

17:57:15 From Dr. Robbie Adler-Tapia : Is there anyway to make this bigger? Maybe it's old eyes, but I'm finding it difficult to read some of the charts and graphs.

17:58:27 From Dr. Shereen Lerner : If you change your view to standard you can enlarge it.

17:58:38 From Genevieve Vega : Will the details being discussed be included in the materials? Not all the data points are included in the slides.

17:59:03 From Jonae Harrison : You can also hover to the top of your screen over "View Options." Try to adjust your Zoom ratio to a size that works for your screen.

17:59:50 From Alana Chávez Langdon : can we see heat maps of types of crime by zip code and/or neighborhoods throughout the city

18:00:45 From * Wydale Holmes : We will share presentation materials before end of week -- this will include the reflection/comments.

18:00:50 From Lauren Kuby (she/her) : Is there a breakdown of Black, Latino sworn officers.? What percent of staff are women. (% female sworn officers, % female professional staff?

18:00:50 From Alana Chávez Langdon : with racial demographic and income layers would be helpful

18:00:55 From Janelle Wood : Where are you recruiting? Who are you recruiting?

18:01:12 From Jacob Raiford : How could one be quick & easy yet thorough given the responsibilities these officers hold?

18:01:56 From Michael Soto, Equality Arizona (he/him) : What percentage of officers (of any rank) are LGBTQ, especially trans or non-binary?

18:03:05 From Genevieve Vega : How transparent is it between departments? If someone is rejected or dismissed by one municipality, is AZPOST tracking those applicants and disqualifying them for other PDs?

18:03:16 From Janelle Wood : Who makes up the hiring team? Is this a diverse team?

18:03:21 From Dr. Robbie Adler-Tapia : It would be helpful to know the demographics of applicants and how we might increase the applicant pool.

18:03:55 From Dr. Robbie Adler-Tapia : Do applicants have to have a pre-employment psychological evaluation?

18:04:01 From Janelle Wood : Is there any training on professionalism?

18:05:34 From Alana Chávez Langdon : are new recruits and/or current officers exposed to community organizations/resources to help them better engage with the public on an ongoing basis

18:06:07 From Viri Hernandez, she/her, Poder in Action : MCSO has culture of violence and racism. And recent studies show that has continued, even after the consent decree mandates. Would like to know how MCSO was chosen as the right ones to train. And what changes they have gone through since Arpaio

18:06:42 From Genevieve Vega : Are recruits or officers ever discouraged from living in the city? What percentage of the officers are members of the community they're policing? Are they our actual neighbors?

18:06:46 From Dr. Raquel Gutierrez (she/her) : do the field training officers also use practices from the MCSO?

18:07:18 From Dr. Raquel Gutierrez (she/her) : ^^Viri's comments

18:07:59 From Michael Soto, Equality Arizona (he/him) : MCSO also has a recent history, under Mr. Penzone of dehumanizing LGBTQ+ folks, especially trans people. They have been highly resistant to community feedback, if it that feedback did not unquestionably agree with MCSO's point of view (even when they clearly did not understand or try to understand even basic concepts like pronouns and dead naming).

18:11:30 From Janelle Wood : We need them to have professionalism training more often than every 3 years? It needs to be ongoing.

18:11:45 From Dean Shapiro : How have the POST requirements evolved in recent years? Is there energy about improving/expanding them?

18:12:39 From Michael Soto, Equality Arizona (he/him) : There doesn't seem to be anything about racial bias, DEI, etc.

18:12:53 From Janelle Wood : Yes, they are currently revising their training as we speak.

18:13:22 From Roy Tatem : This is the data that I was looking for, so we can have a clear snap shot of where we are right now.

18:13:50 From Dr. Raquel Gutierrez (she/her) : I'd like to know their training resources - what are the values, paradigms, and practices of these sources who do training

18:14:20 From Lauren Kuby (she/her) : What percent of officers are veterans? Have service-related PTSD?

