

- **Michael Soto**01:07:59

But what if the guiding principles that guide law enforcement are what is flawed or the root of the flaw? How does changing actions address that flawed principle?



- **Michael Soto**01:11:07

Are we going to address principles after actions?



- **Viridiana Hernandez**01:11:11

^



- **Wydale Holmes**01:12:54

Actions will come together to inform broader strategies and principles as we move forward. They are also a way to better understand what is clear or unclear in the way we are expressing our principles...



- **Raquel Gutierrez**01:15:19

Great point, Michael. We have seen time and time again that the guiding principles the way they are being discussed are a "desired state" (e.g. better communication) - but do not speak to the value or belief or behavior or for a chain of reasoning. That is why "that is policy or the law" is so unsatisfactory and insufficient of a response - because the policy and law as is already reflects principles and values and beliefs.



- **Raquel Gutierrez**01:15:41

Principles drive action,



- **Raquel Gutierrez**01:16:10

they might be unsaid principles, but they drive action. that is why action is so revealing of a person's principles and values.



• **Michael Soto**01:17:03

Responding to guiding principles, using your analogy. If team work was not the guiding principle, and poor sportsmanship or sabotaging your team mates and others for your own personal glory, there isn't just an action that would correct that. Because the whole orientation from the principle is broken and antithetical to the team sport.



• **Jonae Harrison**02:12:08

Group 2: will be "communities most impacted by current policies and practices." Message me separately if that doesn't work.



• **Janelle Wood**02:14:33

Group 1: I just wanted to make sure everyone understood we want Care 7 moved over to Human Services Department until Tempe Advocacy Center is up and running.



• **Jonae Harrison**02:21:35

That might go with the unarmed law enforcement



• **Jonae Harrison**02:21:51

Especially if Care 7 is reimaged



• **Genevieve Vega**02:24:21

Should the gold card in Box E. be in Box C.?



• **Michael Soto**02:28:18

Will we address principles or even values, that need to change in the next session or later tonight?



• **Janelle Wood**02:38:00

Thank you Jacob!



• **Raquel Gutierrez**02:38:36

Yes, thank you! Jacob. So completely missing the nuance necessary for this conversation.



• **Keisha Acton**02:40:33

Yes, this current process is still very muzzling of the community and is not reaching the depths of these big challenges that we are facing and trying to change.



• **Raquel Gutierrez**02:40:35

Yes, the lack of people with direct experience guiding this process is troubling.



• **Keisha Acton**02:41:07

This is an example of demonstrated systemic oppression.



• **Michael Soto**02:41:48

Long standing policy change also requires much deeper inquiry into the problems and challenges we are here to address. It seems that this process is designed to steer any change or findings as far a way from the systemic roots that are fuzed into the institution of law enforcement as possible.



• **Viridiana Hernandez**02:42:10

Rosa, what/ who are the “subject matter” experts you referred?



• **Keisha Acton**02:44:03

What Michael and Jacob said.



• **Raquel Gutierrez**02:49:12

Part of what is missing, and I think trying to be raised during the conversation about guiding principles, is that any recommendation is guided by a set of values/beliefs (explicit and implicit) - so the recommendations can change, but if the paradigm that holds that "new way of doing business" is being interpreted through the eyes of "the way business has always been done" the way an new action is carried out will more than likely be the same ole thing in a "new box/dress/ribbon". This is way more complicated than coming up with new recommendations. I do still believe positive progress can be made by this group are the items that Jacob and others have raised by talking or in the chat are addressed to inform AND guide the process.



• **Jacob Raiford**02:50:52

Respectfully, this is a filibuster.



• **Michael Soto**02:51:08

^Everything Dr. Gutierrez said, really needs to be addressed



• **Michael Soto**02:51:13

And is right on



• **Keisha Acton**02:51:31

Is there also a section set aside in this meeting for a day in the life of a Black or Brown person? Specifically those living in the underserved communities where people are automatically identified as "The Bad Guys"?



• **Corey Woods**02:52:57

I would really like to set up a separate meeting to discuss the concerns being raised tonight. I want to make sure everyone is absolutely being heard. Let's definitely make sure to talk afterwards.



• **Keisha Acton**02:53:20

Those resources aren't available to our community...so when we are experiencing mental health, PTSD, anxiety, hunger, houselessness etc...Tempe has very little to offer....



• **Michael Soto**02:54:24

That would be wonderful Mayor, thank you for hearing so many folks with concerns.



• **Keisha Acton**02:55:06

Rather than having resources to address our weaknesses we are considered the bad guys that y'all are chasing around...



