

Minutes Human Relations Commission August 11, 2020

Minutes of the HUMAN RELATIONS COMMISSION held on Tuesday, August 11, 2020, 6:00 p.m., virtually through Microsoft Teams at the following link: [Join Microsoft Teams Meeting](#) or by telephone: +1 480-498-8745 United States, Phoenix (Toll), Conference ID: 947 255 441#

(MEMBERS) Present:

Chair Kate Vawter
Vice Chair Hugo Tapia
Dino Castelli
Beth Dietz
Michelle Donati-Grayman
Jana Lynn Granillo
Carl Hermanns
Ira King, Jr. (arrived late)
William Ortega
Jeanne Powers
Joe Rojas

(MEMBERS) Absent:

City Staff Present:

Jonae Harrison, Equity & Inclusion Manager
Megan Hutchison, Executive Assistant to the City Manager's Office

Guests

Sarra Tekola
Miriam Araya
Manny Ramirez

Call to Order

Chair Vawter called the meeting to order at 6:10 p.m.

Agenda Item 1 – Public Appearances

None

Agenda Item 2 – Consideration of Minutes: HRC – July 16, 2020

Motion made by Commissioner Castelli to approve the meeting minutes of July 16, 2020; Second by Commissioner Donati-Grayman. Motion passed on a 10-0 vote. Ayes: Chair Vawter, Vice Chair Tapia, and Commissioners Dino Castelli, Beth Dietz, Michelle Donati-Grayman, Jana Lynn Granillo, Carl Hermanns, William Ortega, Jeanne Powers, and Joe Rojas. Nays: None. Absent: Commissioner Ira King, Jr.

Agenda Item 3 – Black Lives Matter Presentation

Jonae Harrison introduced Sarra Tekola to the Commission. Sarra thanked the Commission for the invitation and introduced Miriam Araya and Manny Ramirez.

They then began their PowerPoint presentation. Please see attached presentation.

The Commission thanked Sarra, Miriam, and Manny for their presentation. The Commission then asked them to describe their group, Black Lives Matter. Sarra responded that they are a decentralized network that works independently with thirteen chapters nationally. They have no official partnerships with other Black Lives Matter groups in Arizona. They do however work with other groups that share in their issues. Their core group is comprised of twelve people across six ministries. These six ministries are:

1. Policy – Coalition of organizations that are currently working on defunding the Police Department (PD) in both Phoenix and Tempe.
2. Community Healing & Wellbeing – This offers yoga and mediation to help those heal from trauma
3. Education – The group is involved in book clubs, strives to make education accessible to all, and does research and trainings to help community navigate community programs.
4. Communications – Represent the organization and its ministries through web page, social media, etc.
5. Art – Goal is to create a platform where people can be creative and make art that's centered around social change.
6. Activism & Organizing – There is an advocacy wing in this ministry that supports victims of racism and police brutality. They have also worked with other coalitions to create a Black Person Justice Fund to support those protesting. They host several town halls and work to ensure the needs of the community are being met.

The Commission requested additional information regarding the Mayor and Council response to the recent interaction at the Tempe Council meeting that was referenced in the presentation. They also inquired into what type of responses would Black Lives Matter want from Tempe. Sarra Tekola responded that their organization was attempting to join the virtual council meeting while physically being outside of the Council Chambers. Tempe PD was onsite, which they felt escalated the situation and they no longer felt safe, so they left. When the Tempe Council Aide reached out to them to let them know it was their turn to speak at the meeting, they alerted her to the situation. She was unaware of what was happening which shows how the Mayor and Council do not have control of the Tempe PD. Sarra let the Commission know that they do not want their interactions with the PD to start with escalation. PD arrives in riot gear with gang units, which has racial undertones, and they are also carrying assault rifles. They want de-escalation, not escalation.

The Commission mentioned that they had recently had a meeting with Assistant Police Chief Sherry Burlingame where she let the Commission know that PD will often meet with protest organizers before an event to plan, discuss intentions, expectations, and what is permissible. She also stated that many protest organizers have welcomed this collaboration and Tempe has seen several successful and peaceful protests. The Commission then asked if Black Lives Matter has ever done that. Sarra replied that they have never done that due to mistrust of the PD. She did let the Commission know that they will attempt to talk to PD at the event.

