the community, make a residency requirement. If
11 you're going to police the citizens of Ferguson,
12 make them live there for five years first. Get to
13 know your community, get to know the people there.
14 These are solutions.

15 REVEREND WILSON: Thank you very much.

16 AUDIENCE MEMBER: Commissioners, thank
17 you for your service. I am Patricia Lee,
18 P-A-T-R-I-C-I-A, L-E-E, and I serve as the director,
19 an attorney, faculty member at Saint Louis
20 University School of Law, over legal clinics as
21 well. First let me say that my great grandparents,
22 my grandparents, my uncle, my great aunt all lived
23 here in St. Louis and they all left.

24 And they left for the lack of economic
25 opportunities and they also left because of race

1 relations. I grew up hearing their stories in
2 Chicago before I moved here, and I came back to see
3 what I could do in the context of a legal clinical
4 program.

5 So what I want to mention to you today
6 is that in my opinion, justice does mean economic
7 opportunity, justice does mean a good education,
8 justice does mean positive race relations, and
9 justice also means stopping the outrageous municipal
10 warrants that are being enforced against people,
11 human beings. This needs to stop.

12 And I call your attention to today's
13 St. Louis Post-Dispatch article, and there's an
14 editorial about the difference between real change
15 and fake change. So I'm urging you to look at this
16 issue, educate yourself about this issue, not only
17 what is in the, you know, articles today, but
18 there's other articles whether they're in the
19 St. Louis American or the Riverfront Times about
20 what is happening.

21 And these are all interconnected to
22 each other. And I thank you for this opportunity,
23 you know, the fact that you've listened to the
24 community tonight. And I know it's not an easy job,
25 but keep in mind that we have some faith in you to

1 listen to all of us and to make some real change.

2 Thank you very much.

3 REVEREND WILSON: Thank you.

4 AUDIENCE MEMBER: Hi, my name is
5 Jeneice Andrews. I own a business in Ferguson,
6 Missouri. First of all, I'd like to say I apologize
7 for raising my voice to everyone in this room. That
8 is not my character. I am here because I am in an
9 urgent emergency. And I come before the committee,
10 I apologize to the committee and to every person in
11 this room.

12 I'm a business owner. I'm a mother. I
13 have lived in Ferguson for twenty years. I own a
14 business in Ferguson. My life savings have gone
15 into this business, and I come to you and I urge you
16 to please -- I've heard everybody's questions here.
17 Not saying none -- none is greater than the other
18 one, but out of urgency, could you please, could you
19 please take in consideration the businesses that
20 have been affected here, the livelihood that is
21 gone.

22 My livelihood is gone. It was
23 announced all over the world that Little Caesars
24 burning down. My building is adjacent to Little
25 Caesars. Little Caesars did not burn down. The

1 business that I'm in was totally destroyed. I owned
2 an upscale resale shop -- not resale.

3 I sold antiques, collectibles, jewelry,
4 and furniture. I had a clientele list of 600
5 people. I had customers from all walks of life to
6 come into my business, and I made my business a
7 relaxing and safe place for anyone to come in there.
8 And people would come in there after a hard day's
9 work and they would say, I feel so good in here. It
10 feels so good in here.

11 Oh, I had a hard day at work, but I
12 love coming to your place. I had everyone from bus
13 drivers to doctors come into my business and sit
14 with me. One particular doctor that I was talking
15 to say, you know, Jeneice -- she called me from
16 Georgia, and she said, you know, Jeneice, the
17 jewelry you used to show me was well over half
18 million dollars and it's all gone now, it was burned
19 up in the fire in flames.

20 And my voice may have raised, and
21 again, I apologize for that because I don't want you
22 to see the anger. I don't want you to see the hurt.
23 I want you to see the need. And I stand before you
24 today as a business owner and I want to know how is
25 my city, how is my county, how is my country going

1 to have my back after I gave all?

2 I've raised three sons in here in this
3 city that have no arrest records. I raised three
4 sons to the glory of God that were fortunate to go
5 to college. Our mothers didn't get a chance in
6 that. I'm not saying I'm any better 'cause someone
7 else can tell a better story than me and I'm
8 grateful.