• **Corey Woods**02:55:10

Absolutely. I'm always open and available to talk. I'm around during the entire holiday break and happy to get something scheduled.



• **Lauren Kuby**02:55:49

Keisha, that is a fair point. Though we have subject matter experts from the community -- who are deeply connected to victims and have, themselves experienced racism and violence, should we have a family member address us?



• **Keisha Acton**02:56:19

To Viridi's point earlier...who are those subject matter experts???



• **Keisha Acton**02:57:36

I think that is an option to consider...but I am sure there are people in this meeting who have those same experiences.



• **Corey Woods**02:58:38

For everyone who would like to meet, send me a note and I'll make sure to get you an invite for a meeting in the next couple of days if that works.



• **Keisha Acton**02:58:55

So is domestic violence which bleeds into the community.



• **Lauren Kuby**02:59:47

And Keisha, how much is that we have little to offer (or not enough), how much of what we do offer is unknown to the people that most need resources?



• **Keisha Acton**03:01:09

That is a great question we need dedicated time to dig into and figure out along with finding ways to make these resources more easily accessible to those who need them.



• **Janelle Wood**03:01:30

Thank you Lindsay.



• **Robbie Adler-Tapia**03:01:49

Thank-you Lindsay!



• **Corey Woods**03:02:17

I agree, Keisha. I think we need to figure out where the gaps are so we can fill them. And for the currently available resources, we definitely need a marketing plan to make sure community members have access to them.



• **Jacob Raiford**03:02:58

Thank you for telling your story, Lindsay.



• **Lauren Kuby**03:04:08

We need to go where people ARE. Not assume they will come to us.



• **Raquel Gutierrez**03:04:21

Thank you, Viri for honoring Ms. Long's vulnerability and emotional labor...AND...sharing the how this process today has been painful for many of us.



• **Keisha Acton**03:04:46

^^^^^^



• **Raquel Gutierrez**03:05:22

Viri, "policing as our only form of safety". There is a larger imagination we tap into.



• **Michael Soto**03:05:41

Thank you Ms. Long for sharing your story and being open and real with us all. I appreciate your trust. I also hope you can join us in the deep discussion necessary to effect real systemic change in the PD for community members and officers.



• **Raquel Gutierrez**03:05:50

..."we CAN tap into"



• **Corey Woods**03:06:11

Thank you so much, Ms. Long for sharing your story with us tonight.



• **Raquel Gutierrez**03:06:52

Thank you, Rosa for opening up the possibility of shifting the conversation.



• **Raquel Gutierrez**03:07:56

Yes, multiple perspectives need to be considered, it is about how some perspectives are centered and some are not. this includes timing, who is selected to be shared, etc...



• **Viridiana Hernandez**03:08:35

From white cops, which are the majority of tempe force.



• **Keisha Acton**03:08:46

Thank you Lindsay for sharing. However, personally I would like to pivot.



• **Raquel Gutierrez**03:08:51

Roy, what does that mean that her counter parts would not be as vulnerable and share. What is the significance for you of that statement?



• **Jacob Raiford**03:08:54

What Viri said.



• **Lauren Kuby**03:10:53

like what about this: <https://www.wranglernews.com/2020/12/07/tempe-business-owner-creates-advocacy-group-to-support-police/>



• **Keisha Acton**03:11:05

I think to Roy's point...a white cop who is currently on the front lines in full military gear ready to brutalize and arrest black and brown people who are in the streets BEGGING for their lives to MATTER. Or maybe even a cop who continuously harrassas and ciminalizes homelessness



• **Keisha Acton**03:12:45

I have a question next



• **Raquel Gutierrez**03:13:57

Officers are not monolithic, what is the entry point for women rather than men, for BIPOC officers rather than non-BIPOC folks, age, legacy of family as officers. so layered!



• **Raquel Gutierrez**03:14:24

Right, right Keisha!



• **Raquel Gutierrez**03:14:47

Yes, Keisha. That is a great question. That is us getting to the heart of the matter.



• **Jacob Raiford**03:14:58

Great question Keisha.



• **Roy Tatem**03:17:36

Ultimately, this task force want to be assured that the work that we do here reaches the Patrol officers in the streets.



• **Viridiana Hernandez**03:18:54

And if you can't respect and talk to people: what are the consequences ?



• **Viridiana Hernandez**03:19:11

It is a culture of violence imbedded in policing



• **Michael Soto**03:19:17

I think the answer is a perfect example of the need for much deeper, extensive training about white supremacy, racism, sexism, classism, and so much more. The language to talk about these things in such a cloistered institution, means we have to decode phrases like “catching more flies with honey” and others that are inceptions of coping with racism and other forms of oppression within the department and outside of it.