18:14:40 From Genevieve Vega : What are the measured behavior changes that occur after each training. Adults typically lose 70% of training within 4 weeks of taking the course without adequate reinforcement. Is their a behavior or performance plan?

18:14:49 From Michael Soto, Equality Arizona (he/him) : I'm interested in who trains? Are any trainings offered in partnership with community organizations and highly impacted/marginalized people?

18:15:40 From Dr. Raquel Gutierrez (she/her) : ^^Exactly, Michael. Would be good to know and if the response to your question is no, why is that?

18:16:24 From Genevieve Vega : Also not seeing training on disabilities, especially non-visible disabilities. Do all public safety (PD and Fire) personnel know how to identify and accommodate people with sensory/behavioral/emotional disabilities?

18:16:29 From Lauren Kuby (she/her) : La Frontera does Crisis Intervention Training for Tempe PD

18:16:41 From Dr. Raquel Gutierrez (she/her) : FYI - several community organizations have seasoned and sophisticated researchers that could add a whole new perspective to what is researched

18:16:53 From Alana Chávez Langdon : More partnerships with community organizations is key

18:17:12 From Alana Chávez Langdon : to help with training and building greater competency with marginalized populations

18:17:23 From Lauren Kuby (she/her) : I thought that 60% of officers had CIT training (with a goal of 100%) . But an earlier slide showed 81 officers.

18:18:15 From Janelle Wood : I agree with community organizations being very involved in these trainings.

18:19:11 From Dr. Robbie Adler-Tapia : Why CIT? Who teaches it? Which training module?

18:19:37 From Dr. Shereen Lerner : What I am seeing in the chat is that a lot of people would like to drill down in the data and learn more about the details.

18:20:17 From Dr. Raquel Gutierrez (she/her) : Major concern is getting any training from the MCSO is more likely to perpetuate practices that are violent, harmful, and create fear in the community

18:20:33 From Dr. Raquel Gutierrez (she/her) : What has changed as a result of the study.

18:20:39 From Michael Soto, Equality Arizona (he/him) : Totally agree with Raquel

18:21:34 From Dr. Robbie Adler-Tapia : [https://www.nami.org/Advocacy/Crisis-Intervention/Crisis-Intervention-Team-\(CIT\)-Programs](https://www.nami.org/Advocacy/Crisis-Intervention/Crisis-Intervention-Team-(CIT)-Programs)

18:21:36 From Dean Shapiro : How does this training compare (in all ways) with other departments? What are best practices, and how close are we to them?

18:22:33 From Dr. Raquel Gutierrez (she/her) : Are you looking at impact of these trainings and changed practices by neighborhood

18:22:52 From Dr. Raquel Gutierrez (she/her) : by population

18:24:08 From Dr. Shereen Lerner : Good point Viri. Do police officers/recruits take an implicit bias test? And if yes, what is the next step if there is bias?

18:24:26 From Michael Soto, Equality Arizona (he/him) : Is there any training on the history of policing and how that history is directly tied to systemic racism via slavery, genocide of indigenous peoples, etc?

18:25:04 From Michael Soto, Equality Arizona (he/him) : Great point that Viri made - what happens after training for awareness? Is there training to move people out of bias and personal prejudice?

18:25:16 From Arlene Chin : in light of the rising number of suicides, what mental wellness education/practices are mandated?

18:25:40 From Lauren Kuby (she/her) : I know it's Starbucks (and ASU) but their "To Be Welcoming" training videos help to explain the power of bias, as felt by individuals. <https://tobewelcoming.com>

18:26:28 From Michael Soto, Equality Arizona (he/him) : Great example Lauren - very accessible

18:26:54 From Dr. Robbie Adler-Tapia : Do we have any data on Officers? How often do you feel in danger? Do you feel like you have the training you need to meet the expectations of our job? More questions....