9 I lost everything in that fire. And I
10 don't want to stand here and beg. I'm not begging.
11 I'm saying when you go home tonight -- my need is
12 urgent. I raised my voice because I wanted to be
13 heard and I want it to be known. It was announced
14 all over the world that Little Caesars burned down.
15 So if you would have went to my GoFundMe site this
16 morning, it was only \$1,400 there.

17 My insurance was not enough to cover
18 everything that I lost in that fire. I tried to
19 give a fine upscale place and someplace for people
20 to go. As a dark-skinned business woman, I have
21 faced racism. I have gone into the bank and had a
22 policeman stand with his hand in his pocket getting
23 ready to draw the gun because I sold a lady an
24 antique postcard with a black woman on it, which is
25 very rare.

1 And she gave me a check and they didn't
2 want to honor my check. And I was on my way out of
3 town to buy more merchandise, and when I got to the
4 bank in Wentzville I had to -- they took my check
5 and refused it and then not only refused it, they --
6 they couldn't believe I was a business owner.

7 So those are the things I have to
8 encounter every day, but still I choose to be
9 positive. Still I choose to push on. So I ask you,
10 please, I haven't received a call from anybody. I
11 have talked to people and still have the number of
12 radio -- not radio, but -- but television stations
13 all over the country, and even in England.

14 I've talked to people this week. But
15 you know what, all I can say is I love my city and
16 I've been here for twenty years. I didn't expect
17 that. The first time I didn't get looted. And now
18 only thing that's been offered now is loan for the
19 business owners.

20 Some people may feel like zero percent,
21 zero percent is good, but it happened already.
22 We're in a state of emergency. We've taken our
23 loans once before. And when we took out these
24 loans, I had to take out loans to stay afloat
25 before.

1 I had just got to a point where I made
2 good -- went from making really great income one
3 month to nothing. And all of my money for two and a
4 half years I invested back in my business to grow it
5 to produce -- to produce something great to my
6 business.

7 Every day when I woke up I said, how
8 can I make this business better, how can I serve my
9 community? When I went shopping every day, whether
10 it was on the 100, 200, to all the way down to
11 Florida looking for something for my customers.

12 When I went down shopping for them and
13 spotting for them I always looked -- kept my
14 business in mind, how I can make it a better place
15 in my community. But my community did not have my
16 back on Monday night. There was not a policeman
17 there.

18 I'm not here to point blame because if
19 I live in the past and if I live in negativity, you
20 know what, it would overtake me. I have a dream
21 inside of me. My things were taken from me, but not
22 my dream. And I'm asking you all how can you all
23 help me to keep my dream as a business owner and a
24 resident of Ferguson? Thank you.

25 REVEREND WILSON: Thank you, Jeneice.

1 AUDIENCE MEMBER: Hi, my name is Mia
2 Henderson. I'm a transplant. I came here about
3 seven years ago to go to school, and I'm hoping to
4 stay. And I just wanted to ask you to consider a
5 couple of specific ideas that I have as you do your
6 work over the next year or so.

7 And the first regards voting. I mean,
8 it's been -- I think it's been made really clear
9 that certainly here in Ferguson in municipal
10 elections, people are not voting. I think the
11 number was like eleven percent of the electorate in
12 the last election. There have been plenty of
13 studies that have looked at kind of when to time
14 voting -- votes and how that impacts voter turnout.

15 I hope that you'll consider making a
16 recommendation that Missouri go to moving municipal
17 elections to coincide with larger elections. It
18 seems pretty clear for me certainly from some
19 studies out in California that that really makes a
20 huge difference.

21 And I think for people who work jobs
22 where they can't always take off, that sort of
23 consolidating things really makes a lot of sense,
24 and so I hope that you'll look at that. The second
25 is regarding policing, which I mean, we all clearly

1 know is a huge issue. I've -- like I said, I lived
2 here about seven years and I've been pulled over
3 once for a minor traffic violation.

4 It was in Clayton. And, I mean, I had
5 done what he said I had done, but he was so
6 pleasant. He -- you know, I rolled down my window,
7 it was late at night, he said, good evening, ma'am,
8 do you know why I stopped you, whatever. He asked
9 for my license. He could tell I was a little bit
10 panicked probably.

11 And he said, you know, just sit here,
12 it's all right, I'll be right back after I run your
13 license. Don't worry about anything. That's not
14 what's happening, you know, in a lot of our region.
15 I think that I'm -- I mean, first off, it should be
16 the case that a stop in Clayton should look just
17 like a stop in Ferguson or wherever.