The Commission inquired if there was anything they could do as a group that can advise and make recommendations to the Mayor & Council. Sarra responded that they are aware that there is currently reform work happening in the City and they have not been invited to participate. They would like to be able to create an ad hoc group comprised of people and organizations of their choosing. This group would be able to address issues of police violence, discuss and recommend policies, review budgets, and to address any issues in community services. They currently have one in Phoenix that they are paid to attend. The Commission requested more information regarding their request. Sarra will send a proposal to Jonae for the Commission to discuss at a future meeting.

The Commission thanked the members of Black Lives Matter for attending the meeting.

Agenda Item 4 – Updates

a. PD Updates to HRC

Jonae Harrison updated the Commission on their previous request to be updated on incidents in Tempe that involve the Police Department before they are made public. Assistant Chief Burlingame took the request to the PD Executive Team and Jonae has been added to their noticeable incident email distribution list.

b. HRC Social Media Page

Jonae let the Commission know that she had reached out to the Strategic Management & Diversity Office Public Information Officer (PIO), Kris Baxter, to discuss the social media opportunities for the Commission. She was told that the City would not be able to give access to any of the City's social media accounts to non-city employees and that the Commission, as a whole, would not be able to create any social media platform for posting. She did let Jonae know that each Commissioner is welcome to make posts from their private accounts promoting the Commission and that requests can be made to her to make posts on the City's official social media sites. The Commission discussed and requested a member of the Public Information Office be invited to the next meeting to discuss further. Jonae will work on inviting the proper person to the next meeting.

Agenda Item 5 – HRC Structure and Vision

Commissioner Granillo asked each Commissioner to identify what they think should be the Commission's priorities and what actions/activities would go with those priorities. She asked that they compile their ideas and email them to Jonae Harrison before the next meeting. Jonae will forward them all to Commissioner Granillo and they will be compiled and discussed at the September meeting as part of the Structure and Vision agenda item.

Agenda Item 6 – Proposed Future Agenda Items

Chair Vawter reiterated items that should be added to the September Commission meeting as discussed earlier in the meeting. Items are: Follow-Up on Black Lives Matter Discussion, Structure and Vision, and Invitation to PIO to discuss Social Media. She then let the Commission know that if they have any additional items they would like added to future agendas, they should contact Jonae Harrison. Jonae let the Commission know that she will be emailing them links to the Roadmap video, The Right to Breathe Campaign, and the Equity & Inclusion Internal Trainings information.

Agenda Item 7 – Upcoming Meeting September 8, 2020

Meeting will be held virtually through Microsoft Teams

Motion made by Commissioner Hermanns to adjourn the meeting

Second by Commissioner Donati-Grayman

Meeting adjourned at 8:03 p.m.