18:28:41 From Dr. Raquel Gutierrez (she/her) : What makes officers feel like they are in danger? How much of that is rooted in conscious or unconscious bias rooted in a police officer's perspective of their power, that is unquestioned

18:29:03 From Michael Soto, Equality Arizona (he/him) : Great question Raquel

18:30:53 From Janelle Wood : What is the training budget?

18:31:29 From Alana Chávez Langdon : With a 70% white officer make up - given Tempe's increasing diverse populations and some of this diversity in certain neighborhoods - it's imperative that the whole department has a high level of multicultural community awareness

18:32:50 From Dr. Raquel Gutierrez (she/her) : Dr. Robbie - yes, how can we redirect funds to efforts and services that create a community where we do not need police that are armed with military grade equipment and an amount of funds that continues to grow, and grow.

18:32:59 From Roy Tatem : Great points Dr. Robbie you are getting to the core of the problem with policing

18:33:04 From Pam Goronkin : I am interested to know what percent of calls for service deal with domestic situations or mental health issues - and how does training for handling these situations compare as a percentage of time spent training for crime-in-progress etc. I am encouraged that Tempe is partnering with ASU on De-Escalation training.

18:33:12 From Janelle Wood : I believe with more diverse police officers this will help with how our various communities are being engaged, because there will be officers who understand the community they serve.

18:34:08 From Michael Soto, Equality Arizona (he/him) : Great point Dr. Robbie!

18:34:08 From Dr. Shereen Lerner : Good point Robbie-I appreciate how you are looking at the issue and bringing in some of the core issues.

18:34:12 From Roy Tatem : Police meet people at their worst or lowest moment... that should not be a death sentence

18:34:22 From Jacob Raiford : Robbie has an excellent point. Shifting those responsibilities to capable community programs. I absolutely agree.

18:35:32 From Dr. Raquel Gutierrez (she/her) : As long as we can look at how the trauma created by the police is carried by community members

18:35:49 From Vice Mayor Keating : Well said, Dr. Adler-Tapia

18:36:31 From Michael Soto, Equality Arizona (he/him) : Yes that's important - trauma is real for community members as well as officers.

18:36:39 From Genevieve Vega : 100% agree that we shouldn't expect PD to serve as social workers - decouple and redistribute those responsibilities.

18:36:48 From Janelle Wood : I agree with Roy & Robbie. Shifting responsibilities to capable community programs/members will most definitely be a benefit to our police officers and our community.

18:37:51 From Alana Chávez Langdon : There needs to be deeper analysis on the type of crimes, where they are occurring and why they are happening and putting more resources in those areas to deescalate and decrease these incidents - this must correspond to the level of focus and investment in the type of response and resources taken up by the police department in the community

18:39:09 From Dr. Raquel Gutierrez (she/her) : Yes, Janelle, capable community programs that are named as capable by the community being served. Your work is one group I can think of that has respect by the community most impacted.

18:39:34 From Dr. Robbie Adler-Tapia : How much did the City of Tempe spend on Tempe Social Services 25 years ago per capital compared to 2020?

18:39:44 From Dr. Robbie Adler-Tapia : per capita

18:41:32 From Dr. Robbie Adler-Tapia : What would it take to fund Tempe Care 7 to have fully trained professionals and not use mostly interns? Is it possible to expand Care7?

18:42:51 From Dr. Robbie Adler-Tapia : What is the City of Tempe's policy for Craig Tiger? Where is it written? How is it shared with Officers?

18:43:42 From Jacob Raiford : I believe officers who experienced traumatic calls, such as the infant example Dr. Adler-Tapia stated, they should be pulled from patrol to undergo counseling. As opposed to continuing on with their shift. This should reduce built up PTSD and opportunity for calls to go left due to an officer not being emotionally capable at that moment.

18:44:24 From Dr. Robbie Adler-Tapia : Also Dispatchers and Emergency Medical Services Professionals are eligible for Craig Tiger - correct?