18 I hope that you all make some
19 recommendations for things like -- when I was a
20 teacher I think they called it a buddy teacher that
21 I had. Like I would go and watch her teach and she
22 would come and tell me what I was doing wrong. You
23 know, why can't Ferguson PD, you know, do
24 ride-alongs occasionally with police officers from
25 places like Clayton and be expected to come back and

1 police similarly when they -- you know, there's no
2 way that an officer in Clayton or Frontenac is
3 walking up to any citizen going, you know, what the
4 F are you doing?

5 And you hear that all the time from
6 residents up here. Like those expectations should
7 be the same. And maybe with opportunities to learn
8 and leadership that actually shows that they expect
9 that, we would see things change a little bit.

10 Thank you.

11 REVEREND WILSON: Thank you.

12 AUDIENCE MEMBER: Good evening. My
13 name is Derrian Wilson. Although I may not look it,
14 I am sixteen years old. I am a junior in high
15 school, I go to McCluer South Berkeley. And I just
16 came up here to say how this whole rioting has
17 affected me. You know, first of all, I come from
18 a -- two -- two members in the family, that's just
19 me and my mom.

20 That's all it is is me and my mom and
21 that's my whole life. And I'm not out there
22 protesting or rioting because I know what she would
23 do to me if I would. And I just come -- I just came
24 out here because I wanted to tell you that from my
25 side of -- from my perspective of what's going on is

1 that I'm not pointing fingers at the police because
2 if -- if it was up to me, I would say Darren Wilson
3 pretty much did his job.

4 Now, he did it in a way that was kind
5 of excessive, but he did his job. And I'd just like
6 to say that I've never been in trouble with the
7 police ever in my life, but when I've dealt with the
8 police where something went on in the neighborhood
9 or we've got broken into, all of them, pretty much
10 of them were Caucasian, and they were very pleasant
11 to me, they were very nice to me.

12 And I would like to say that not -- not
13 every white person is bad. About 50 percent of
14 white people that I deal with, they're -- they're
15 pretty nice to me. And I've always been told that I
16 was born with two strikes against me, because I'm
17 black and I'm a male.

18 And I believe that, but I also believe
19 that there are white people in here that can help
20 me, and just such as teachers in my school. And
21 right now I can't say I'm a good student, a perfect
22 student, but I can say that when it comes down to
23 crunch time, I do my work. And I just want to say
24 that out of all of what's going on here, I still
25 have faith in Ferguson.

1 REVEREND WILSON: Thank you very much.

2 AUDIENCE MEMBER: Darren Wilson didn't
3 do his job. Darren Wilson didn't do his job.
4 Before that he had that man handcuffed and he was
5 beating him. Darren Wilson didn't do his job. He
6 was far beyond --

7 REVEREND WILSON: Let's -- excuse me,
8 sir. Let's respect that young man's opinion. Let's
9 respect his capacity to stand in front of all of us.

10 AUDIENCE MEMBER: I don't want him
11 walking away like that. I love that brother. I
12 didn't want him walking away like that.

13 REVEREND WILSON: God bless you, but we
14 want to affirm our young people, so thank you, young
15 man. Yes, ma'am. Sir, we -- we heard you, we thank
16 you. We thank you and we heard you. We affirm that
17 the man -- brother.

18 AUDIENCE MEMBER: Good evening.

19 REVEREND WILSON: Thank you.

20 AUDIENCE MEMBER: Good evening. I'm
21 Lula Howell, and I'm a long time -- I've been in
22 Ferguson 34-plus years, and I live in the area right
23 where all the fire took place. And the night of
24 that fire I -- I didn't get any rest because I was
25 afraid that it was going to, you know, catch my

1 subdivision and burn houses, but God, you know,
2 protected it.

3 But I would like for the commission,
4 since you were selected by the governor and you have
5 direct contact with the governor, can you find out
6 from him why he made the exception that night with
7 that neighborhood when we were told that the
8 National Guard would be up there above West Falls,
9 but the night of that we didn't have anyone there
10 protecting our property.

11 It just so happened it didn't burn from
12 those buildings, but we were right at it. I mean,
13 that subdivision is right in that area where all
14 that fire was. And I would like for you all to find
15 out from him why he made that exception because it
16 was said that he was told to back off, but he didn't
17 back off from Clayton and he didn't back off from
18 south St. Louis. So please check on that for me,
19 please.