Prepared by: Megan Hutchison

Reviewed by: Jonae Harrison

Defund the Police

With Mayor Corey Woods and Council Members
Lauren Kuby and Doreen Garlid

Monday July 27, 2020



Photo By:
Julio Copelly of
CineDeCopelly

CineDeCopelly
PHOTOGRAPHY

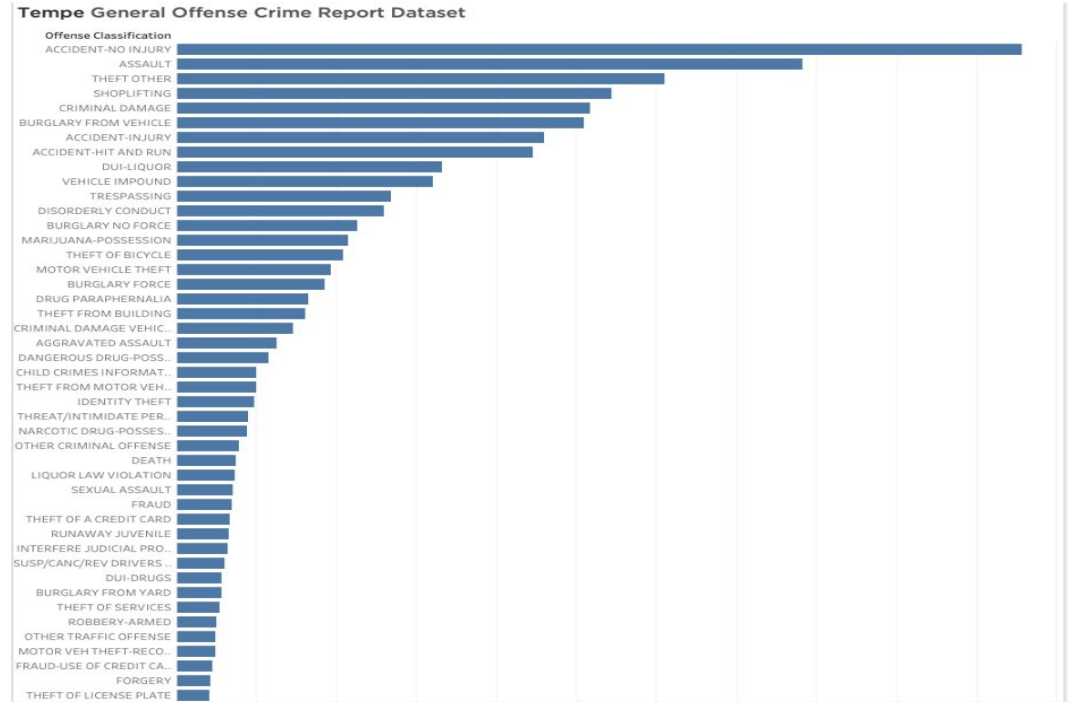
Clearance Rates and Reported Offenses

- The City of Tempe posts clearance rate data on its website, tempe.gov
- They post it in cryptic ratios that require SQL programming, which we did, to see what the bar graph is actually showing us
- When extrapolated, the data shows that Tempe PD has been well under the national average for clearance rate for years
- They may try to argue that clearance rates have gone up half a percent or so in the last few years
- But we had a lot of questions looking at the data
- We wondered, why, when extrapolating the clearance rate data, doesn't the City break down clearance rates by offenses, like the FBI does in their reports
- After extrapolating the additional data from the Tempe site---their self-reported data on reported offenses, (NOTE: this is not service calls or convictions, this is their own documented incidents of offenses we are about to dive into)
- HERE IS WHAT WE FOUND