18:44:47 From Lauren Kuby (she/her) : I believe that CARE 7 provides counseling and/or connects them to City Counseling to those who are victims and survivors of crime (including survivors of police violence) , but it would be good to have that explained/detailed.

18:45:41 From Dr. Robbie Adler-Tapia : Any victim is eligible for VOCA funding that is administered by the County Attorney

18:45:52 From Roy Tatem : Does Tempe PD have Full time social workers on staff?

18:45:54 From Genevieve Vega : Is CARE7 only dispatched if requested by PD, or automatically for any potential trauma?

18:46:20 From Dr. Raquel Gutierrez (she/her) : Does that use of force disaggregate the data by race, age, housing, mental health, etc...

18:47:00 From Lauren Kuby (she/her) : What about demographics related to police stops and citations?

18:47:03 From Dean Shapiro : What is the culture of acknowledging compromised mental health/requesting assistance within the department?

18:47:44 From Dr. Robbie Adler-Tapia : Tempe Care 7 is an amazing program Tempe has had for over 20 years. It was fully funded for Licensed Professionals and still has staff who are licensed but many are ASU graduate students under supervision.

18:48:54 From Viri Hernandez, she/her, Poder in Action : Victims of police violence do not qualify for county or state resources such as VOCA, mainly because they are not considered victims, they are listed as suspects until the end of investigation, which can take months-years

18:49:12 From Dr. Robbie Adler-Tapia : Dean that acknowledgement would most likely end a career.

18:49:45 From Dr. Raquel Gutierrez (she/her) : I'd like to see information about the budget size and allocation related to population and historically. e.g. 10 years ago Tempe pop was A and the police budget size was B and what is that same ratio today. The same information related to social services.

18:50:36 From Dr. Robbie Adler-Tapia : It is possible to change a report to make someone a Victim of Crime in order to access services.

18:50:42 From Dr. Robbie Adler-Tapia : We can ask for an amendment

18:50:43 From Lauren Kuby (she/her) : Viri, what about the families of a victim of police violence? IN the case of Antonio Arce, I think CARE7 was engaged, but I am not sure for who long?

18:50:45 From Dr. Raquel Gutierrez (she/her) : Data too for SRO in schools.

18:51:00 From David Carey : Is the state legislature providing funding for C.I.T?

18:51:05 From Genevieve Vega : CARE7 also staffs resources in our Tempe high schools. A truly bright spot in the City.

18:51:44 From Dean Shapiro : Robbie: wow. If officers/staff don't access these services ... Changing that piece of the culture seems profoundly important.

18:52:22 From Dr. Robbie Adler-Tapia : NAMI CIT training is available [https://www.nami.org/Advocacy/Crisis-Intervention/Crisis-Intervention-Team-\(CIT\)-Programs](https://www.nami.org/Advocacy/Crisis-Intervention/Crisis-Intervention-Team-(CIT)-Programs)

18:53:16 From Genevieve Vega : ^^agree - openness to culture change would be an important sentiment to gather.

18:54:19 From Dr. Robbie Adler-Tapia :

Get Trained - Mental Health First Aid www.mentalhealthfirstaid.org

18:55:31 From Dr. Robbie Adler-Tapia : Psychological First Aid <https://learn.nctsn.org/course/index.php?categoryid=11>

18:57:24 From Lauren Kuby (she/her) : Of those calls for service related to mental health, how would one quantify (if not in the past, then into the future) what percentage of them did not need a PD response, but could have been handled by social worker. medic, etc?

18:57:58 From Pam Goronkin : Yes

18:59:16 From Janelle Wood : Thank you for the information.

18:59:18 From Dr. Robbie Adler-Tapia : Dean - absolutely!

19:00:48 From Dr. Robbie Adler-Tapia : Got it!

19:01:27 From Randy Perez : I chose "Other"-I would like to have clear conversations about the current police budget + reinvestment into other services

19:01:47 From Dr. Robbie Adler-Tapia : Do we have data on how many police calls involve SUDS, MH, and DV?