20 REVEREND deVON BLACKMON: Ma'am, I
21 think that's an excellent question and I am asking
22 him, but I think you need to ask him too.

23 AUDIENCE MEMBER: You mean like an
24 e-mail or something?

25 REVEREND deVON BLACKMON: Call the

1 governor's office, e-mail the governor's office,
2 write the governor's office and ask him that
3 question. Because when it comes from the citizens,
4 then you get an answer. I hope that will answer
5 your question. So I'm asking -- I'm not -- I'm not
6 passing the buck, but I am suggesting that you and
7 many others ask him as well.

8 AUDIENCE MEMBER: Right, because
9 there's a lot of unanswered questions concerning
10 that.

11 AUDIENCE MEMBER: Thank you. My name
12 is Jeff Naber, and I'm a manager of the Billy Graham
13 Rapid Response Team. I'll be very brief in my
14 comments to you. I left my card with the young lady
15 right behind me for you to contact us. Mr. Graham,
16 Mr. Billy Graham was here in 1999.

17 He did a crusade here in St. Louis, and
18 his son Reverend Franklin Graham was here in 2009
19 and he completed a festival that was attended by
20 69,000 people from this area. And their message was
21 sharing -- sharing hope through Christ. And our
22 rapid response team, we're made up of over 1700
23 crisis-trained chaplains that are deployed
24 periodically throughout the world.

25 Usually we respond to natural

1 disasters, school shootings recently, and now we
2 find ourselves here at Ferguson. And our mission
3 here is sharing hope in crisis, and this community
4 is obviously in crisis. Myself and my co-worker,
5 we've been here with you for the last seven hours.

6 I've been praying here for you and for
7 this community for the last seven hours while I've
8 been in this room. And I heard your cry, your heart
9 cry, each one of you as you gave personal testimony
10 at the beginning, and I understand that God has
11 brought us together here for His purpose with this
12 group. I just have that -- that feeling. There's a
13 lot of work to be done here.

14 We have many chaplains that are en
15 route here tonight and will be in the next several
16 days. You will see our blue shirts in the
17 community. We have been in businesses here for the
18 last couple of days. We have met with church
19 leaders in the community.

20 We have scheduled appointments with
21 more in the coming days. We have met with law
22 enforcement, National Guard and the mayor, a senator
23 yesterday. And so we want to work for you and work
24 with you. We want to be with the community and we
25 need to know, we need to hear from the community and

1 from the commissioners on how you could use us and
2 our services. We provide training. We listen to
3 people. And I'll -- I'll leave my comments short
4 and turn the mic to my friend Kevin.

5 REVEREND WILSON: Thank you.

6 AUDIENCE MEMBER: Good evening,
7 everyone. Commission, community, law enforcement,
8 and others, it's a privilege for us to be here as
9 Jeff said. We deal with hope in crisis. We deal
10 with grief and trauma globally. Wherever there is
11 an issue and a need, we respond.

12 Not to take over, not to be the
13 primary, that's your responsibilities you have, but
14 we're here to aid, to help and assist. What each
15 one of you need to know, this present reality
16 starting with the commission first, that God loves
17 you.

18 Community, every one of you, you need
19 to understand that God loves you. Law enforcement,
20 you need to understand that God loves you. And
21 Brother Wilson needs to understand that God loves
22 him too. He loves every person equally the same and
23 there is no partiality in Him.

24 That message needs to be communicated
25 that we all understand that. And you guys have a

1 heavy responsibility, but you have been chosen for
2 this assignment. You've been called to it. You'll
3 be responsible for the policymaking and so forth.
4 But you will need boots on the ground, and we are
5 willing and able and equipped to do that, to partner
6 with law enforcement, to partner with the community,
7 to partner with you to be those ears and eyes on the
8 ground where people are hurting and listen to their
9 cry, listen to their hurt, and move forward to
10 meeting the need.

11 I am a redeemed child of God. I
12 believe that God wants to use this part of the world
13 in this nation for such a time like this. I am also
14 a father, a husband. I have two sons. I am a
15 pastor. I am a rapid response chaplain with the
16 ministry.

