

15:59:44 From Wydale Holmes : Feel free to do a sound check by saying hello!

16:14:39 From Roy Tatem : I believe that there should be a system in place where all complaints should be review by someone at the Chief and Assistant Chief level. This creates awareness and can also develop an idea if a pattern of behavior is developing with particular officers.

16:16:39 From Jeffrey Glover : Hello Roy, these complaints do reach the level of Chief and Assistant Chief prior to the panel taking place.

16:21:18 From Robbie Adler-Tapia : Do we have any data on Tempe PD demographics?

16:22:22 From Roy Tatem : Okay, Thank You Chief Glover so you are aware of the complaint that was submitted in the Public comment?

16:23:42 From Roy Tatem : We have hosted Community Job Fairs as well (Pre-COVID)

16:25:47 From Alana Langdon : Think these efforts can take place in parallel --- Chief Glover thanks for your willingness

16:26:08 From Raquel Gutierrez : i agree with what Viri said. The challenge is so much bigger than diversity.

16:26:11 From Alana Langdon : Roy - thanks for your efforts - shows can be done

16:26:13 From Alana Langdon : and can grow

16:26:28 From Michael Soto : Very much agree that the challenge is bigger than diversity and that culture shift is critical.

16:27:32 From Patricia Hibbler : With making changes first or in tandem, the City will be more successful in recruiting for greater diversity. It would definitely be a positive recruitment tactic but must be in play.

16:28:05 From Alana Langdon : Agree Patti

16:29:14 From Dean Shapiro : What a message that must send to applicants about whom they work for.

16:31:31 From Raquel Gutierrez : Diversity does not guarantee paradigm shifts about practices that cause harm.

16:31:46 From Shereen Lerner : We need to incorporate diversity, equity, and inclusion/implicit bias training as well that occurs on a regular basis and is reinforced (not just when police are hired).

16:34:34 From Jeffrey Glover : You raise a good point Keisha!

16:34:40 From Raquel Gutierrez : what I'm hearing is that it is not about whether or not they are talking to people in the community, it is about expanding who they are talking to, when they are are talking to them, and the level of transparency.

16:36:08 From Raquel Gutierrez : I do believe that Chief Glover will do better than the person before him.. .

16:37:09 From Roy Tatem : I agree Raquel, he has been in the streets for years and open to real conversation

16:38:49 From Keisha Acton : I'd like to hear Glovers response/approach to this?

16:39:03 From Janelle Wood : For some reason I am unable to raise my hand. I would like to discuss C.

16:39:41 From Michael Soto : Totally agree Dr. Adler-Tapia - my hope is that there would be a true incorporation of our work and other healers instead of more red tape.

16:39:49 From Keisha Acton : These are areas that need to be revamped and reviewed.

16:40:07 From Brianne Fisher : Hi Janelle, I'll make sure you get an opportunity to speak

16:40:17 From Janelle Wood : Thank you!

16:40:59 From Michael Soto : We all have trauma - I hope nothing I said was taken as a judgement. My hope is that we get every officer into proactive mental health and wellness support and care. Like you said, that makes the officers better in the field and healthier for everyone.

16:41:40 From Corey Woods : Most definitely, Michael. I totally understood what you were saying. I like the approach you outlined.

16:41:53 From Robbie Adler-Tapia : I am happy to explain what happens and it is different with each employer and command staff.

16:42:03 From Keisha Acton : I would agree with that, but to Michaels point, if there were more holistic processes included in their day to day as a proactive strategy there would be less chance of missing those folks who are disassociating and being impacted in a way that is causing them to harm the community.

16:42:56 From Robbie Adler-Tapia : Agreed Keisha and Michael

16:43:12 From Genevieve Vega : Totally agree Michael. Making it acceptable to get/seek mental health support is a key piece of the culture change.

16:43:23 From Corey Woods : Absolutely!

16:43:29 From Alana Langdon : Additional thing for the department and Chief to think about - as these officers are getting treatment - what backup plan is in place to resource that officer while they are away from work and as they transition back to work (like a treatment plan)

16:43:38 From Viridiana Hernandez : Thank you Janelle 🙌

16:43:40 From Keisha Acton : Yes Janelle, Thank you for using your voice to speak to this.

