

15:54:03 From Alisa Oyler : Welcome to Workshop 3. Please use this link to access our Miro Board and workspace. [https://miro.com/app/board/o9J\\_lf0p\\_9U=/](https://miro.com/app/board/o9J_lf0p_9U=/) Feel free to type into the stickies to answer the questions on the welcome frame.

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16:08:40 From Brianne Fisher to TECH Alisa Oyler(Privately) : I don't know who Joe Rouget is. Please do not admit

16:08:44 From TECH Alisa Oyler : We are in Frame 2

16:08:55 From TECH Alisa Oyler to Brianne Fisher(Privately) : Good heads up!

16:10:15 From TECH Alisa Oyler : You can see frame numbers in the Frames list..

16:10:25 From TECH Alisa Oyler : Frame #3, 1.03

16:10:34 From TECH Alisa Oyler : Welcome to Workshop 3. Please use this link to access our Miro Board and workspace. [https://miro.com/app/board/o9J\\_lf0p\\_9U=/](https://miro.com/app/board/o9J_lf0p_9U=/) Feel free to type into the stickies to answer the questions on the welcome frame.

16:11:27 From Brianne Fisher to TECH Alisa Oyler(Privately) : Admitted Joe, he is representing the PD Union

16:11:38 From TECH Alisa Oyler to Brianne Fisher(Privately) : Thanks.

16:13:47 From TECH Alisa Oyler : Here is the Miro link: [https://miro.com/app/board/o9J\\_lf0p\\_9U=/](https://miro.com/app/board/o9J_lf0p_9U=/)

16:14:19 From TECH Alisa Oyler : Frame 5, 1.05 Public Comment

16:17:29 From TECH Alisa Oyler : Frame # 6

16:19:32 From TECH Alisa Oyler : Frame 7

16:20:57 From TECH Alisa Oyler : Frame 8

16:23:37 From TECH Alisa Oyler : Frame 9

16:24:26 From TECH Alisa Oyler : Frame 10

16:24:59 From TECH Alisa Oyler to Brianne Fisher(Privately) : Alana in waiting room

16:25:19 From TECH Alisa Oyler : Here is the Miro link: [https://miro.com/app/board/o9J\\_lf0p\\_9U=/](https://miro.com/app/board/o9J_lf0p_9U=/)

16:26:47 From Michael Soto : Hello all, I'm commenting for the public record on the public comment about the "Let us worship" concert in Tempe. The Tempe resident's comment is misleading at best. If you look at photos of the Let Us Worship concert, it was a full staged concert with professional lighting, amplification, and stage. This was not a protest or rally, it was a christian rock concert in a public place, with no attempt even made to meet the mask mandate. The protests in recent months are a very different type of engagement. They were not concerts or events planned for enjoyment. They were first amendment

gatherings to address an immediate concern of the community, with no professional lighting, stages, or amplification and with great pains taken to encourage participants to wear masks. To compare the protests to a professionally organized concert is not in the spirit of fairness and is at best a fall equivalency that attempts to position extremely well funded and organized churches as persecuted when they are anything but.