17 Brothers out there, I'm a retired law
18 enforcement officer, so I know all of the issues and
19 the hurts and the pains and all of these things
20 going on with each one of you, and this is what we
21 do. Hope in crisis.

22 And I believe each one of you
23 understand the fact that you are in a crisis. If
24 you don't understand that, you're dismissing the
25 reality. So we're available to you. We're willing

1 to help you. Just let us know what we can do and
2 remember God loves you.

3 MR. MCCLURE: Thank you very much.

4 AUDIENCE MEMBER: We're going to wrap
5 it up with these two people and they're both
6 residents of Ferguson.

7 AUDIENCE MEMBER: My name is Hank
8 Ankenbrand, A-N-K-E-N-B-R-A-N-D. I really want to
9 talk to you, Ms. Blackmon, that when Judy Kemner
10 talked about education, I'm really worried about
11 education also, and I think you grasped her words
12 but you didn't hear beneath them.

13 And there's a real concern in education
14 today because a lot of parents, black and white,
15 don't support their kids at school. They don't show
16 up for conferences and that sort of thing. And it
17 just felt to me like when you responded to her you
18 sort of closed the door and you didn't look for that
19 extra message that was there. And I know that -- I
20 know her, so I know that's what she was talking
21 about. So I just wanted to clarify.

22 REVEREND deVON BLACKMON: May I
23 respond? Sir, thank you for saying that. I
24 received what you're saying, and I'll try to listen
25 deeper next time.

1 AUDIENCE MEMBER: I appreciate it.

2 Thank you.

3 AUDIENCE MEMBER: Good evening,
4 commission. Good evening, Ferguson residents and
5 all of you visitors. My name is Pamela Wilson. I
6 have been a Ferguson homeowner for the last nine
7 years. I've had a few encounters with Ferguson
8 police, but I will say when they did pull me over it
9 was because I was speeding.

10 So they had a reason to pull me over.
11 I live in fear every day because of my son that came
12 up and spoke earlier because he is African American,
13 and he's a male and the profiling and things like
14 that that has not happened to us yet, and I pray
15 that it moves past us.

16 But the fear lies there. The
17 nonsleeping at night listening to the helicopters
18 roar over our homes. I'm very, very extremely hurt
19 with our community because there's no money. If
20 these people don't rebuild, then no money comes back
21 to my community. I love my farmers market. I love
22 my gym that I come up here to work out in. I love
23 my neighbors, black and white.

24 This has been my home and I chose to
25 make it my home because at that time test scores

1 were good, and I wanted to find a place to raise my
2 son where he can go to school.

3 I have an excellent benefit with
4 Washington University School of Medicine where I'm a
5 faithful, faithful, faithful employee. I get
6 perfect evaluations. So I stand outside of what the
7 media says that black people are.

8 I don't have my degree yet, but I've
9 been reading doctors' orders for 25 years. I love
10 what I do. I'm in a position to educate my son with
11 money that I don't have, that they will give me. So
12 I have a goal to raise him without being arrested,
13 to raise him without him being profiled. I'm really
14 nervous about him getting his license just because
15 of that reason.

16 And I've been holding off on that
17 because of what happens. I ask and I will talk to
18 Mr. Nixon myself because I'm outraged. You got on
19 the news on a Friday before all of these events
20 happened and you promised that we would have
21 protection.

22 And as I looked on the news and watched
23 the businesses crumble because the fire department
24 said that there were bullets and guns, but they had
25 no protection, had the National Guard been there to

1 protect them to help save those businesses.

2 I don't patronize a lot of the
3 businesses but they're pouring money into my
4 community. And without them, we crumble. Yes, our
5 education system is suffering. I am a mother that's
6 at the school. I know every janitor there. I'm a
7 band booster mom. I march with the band.

8 We just had our kids down at UAPB a few
9 weeks ago. I raise money, I work at Wash U and then
10 I come and work free at the concession stands at his
11 school. I am always there for every conference.
12 Edline, I can tell him what his grades are before he
13 knows.

14 And missing assignments, I have a
15 problem with that. Nothing should be missed and you
16 have perfect attendance. I make sure of that. Your
17 health is good. I am one mother that is different
18 than what some of the norms are. I listen to the
19 teachers when they laugh to say how many people have
20 showed up for conferences that night.