19:01:47 From Dr. Raquel Gutierrez (she/her) : Other - budget related information

19:02:30 From Lauren Kuby (she/her) : Randy -to include a discussion, perhaps of Eugene's CAHOOTS or Portland's Street Response?

19:03:10 From Pam Goronkin : Photo 11...there's a lot to learn and a lot to unpack. Six sessions seems like a reach.

19:03:11 From Dean Shapiro : #3 - I'm processing and figuring out my place in all of this. Lots of inputs, of various types.

19:03:24 From Vice Mayor Keating : 1, it's a team effort for a greater goal. Doesn't mean it's easy but the more people working on a common problem makes our chances of success good.

19:03:28 From Arlene Chin : #3...a lot of information requested by us and will need to process the info

19:03:32 From Corey Woods : #10 - I feel like we're all going to be working together to create a blueprint for the future.

19:03:34 From Sue Ringler : #1 lots of pieces

19:03:37 From Suzanne Durkin-Bighorn : Photo number 1. I think tonight was about developing the building blocks for this work. We need to build a foundation and start to put the pieces together.

19:03:37 From Alana Chávez Langdon : 1 - piecing lots of different types of information to build something together

19:03:38 From William Burke : #3 and #11, let's roll up our sleeves and get to work! :)

19:03:38 From Janelle Wood : #1 we have a lot of moving pieces.

19:03:42 From Jeffrey Glover : 1. working to build a solid foundation

19:03:43 From Roy Tatem : 1 working as a group on a big project and everyone is finding their role and or lane

19:03:44 From David Carey : 1 lots of pieces

19:03:47 From Hassan Elsaad : #7

19:03:53 From Dr. Raquel Gutierrez (she/her) : 12 - I am wondering where this is going and hope it is not going to be a treading water experience.

19:04:04 From Jacob Moore : Number 10 - the possibilities of reimagining the role of policing.

19:04:19 From Jacob Raiford : 11. There is a lot to be undone in order to correct the justified mistrust of the police department by the Black and Brown community.

19:04:23 From Janelle Wood : Thank you all for the information.

19:04:28 From Lauren Kuby (she/her) : Image 1. Lots of questions. Hoping to effect true change -- not just in PD, but the entire city.

19:04:37 From Melody Elkin : 1. Putting the pieces together to see the full picture before engaging in solutions.

19:04:42 From Genevieve Vega : 8 Great Wall of China- some long established traditions/expectations to overcome. It's a long difficult, and a steep climb with an often uneven path, but so rewarding and worth it.

19:05:03 From Andrew Ching : #8, because we have taken the first step on a long and, I believe as has been shown by all of the great feedback tonight, very positive journey.

19:05:38 From Andrew Ching : Thank you for everyone's participation, I truly appreciate it.

19:05:51 From Genevieve Vega : Thank you for the team! We've come at you with a LOT of questions and thoughts to digest. Thank you for bringing us together.

19:06:25 From Rob Ferraro : Thank you all! great questions being asked!

19:06:28 From Dr. Robbie Adler-Tapia : Thanks everyone! Really enjoying learning more about the amazing people who care.

19:06:44 From Michael Soto, Equality Arizona (he/him) : Great work to the City team and community members! This group is so dynamic and the data is a great place to start and clarify and rebuild!

19:06:56 From Jacob Raiford : Great dialogue. Thank for you the time and information. This is a great start. Pleasure sharing space with you all.

19:06:57 From Roy Tatem : How long before we can get a copy of tonights presentation?

19:07:05 From Dean Shapiro : Thanks, all.

19:07:12 From Roy Tatem : Thank You all

19:07:16 From Dr. Raquel Gutierrez (she/her) : Thanks. Have a good meeting in the morning. Good start.

19:07:17 From Hassan Elsaad : Thank you

19:07:24 From Hassan Elsaad : lot of information

19:07:25 From Pam Goronkin : Thanks Wydale...and the whole team.