Reported Offenses Break Down

Reported Offenses

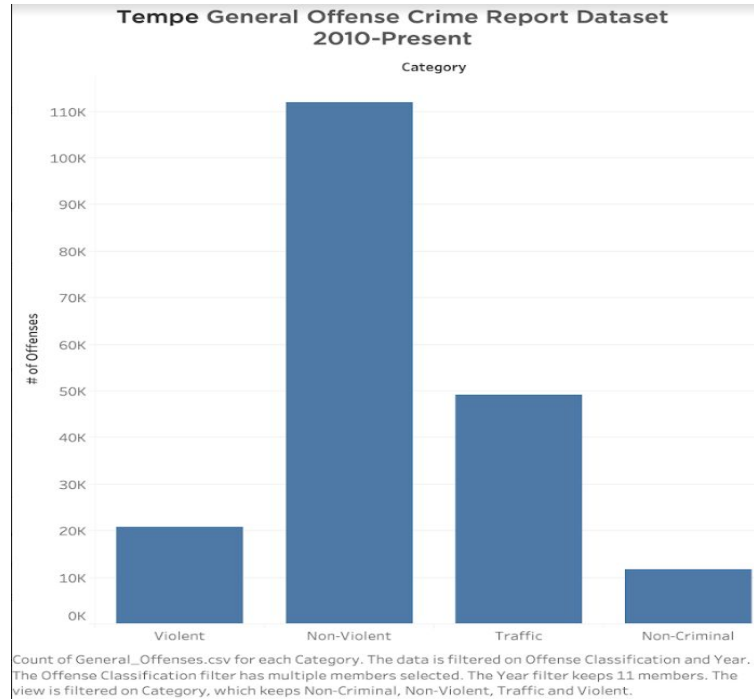
All-Time



Reported Offenses Break Down

Reported Offenses

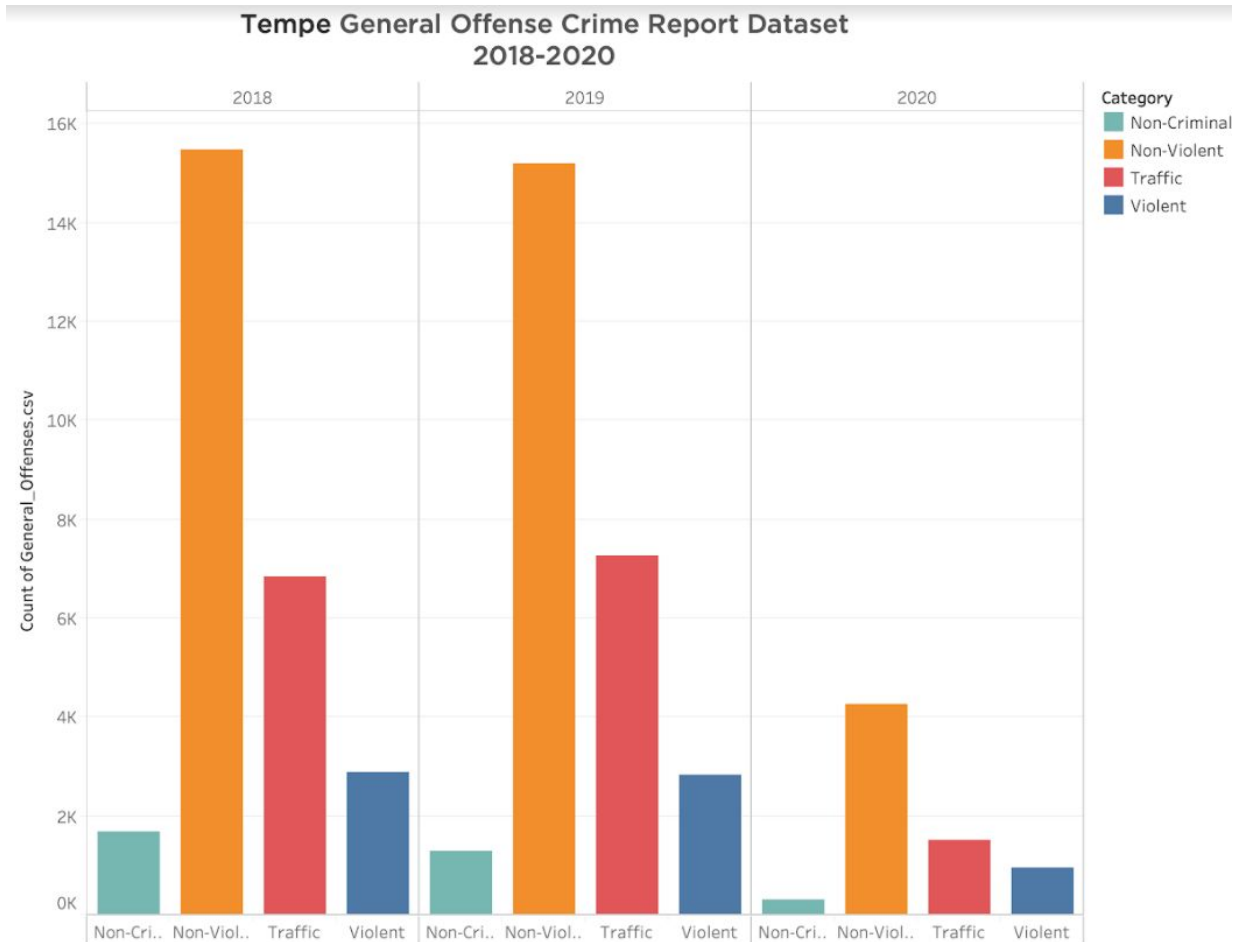
2010-Present



Break Down

Reported Offenses

2018, 2019, 2020



Count of General_Offenses.csv for each Category broken down by Year. Color shows details about Category. The view is filtered on Year and Exclusions (Category,Year). The Year filter keeps 2018, 2019 and 2020. The Exclusions (Category,Year) filter keeps 143 members.

What Does This Mean for Clearance Rates

- Tempe Clearance Rates Have Been Below the National Average for as long as the City has been posting the data
- After looking at the Reported Offense Breakdowns, we see exactly what kind of incidents they have been clearing
- Almost entirely non-criminal, non-violent, or traffic
- So Tempe police are spending the vast majority of their time on calls that ARE NOT critical to public safety
- And these instances are in fact “padding” their already below national-average clearance rates
- So what Tempe PD is NOT doing is its departments job