21 And it is sad. And one other thing I
22 have to say is for my black African American people,
23 I am very outraged with our voting. I voted in
24 August and I'm not ashamed to say it, I voted
25 against Mr. McCullough in August, but had there been

1 enough votes in August like we did to get Obama in
2 the office, had it been enough people to show up, he
3 wouldn't have even been on the ballot for November.

4 So I have a problem with I don't know
5 how we can fix that issue. I may not even know what
6 we're voting for, but I show up every single time
7 that it's time to vote. And I cast a vote every
8 single time because too many people have lost their
9 lives to give me that right. So I don't know how we
10 can fix that problem, but that is one that needs to
11 be fixed, and if you all have ideas of how we can
12 get money to rebuild our community -- I don't know
13 if these businesses will stay. If they don't, you
14 already know what that's about. So those are my
15 concerns. Thank you all for your time.

16 MS. GODWIN: Everyone, I still see that
17 some have your light green cards. Please make sure
18 that you can turn them in. You can either give them
19 to me or you can put them out in the basket on the
20 desk where you registered. So please make sure that
21 we get those green cards because all that
22 information as well as the hopes and concerns you
23 put over there will be recorded and they will be on
24 the website. And I see a keypad, I'll take that as
25 well when you're finished. Thank you. So I'll turn

1 it over to our two co-chairs.

2 MR. MCCLURE: Thank you, Lauren, and
3 thank you for your help today. And Rebecca, thank
4 you for your help today. Commissioners, I think
5 virtually all of you have been able to stay to
6 listen to the comments all the way through, so thank
7 you for -- for doing that. But most of all, Starsky
8 and I want to thank you. What's represented on
9 those dozens of notes over there, the hopes and
10 concerns, what we've heard here in very passionate,
11 emotional, vivid tones reflecting where you are and
12 reflecting your hearts has touched our hearts.

13 We started the meeting trying to share
14 our hearts with you, and while I know that was
15 frustrating to some, it was important for us to say
16 that to each other and to say that to you. And so
17 as we undertake this work, and we regard this as a
18 work that we are all responsible and called to do,
19 we need your help, and you tonight have helped us.
20 You've helped us understand.

21 You've helped us be more transparent.
22 You've helped us deal with conflict that we will
23 know we need to deal with and we need to understand.
24 So for that participation and for every view which
25 matters -- every view matters. Even if you disagree

1 with it, it's important to listen carefully and not
2 to refute or rebut.

3 So this work is just beginning. We
4 understand it is hard, it is difficult, and fraught
5 with challenges, but we are committed to do it
6 because we want to do it with you. So thank you for
7 being here.

8 REVEREND WILSON: Thanks, Rich. I want
9 to just first point out in case you missed it,
10 Rebecca is just amazing. She's captured all of the
11 comments so quietly. She captured everything that
12 we were trying to process, those things have been
13 captured, your voices, your hopes.

14 Your concerns have been captured as
15 well. One of the things I've said about this
16 process in another setting and I'll say it again and
17 now you have evidence, is that we're going to mess
18 up. We're going to stumble through this thing. But
19 we're going to keep working at it and we're going to
20 give -- give our best efforts.

21 And we're going to listen. And we have
22 ways that we'll try to do that, and sometimes
23 they'll be appropriate and sometimes they won't, and
24 we'll make changes midcourse, but we will be
25 responsive because as we said before, while the

1 authority for the commission to appoint us came from
2 the governor, the agenda would be set by these
3 commissioners and they will be accountable to this
4 community.

5 And we'll continue to be transparent
6 about that, which means you will see us mess up
7 again in the public, you'll see us try to make it
8 right again, but you'll see our best efforts every
9 time.

10 Now, this idea of call, and we've
11 talked about God in a lot of different ways, you
12 know, so I'll go here and I'll close here. I
13 continue to ask you for your prayers, your thoughts
14 for the best of our efforts, and for your continued
15 engagement in it.

16 I invite you to continue to send things
17 to us, to share things with us, to pull us to the
18 side and to give us the information that we need to
19 get to a better place. But I also actually believe
20 the Old Testament narratives about creation and they
21 actually -- most of them, most ancient narratives
22 about creation begin with chaos.

23 Whether it's Psalms when we hear about
24 Leviathan or whether it's the dark void that we see
25 in Genesis, most of them begin with chaos. The Lord

1 knows this is what we have experienced in our
2 community since August 9th.