• **Robbie Adler-Tapia**03:19:18

Yes Roy...



• **Michael Soto**03:20:51

Not understanding culture and communication is also coded language for racism, sexism, etc.



• **Keisha Acton**03:21:06

Say that Michael



• **Genevieve Vega**03:21:20

Yes Michael!



• **Michael Soto**03:21:26

Ok friends



• **Raquel Gutierrez**03:21:36

Yes, Viri. They operate without impunity.



• **Keisha Acton**03:22:21

This is a carefully vetted "day in the life" that is literally a blatant disrespect to the conversation we should be having in this meeting.



• **Raquel Gutierrez**03:22:23

Yes, Michael. Great point.



• **Keisha Acton**03:22:44

Can we please pivot



• **Genevieve Vega**03:24:09

Agree Keisha. I appreciate your offer to meet separately, Mayor Woods, but the conversation needs to be had among the entire Task Force to be able to move forward effectively. We have yet to define and discuss the actual problem that needs to be solved and that conversation needs to be had and viewable to the public.



• **Raquel Gutierrez**03:24:21

Well said, Jacob!



• **Keisha Acton**03:24:44

Yes Jacob...say that.



• **Corey Woods**03:25:07

I totally agree, Genevieve. I only wanted to offer myself for another meeting in case anyone wanted to meet. But I agree that we should have any conversations in public that the task force membership would like to have.



• **Genevieve Vega**03:25:28

Yes, thank you Lindsay!



• **Jacob Raiford**03:25:31

Again, thank you Ms. Long!



• **Keisha Acton**03:26:47

Thank you for the offer to meet Corey and I personally am open to it, but also fully agree with Genevieve.



• **Michael Soto**03:27:17

I would be happy to meet as well.



• **Corey Woods**03:27:33

I really appreciate that, Keisha. Definitely agree that we need to have this conversation in public. But just wanted everyone to know that I'm always available to you.



• **Raquel Gutierrez**03:32:17

Genevieve, yes. Exactly.



• **Keisha Acton**03:32:53

Assimilation



• **Viridiana Hernandez**03:33:11

Thanks Genevieve.



• **Raquel Gutierrez**03:33:12

Michael, absolutely. It was alarming and made me sad at the lack of critical analysis.



• **Raquel Gutierrez**03:33:47

And, we are back to the conversation related to guiding principles.



• **Genevieve Vega**03:34:41

Thank you Michael. It's called "Unconscious Bias" for a reason.



• **Raquel Gutierrez**03:34:50

AAAA



• **Keisha Acton**03:35:27

Racism is generally not overtly racist. It is a series of micro aggressions



• **Raquel Gutierrez**03:37:03

As a native Tempean I had to learn how covert racism was very present in my upbringing with many Tempe leaders who supported me in my leadership.



• **Keisha Acton**03:37:24

That is assimilation



• **Raquel Gutierrez**03:37:41

Survival by assimilation.



• **Michael Soto**03:37:41

That is her having to bend to the white supremacy of the Tempe Police Force to survive it



• **Viridiana Hernandez**03:37:50

Janelle, thank you ❤️



• **Michael Soto**03:38:07

All of this Janelle



• **Genevieve Vega**03:38:35

Yes Janelle. Expecting "politeness" in the face of racism or aggression IS part of systemic racism.



• **Keisha Acton**03:38:43

This is exactly what I was trying to say, and you are saying it so much more eloquently than I could have. Thank you for using your voice Janelle



• **Michael Soto**03:38:45

Which also means that BIPOC officers are not able to work in the best interests of BIPOC residents in the field



• **Raquel Gutierrez**03:38:57

See us nodding our heads, its because that is so real for us. Yes, Janelle, thank you for helping all of us understand what is happening.



• **Jacob Raiford**03:39:35

Godbless you, Janelle. Talk that talk.



• **Keisha Acton**03:39:54

Of our country



• **Michael Soto**03:40:04

Yes Janelle! The culture is one of white supremacist heteronormative patriarchy. Everyone else has to survive that or buy into it. This is what we have to fix.



• **Jacob Raiford**03:40:25

Anything else is framing and optics. Honesty and accountability are the only ways we will see progress.



• **Keisha Acton**03:40:35

YESSSSSSSS JANELLE!!!!!!!



• **Raquel Gutierrez**03:40:42

Say it, Janelle. Let's have it.



• **Lauren Kuby**03:41:11

Thank you, Janelle!