Integrity of Arrests Questionable

- In 2013 a 17-year veteran of the Tempe PD Todd Long was put on paid leave for allegations of lying under oath, lying to get warrants to draw blood for DUIs, and impersonating an officer other than himself
- This left thousands of DUI cases over the years under question
- While Long was placed on the “Brady List” (*a list of officers who have lied in official capacity*)
- No charges were pressed against him
- Because of the Department’s keeping of such a log
- Because of their refusal to bring up charges
- And because this was a force veteran of so many years
- We must continue to question the CULTURE that allows this to happen
- And also all traffic reported incidents

Tempe Standard: Arrest Those Exercising Civil Rights

In 2016 at a protest of the police murder of Dalvin Hollins, Tempe officers arrested **Dalvin's father**, Calvin Hollins Jr., along with Reverend Jarrett Maupin and Michael Moynihan.

These three men were booked on “suspicion of obstruction of a public thoroughfare” and “failure to obey lawful order of an officer”



Rev. Jarrett Maupin was one of three demonstrators arrested at a police-violence protest in Tempe on Sept. 26, 2016. Michael Chow/ The Republic

Tempe Standard: Arrest Those Exercising Civil Rights

In 2019

Police took

three women

into custody

without

incident



(AP) during a prayer protest against police brutality. One of the protestors was Edward Brown, who is

partially paralyzed from being shot by a Phoenix police officer in 2018. (Photos Darryl Webb/Special for the Republic)

Tempe Standard: Arrest Those Exercising Civil Rights

At the Chalk Walk Protest

Against Police Brutality in

June 2020, on two separate occasions police wrestled

Protesters to the ground to make arrests

“Officers forced some people away by spraying a

chemical agent according to video from a protestor who

watched it unfold (Helen Wieffering, AZ Republic)

They used a Tempe PD Drone to identify protest leaders



Summary of my call with
Sergeant Carleton #14169:

- He maintains everything the cops did was legal
- He kept commenting on how everyone at the protest was calling cops names and thought "all cops are bastards"
- He said they separated BLM organizers "from the pack"
- He said they could've grabbed the people in the car, dragged them from the car, and tased them but they "chose not to"
- When asked for his supervisor, he said he didn't have one and it wasn't "Target where you can go up the chain"

Post Chalk Walk - Gang Unit Pulls Over and Harasses BLM Organizers

After that same protest this June, 7 to 9 police vehicles followed 3 BLM organizers who were driving home in a vehicle.

One of the individuals began a live stream that many of us here today watched, saying “look how many cars are following us, we are 3 Black individuals, we are filming for fear and safety.”

At that time the police pulled them over onto a side road, continued to harass them, backup cars with red and blue lighting up the apartment complex to the right.

Ultimately the officer, who was told he was being filmed right away, issued the driver a traffic ticket and let them go home.

We have no idea what would have happened if there was not a camera rolling, but we do know from Tempe history what could have happened.

Use of Excessive Force

- Cell phone footage from an October 2018 with Dravon Ames incident shows Tempe officers threatening Ames with violence, kicking him repeatedly, and pointing a gun at the 22-year-old who was being compliant with officer commands to get out of the car with his hands up
- The police were responding to a shoplifting incident
- From Tempe Officer Body Camera Footage:



Use of Excessive Force

- In 2019 Tempe officers tased a father of three with 3 tasers that hit him simultaneously while he was holding his 1-year old baby
- In below captures from confirmed Tempe Officer Body Cam Footage (from 12News) we see Oakry answer the door with his baby in his hands, he begins to put his free hand up, and immediately all three tasers hit him and take him down, baby with him



Use of Excessive Force - Mental Health Call

- In 2020, NOTE this is DURING and WITH the CARES Act and Body Cam Rollouts
- A Black mother called 911 for help with her son's mental health crisis
- Tempe PD arrived with rifles, a riot-shield, and a K9
- An officer leveling his AR-15 at the doorway to her home yelled out to her son: "Raymond, it's the Tempe Police Department. Come out with your hands up! We're here to help." (AZ Mirror)
- "Except Raymond wasn't her son's name.
- Her son, Randy Evans, had been diagnosed with schizophrenia and bipolar disorder a few months prior. A day earlier, a doctor had changed his medication levels.
- Now Randy, 28, was having a manic Bipolar episode" (AZ Mirror)