16:27:16 From TECH Alisa Oyler : Frame 11  
16:29:09 From Michael Soto : Where should we identify that?  
16:29:11 From Keisha Acton : Whats missing?? Conversations that center equity  
16:29:15 From Raquel (she/her) : A reminder that my level of comfort may be different from yours  
16:29:25 From Michael Soto : What's missing is Accountability not just respect  
16:29:42 From Michael Soto : Leaning into discomfort is more important than being consistently comfortable  
16:29:43 From Raquel (she/her) : I may be very comfortable with discomfort  
16:29:43 From Janelle Wood : Confront ideas not people.  
16:29:54 From Michael Soto : Leaning into discomfort is more important than being consistently comfortable  
16:30:08 From Robbie Adler-Tapia : Willingness to learn  
16:30:20 From Keisha Acton : Truth and transparency from all city officials  
16:30:25 From Michael Soto : Discomfort and space to explore that creates a learning space  
16:30:53 From Genevieve Vega : Respect the time for each speaker (no pontificating)  
16:31:12 From Keisha Acton : ntering of those most impacted  
16:31:15 From Keisha Acton : Centering  
16:31:23 From Raquel (she/her) : pontification is subjective  
16:31:30 From Jacob Raiford : Accountability without providing technical terms that take away from actual events that occurred.  
16:35:41 From Keisha Acton : This case can still be rectified. The officer should be charged and removed of his \$35000 a year pension  
16:38:25 From TECH Alisa Oyler : Frame 13  
16:40:32 From TECH Alisa Oyler : Mental health support for members of the public safety task force: Maria Gonzalez, LMSW (480) 208-0195  
16:44:30 From Keisha Acton : What are the basic requirements  
16:48:50 From Roy Tatem : Ofc Jaen stopped running as he was out of breathe and winded after a brief chase  
16:49:11 From Roy Tatem : What is the physical requirement to be a Tempe Police Officer  
16:49:59 From Roy Tatem : Many have speculated that had the officer been in better physical shape that he may not have shot so quickly  
16:50:29 From Viridiana Hernandez : How much time between time he was shot / on ground and and when first aid was provided ?  
16:50:43 From Raquel (she/her) : Jonae, take the time needed.  
16:51:08 From Roy Tatem : What does the Tempe PD Training call for in this type of situation?  
16:51:20 From Raquel (she/her) : Viri, that is my question too? I can't find it in the paperwork.  
16:51:32 From Roy Tatem : Does the police department train to shoot at a fleeing suspect?  
16:51:50 From Keisha Acton : Why weren't his parents notified immediately after it was determined that he was a minor?  
17:01:35 From Roy Tatem : The Pellet Gun  
17:02:07 From Michael Soto : Can we correct this and call it a toy gun or pellet gun? A handgun is a very different thing than an airsoft toy.  
17:02:21 From Raquel (she/her) : his arms were cuffed behind him when doing chest compressions?  
17:02:48 From Jacob Raiford : not only is this minor already fleeing and not a threat.. but 1.5 seconds between shots..  
17:07:06 From Michael Soto : Do officers receive training on identifying non-lethal and not dangerous toys, like the airsoft toy, which are marked by bright orange neon attachments to the toy? (As seen in the photo?)  
17:07:27 From Jacob Raiford : And have been for at least 30 years.  
17:08:21 From Roy Tatem : Antonio did not point any object towards the officer  
17:08:37 From Roy Tatem : While running away  
17:13:17 From TECH Alisa Oyler : Frame 14

17:14:08 From Keisha Acton : Despite guilt being found the officer received no consequences and early retirement approved by the city government...He was rewarded for his gross negligence.

17:15:37 From TECH Alisa Oyler : Frame 15

17:16:06 From Michael Soto : What consequences does the officer face for this wrong doing and harm he caused to the family and community?

17:16:29 From Suzanne Durkin-Bighorn : Thank you, Jonae.

17:16:35 From Robbie Adler-Tapia : Thank-you Jonae!

17:16:41 From Michael Soto : Thank you Jonae!

17:16:59 From Robbie Adler-Tapia : How much medical training do Officers receive? Is there a requirement or was there an order for EMS to stage until the scene was secure? Would having two Officers in a vehicle have allowed one Officer to take a less lethal stance?

17:17:01 From Jacob Raiford : Thank you, Jonae.

17:17:03 From Roy Tatem : Appreciate you Jonae

17:17:19 From Janelle Wood : Thank you Jonae.

17:18:02 From Dean Shapiro : That was hard but very well done. Thank you, Jonae.

17:19:06 From Corey Woods : Thank you, Jonae.

17:19:14 From Genevieve Vega : Thank you Jonae - that was difficult to hear and I can only imagine how difficult it was to prepare and deliver. I sincerely appreciate it.

17:19:15 From Patricia Hibbeler : Thank you Jonae.

17:19:40 From Patricia Hibbeler : What de-escalation and diversity training to PD's receive and how often do they have to renew/attend?

17:23:57 From Jonae Harrison : I appreciate us all striving to create true community and change in this environment. Thank you for your support and digging in together.

17:29:07 From Viri, she/her, Poder : Thank you Jonae. Some questions: -How many hours before Antonio was killed and his mom was notified? / Once Antonio was not responsive, why was he still handcuffed? / what policy changes if any were implemented after? / what kept council members silent throughout this process? (The open investigation excuse, where does that come from?)/ why was the attorney not allowed to be with the parents when viewing footage even tho police are allowed to have their attorney?