• **Michael Soto**03:42:48

Policy and cultural change



• **Roy Tatem**03:42:50

How much money has the Tempe PD cost the City of Tempe? Lawsuits and Settlements and Legal Fees



• **Lauren Kuby**03:43:48

Let's get that number.



• **Michael Soto**03:44:41

I don't think anyone is criticizing her. I offered an analysis of her understanding of the institution she worked for - which I found alarming and indicative of a code switching enforce by white supremacy.



• **Raquel Gutierrez**03:46:33

I had to switch to my phone can someone let me in the mtg



• **Janelle Wood**03:46:55

Great points Robbie and Keisha.



• **Raquel Gutierrez**03:46:55

thank you



• **Michael Soto**03:47:36

White supremacy culture creates trauma for everyone



• **Viridiana Hernandez**03:48:15

49* now



• **Janelle Wood**03:48:41

We have so much work to do and so many conversations to hold to address all sides of these issues. Thank you Mayor Woods for your willingness to engage in these tough conversations and make decisions that will counter the status quo.



• **Corey Woods**03:49:08

Thank you, Ms. Wood. I really appreciate everyone's willingness to engage in these tough conversations.



• **Raquel Gutierrez**03:49:37

what is 49*?



• **Viridiana Hernandez**03:49:44

49th in education



• **Michael Soto**03:50:17

Budgets are moral documents



• **Janelle Wood**03:50:52

I have to leave. Wishing everyone a safe and healthy holiday season and New Year!



• **Lauren Kuby**03:51:03

I think that we have areas of agreement: our patrol officers, if I , think we should be re-directing a whole host of tasks to human services. Our to



• **Keisha Acton**03:51:09

By Janelle! Thank you for your input!



• **Robbie Adler-Tapia**03:51:10

Take good care and Happy Everything Janelle and All



• **Raquel Gutierrez**03:51:15

Yes, tell me what you spend your money on and I will tell you what you value.



• **Corey Woods**03:51:18

Thank you, everyone!



• **Jacob Raiford**03:51:29

Godbless you all. Have a safe Holiday.



• **Michael Soto**03:51:44

Everyone did great! This was impressive and complicated and generous discussion! Incredible group!



• **Raquel Gutierrez**03:52:05

Thank you, Mayor and staff. You did not shut the conversation down. We have a long way to go.



• **Raquel Gutierrez**03:52:32

Janelle also laid it out there - that the officers need to be part of the conversation.



• **Genevieve Vega**03:52:39

Yes, be safe everyone. And thank you for the pivot. Change happens when we step outside our comfort zone.



• **Raquel Gutierrez**03:53:05

Yes, Rosa.



• **Keisha Acton**03:53:19

Thank you all for this conversation!! I am in agreeance to no break out rooms.



• **Viridiana Hernandez**03:53:21

Thank you all



• **Michael Soto**03:53:23

Great work Tempe team - you're adaptability is admirable!



• **Viridiana Hernandez**03:53:23

Thanks Rosa.



• **Dr. Shereen Lerner**03:53:25

I would hope we can add another session so we can have the time to have these conversations.



• **Dr. Shereen Lerner**03:53:38

Thank you Rosa.



• **Roy Tatem**03:53:44

We are doing real work here!!! Thank You all



• **Roy Tatem**03:54:00

No-one said that this was gonna be pretty



• **Jacob Moore**03:54:00

Great comments everyone. Stay safe.



• **Patricia Hibbeler**03:54:28

Thank you Rosa and Tempe staff for understanding. I believe it is important to have conversations and then get to the important policies and plans for moving forward.



• **Lauren Kuby**03:54:31

Argh, I made no sense! What I meant to say: I think that we have areas of agreement. Our patrol officers, I think. agree we should be re-directing a whole host of tasks (and thus budget) to human services (to Care 7, for example).



• **Dr. Shereen Lerner**03:54:41

Take care all-and stay safe.



• **Patricia Hibbeler**03:54:53

Stay safe all and have a great holiday. Take care.



• **Keisha Acton**03:55:19

Thank you Mayor Woods



• **Robbie Adler-Tapia**03:55:21

Thank-you Mayor!



• **Raquel Gutierrez**03:55:31

I am ok with my info being shared



• **Corey Woods**03:55:33

Thank you, Keisha!



• **Michael Soto**03:55:35

Thank you Mayor!



• **Viridiana Hernandez**03:55:37

Thank you Mayor



• **Michael Soto**03:55:40

Happy Holidays all!



• **Corey Woods**03:55:43

Thank you, Viri!