Use of Excessive Force - Mental Health Call

Photo of that event, from Tempe PD Body Cam Footage via AZ Mirror



A Tempe police officer aims his assault rifle down the hallway of an apartment complex in January. Police arrived on the scene with rifles and riot shields in response to a mental health call Adrienne Bryant made because her son was having a manic episode. Screenshot via Tempe PD body-worn camera/public records

2020 Report - Tempe Body Cam Rollout Did Nothing to Prevent Excessive Force

- ASU researchers collected data on use of force and calls for service from one year before Tempe body cam rollout to compare two data from post-body cam rollout in Tempe
- “Researchers created monthly use of force rates for each officer in the study then compared that to the data collected on the officers after the implementation of body-worn cameras
- The study of the Tempe Police Department found that body-worn cameras DID NOT decrease the use of force among officers

(Jerod MacDonald-Evoy, AZ Mirror)

Antonio Arce Incident was During Body Cams

- 14-year-old Antonio Arce was shot and killed while running down an alley with an airsoft toy gun
- Charges were not brought upon the Officer who fired two shots, but the Officer recently retired
- The shots were fired from a long distance away, leaving Arce's attorneys to ask "how could this officer have made the call or seen the suspect from such a distance?"
- The question leaves us with the pressing need to inquire the presence of trigger happy cops on the Tempe force

These Police Murders Cost the City and Taxpayers Large Sums of Money

- In March of this year, Tempe City Council UNANIMOUSLY approved a \$2 Million settlement to the family of Antonio Arce
- There are public reports of Tempe Police Brutality settlements going as far back as 2015
- Tempe City Council UNANIMOUSLY approved a \$237,500 settlement in that year for a 2013 incident when a Tempe officer broke a taxi-cab driver's elbow and kneecap
- HOW MUCH MONEY does the City have to keep paying for these criminally violent officers?
- HOW MANY KNEES must be broken?
- HOW MANY LIVES, AT A RACIALLY DISPROPORTIONATE RATE, must be taken?
- Before we STOP sending these trained killers on calls they aren't equipped for
- Before we STOP fully funding the Tempe PD
- Before elected Tempe officials ACTUALLY MAKE CHANGE

Budget

- YET STILL, despite knowledge of these recorded and very public incidents
- Despite cops in riot-gear with guns showing up to mental health calls and non-violent protests
- Despite the Tempe PD's trigger happy killings
- The City Council voted to continue to fully fund the PD budget for FY 2020-21
- At about \$100 Million this year, the PD takes up 13% of the City's overall budget
- And is the second largest funded department in the budget
- The largest amount of funding this year went to the Capital Department
- This department discusses taxes and sets aside emergency money for unforeseen operations or unpredicted revenues

FY 2019-20 Budget

general fund - where the money goes

Public Safety
\$134.6M
Police and Fire services.



Development & Infrastructure **\$19.7M**

Includes engineering services, building and planning permits and services, neighborhood code compliance.

Support Services **\$35.6M**

Includes support functions such as human resources, legal services, accounting, budget, IT and the City Manager's Office.

Community & Human Services **\$43.5M**

Includes library, Parks and Recreation programs, Tempe PRE, counseling, housing and CARE 7 support services.

Summary Points

- Police overfunding is taking away funding from vital community services that could actually reduce crime
- Agents of these community services are actually trained and equipped with the tools for the majority of calls police go on, while the officers are not
- These calls include mental health calls, need for narcan calls, domestic disputes, and anything else non-violent
- POLICE ARE TRAINED TO KILL, and they are being sent on these social issues. Often resulting in the shooting and killing of the civilians.
-

Whereas

1. Increased police funding has not done anything for officer clearance rates, in fact they continue to be below the national average
2. The vast majority of reported offenses in Tempe are non-violent or non-criminal and have been for decades
3. The toxic culture dominating the TPD wastes City and Taxpayer money in operations and case settlements, and leads to the harrassing of BIPOC folx, in the worst cases, death

responders to be out in the field managing social related calls, etc

Whereas

4. The City of Tempe has taken a partial step toward acknowledging that police officers are not best suited for most calls, initiating the CARES7 Act
5. We have seen empirically with the CAHOOTS program has proven to be effective over the past 31 years in Eugene, OR, proving there is NO NEED for officer first responders to be going on many of the calls received by Tempe 911 as they do currently

Will You, Mayor Woods

And Council Members Kuby and Garlid

Commit to Defunding the Tempe Police by AT LEAST 25%?