3 It has been experienced specifically in
4 Ferguson city limits. It's been experienced at
5 Grand and Shaw, Shaw and Klemm, it's been
6 experienced on McLaren.

7 It's been experienced throughout this
8 entire region. And to be clear, over the last week
9 some people have been visited with disruption that
10 they called chaos in 170 cities across the globe.

11 If we are faithful, then this chaos
12 will create something better. If we are faithful.
13 It's not just us. It's not just sixteen
14 commissioners. It's all of us. And that's not
15 shifting responsibility or obligation. We all have
16 a part in -- in us getting to this point, and it
17 will take all of us to get us to a better place.

18 What we're going to try to do around
19 this table is come up with some very specific policy
20 recommendations, but you know it is going to take
21 more than these sixteen people to get them done. So
22 we need the energy that's on the streets in the
23 community right now, we need the best minds in
24 strategy, we need the academics who have already put
25 together reports and research around these issues,

1 but we need something more than all of that as well.

2 So hope and faith is what I do. I hope
3 this thing turns out well. I have faith not just in
4 you all or in us, but in God who has seen better and
5 knows better than all of us. And so I ask you to
6 continue to invoke that as we go forward. Now, this
7 wasn't on the agenda, but we threw out the agenda
8 earlier so I'm going to throw it out again.

9 I want to invite you to close with us
10 in prayer. If this is appropriate for your
11 tradition, and I invite you to do so, as we prepare
12 to do the work, I invite you to stand because it's
13 going to take us working together and standing
14 together to do so.

15 MR. MCCLURE: Join hands, please.

16 REVEREND WILSON: Touch somebody. We
17 recognize that people who engage in this work are
18 some of faith, people of varying faith and some
19 without this same faith. So we will pray in a
20 manner that is at best interfaith, multifaith, and
21 recognize that there are those who may not agree
22 with the words, but we recognize because of your
23 presence in some way that you honor the spirit of
24 what needs to go forth for something better in our
25 community. So we seek not to be exclusive in this.

1 We just seek to lean on that which we know. So I
2 invite you in whatever tradition you're in to give
3 the best of your hearts and your thoughts at this
4 moment.

5 Holy One who is greater than us all and
6 who sees wholeness, who sees hope, who sees shalom
7 and sees peace even when we do not, we invite your
8 presence in this community. We invite you to stir
9 the best in all of those who are here gathered,
10 those who have been with us, who poured out their
11 hearts, shared their experiences and their pains,
12 would help us to prioritize work ahead, and those
13 who would be with us if they had occasion or
14 opportunity.

15 Those who desire to be with us but had
16 to care for their families, had to work their jobs.
17 We ask dear God that you be with us as we go
18 forward, that you help us to have hearts for one
19 another, to turn our attentions, the best of our
20 efforts to one another.

21 We ask that you don our heads with
22 wisdom, that you steel our backs with courage, that
23 we have strength and clarity about the work that is
24 before us, about the recommendations that must be
25 made, and that we not stop at the recommendation but

1 rather we cast the vision for those who made policy
2 of our communities that they may see and strive for
3 the wholeness, for the glory of that vision that
4 perhaps they've not yet seen.

5 We pray not in partisan ways. We work
6 not in partisan ways because you are not partisan
7 and we know that you love us all. And so we ask
8 that your spirit go ahead of us to touch the hearts
9 of your children wherever they are, those who are in
10 the streets and those who are in the senate chambers
11 that we may work all together for your vision in the
12 coming days.

13 Help us to remember that we are called
14 to build a better world for your children and our
15 children, for young Mr. Wilson, so that he may drive
16 the streets of his neighborhood in peace, that he
17 may continue to strive in schools that are prepared
18 for him, and that his mother may have every
19 opportunity to care for him in the ways that she
20 sees best and that you know are for his good.

21 For all of those parents who desire the
22 same thing and all of those children whom we are
23 called to serve, we give you thanks and we give you
24 praise. And we commit the best of ourselves to one
25 another as we commit the best of ourselves to you.

1 These and all things we pray in the
2 humility, the strength, the recognition that we only
3 have a glimpse of who you are, and we've not yet
4 seen all that you will do. Amen. Thank you all
5 very much for your time.

6 (Ending time: 6:35 p.m.)

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