17:30:10 From TECH Alisa Oyler : Frame 17

17:30:22 From TECH Alisa Oyler : Frame 17

17:30:38 From TECH Alisa Oyler : Frame 18

17:31:18 From TECH Alisa Oyler : Mental health support for members of the public safety task force: Maria Gonzalez, LMSW (480) 208-0195

17:34:21 From TECH Alisa Oyler : Frame 19

17:41:05 From TECH Alisa Oyler : Mental health support for members of the public safety task force: Maria Gonzalez, LMSW (480) 208-0195

17:51:08 From Raquel (she/her) : Thank you, Viri. This perspective is very important.

17:52:00 From Michael Soto : Thank you Viri, this is vital information that real learning can come from.

17:52:52 From Jonae Harrison : Thank you, Viri, for speaking up with this important perspective.

17:53:04 From Roy Tatem : There is a dehumanization that seems to take place especially when there is a police shooting Black and Brown men and women

17:53:05 From Raquel (she/her) : Also, the way the family and supporter were treated at the city council meetings.

17:53:07 From Jacob Raiford : Thank you so much for that perspective Viri.

17:53:10 From Janelle Wood : Thank you Viri.

17:53:36 From Dean Shapiro : Roy - and youth, too.

17:53:41 From Roy Tatem : Viri is spot on with her explanation and assessment

17:53:47 From Brianne Fisher : The families of the victims need to be kept uppermost in mind ---from the outset. Thank you, Viri

17:53:50 From Keisha Acton : This baby boy died alone and scared while his family searched the city for her son. His siblings then watched his brother die on TV before his mother even knew what happened because the media got the footage before the family did.

18:57:47 From TECH Alisa Oyler : Frame 15: Questions pad holds questions so far.

18:58:31 From Raquel (she/her) : please more time with our group for the next session to add or refine and deepen relationships

18:59:24 From Melody Elkin : I would like clarification on the current city policy and process regarding disciplinary actions when negligence has been determined - most importantly, loss of life.

19:01:17 From Raquel (she/her) : mental health is so connected to physical health

19:02:50 From Michael Soto : Good question Jacob!

19:03:32 From Suzanne Durkin-Bighorn : Can we answer Melody's question about disciplinary actions?

19:05:05 From Robbie Adler-Tapia : I would suggest that Tempe consider how those pre-employments are conducted.

19:05:22 From Michael Soto : Good question Keisha!

19:06:15 From Raquel (she/her) : Anything related to training requires the same examination of who is doing the training or the counseling.

19:06:37 From Michael Soto : Great question Viri!

19:07:23 From Raquel (she/her) : And why does he get a pension for that?

19:07:45 From Michael Soto : Yes, important question Raquel!

19:08:13 From Patricia Hibbeler : I believe it's more than whose job is it... but what data does the PD review for their officers to determine their 'fit for duty' and how is that reviewed - hopefully by more than one person.

19:09:06 From Lauren Kuby (She/her) : I would like to better understand the restrictions the state imposes on pensions, especially in cases where there has been wrongdoing

19:09:10 From Keisha Acton : Abusive spouses are a precursor to cases of police brutality who turn into murders on the street. How can the department do a better job of monitoring their officers mental health to ensure this doesn't continue to happen?

19:09:28 From Viri, she/her, Poder : Thank you Keisha

19:09:41 From Michael Soto : Yes, really important question Keisha! And points to signifiant culture change that must happen.

19:09:52 From Genevieve Vega : Agree Patricia. If I recall Jonae's comments and the report, this was an officer in "good standing", but by what metrics is that determined? It seems like much more should be considered to include mental health and other external factors.

19:10:08 From Robbie Adler-Tapia : Keisha I agree. We should look at the process from pre-employment hiring, to heath and wellness, to who identifies red flags and then what happens?

19:10:15 From Jacob Raiford : That entire part, Keisha. Excellent question.

19:10:22 From Robbie Adler-Tapia : health and wellness

19:12:19 From Robbie Adler-Tapia : Thanks Janae