16:43:43 From Michael Soto : Yes Janelle!

16:43:52 From Pam Goronkin : I agree with Janelle regarding reframing of discipline.

16:43:55 From Roy Tatem : We explicitly had that conversation with Tempe PD during our East Valley NAACP meeting, identifying and eradicating Extremist and White Supremacists

16:44:08 From Jacob Raiford : Thank you Janelle!

16:44:35 From Raquel Gutierrez : yes! Janelle.

16:44:40 From Keisha Acton : To Janelle's point...has the Tempe PD been investigated to see if there were any participators at the Capital invasion.

16:44:54 From Janelle Wood : Thank you!

16:45:06 From Michael Soto : Great questions Keisha!

16:45:22 From Janelle Wood : I agree, great question Keisha.

16:45:24 From Lauren Kuby : We can't have accountability without data (sorry this comments is separated from the list of questions we should ask to gain transparency)

16:45:49 From Corey Woods : Hi Keisha - I called Chief Glover about this exact issue right after the insurrection at the Capitol. He confirmed that there weren't any members of Tempe PD involved in that incident.

16:46:05 From Genevieve Vega : Yes Janelle! And to her point, identifying, tracking, and remediation up to and including dismissal is vital for community trust.

16:46:06 From Michael Soto : That is wonderful to hear Mayor!

16:46:39 From Keisha Acton : Thank you Mayor for confirming that.

16:47:01 From Corey Woods : Most definitely. Very good and important question.

16:47:50 From Janelle Wood : Thank you Mayor Woods for checking and letting us know.

16:48:11 From Raquel Gutierrez : Michael, absolutely - decentralize, expand who gets invited to the conversation!

16:48:20 From Janelle Wood : Lauren, yes we do need data.

16:51:04 From Robbie Adler-Tapia : The Craig Tiger Bill is implemented at the local level. Many cities have their own policies.

16:51:40 From Robbie Adler-Tapia : <https://www.surpriseaz.gov/3791/Craig-Tiger-Act>

16:51:43 From Corey Woods : Happy to look into this, Dr. Adler-Tapia. I appreciate you bringing this up.

16:52:51 From Suzanne Durkin-Bighorn : I agree with Genevieve, we need to look at this beyond the Police Department.

16:52:53 From Robbie Adler-Tapia : <https://azplea.com/2018/04/governor-ducey-signs-the-officer-craig-tiger-act/>

16:52:58 From Jeffrey Glover : Hello Dr. Robbie the most recent policy you sent over, I recently discussed with the HR Attorney and we are near complete on our version from what I've been told.

16:53:13 From Robbie Adler-Tapia : Thanks Chief!

16:53:16 From Corey Woods : That's excellent news, Chief!

16:53:30 From Janelle Wood : I agree with Genevieve.

16:55:16 From Raquel Gutierrez : thank you, Genevieve for consistently bringing the data hat.

16:57:51 From Roy Tatem : If there is anyone interested in working with the East Valley NAACP Criminal Justice Committee please let us know: info@evnaacp.org

16:57:55 From Viridiana Hernandez : Yes, agree. Thanks Jon

16:58:23 From Raquel Gutierrez : well said, Jon.

17:00:37 From Raquel Gutierrez : Lauren those spaces for the whole family, including the pets is so good to hear.

17:01:39 From Patricia Hibbeler : Well said Shereen. I agree.

17:01:47 From Genevieve Vega : Yes, Shereen. 100%!

17:03:01 From Pam Goronkin : I agree that a Human Services pillar is a good idea.

17:03:21 From Janelle Wood : Is Care 7 able to move under Human Services Dept. until it can moved on its own?

17:03:30 From Keisha Acton : Such a great point Lauren

17:03:32 From Jacob Raiford : CARE 7 should be absolutely independent, utilizing the same dispatch as emergency services. Going hand in hand with this is a retraining of how dispatch services handle these calls. *How they are coded* is essential

17:03:38 From Michael Soto : That's a great idea for a different dispatch and different training for those dispatchers!

17:03:48 From Roy Tatem : CARE 7 is not under the Police Dept

17:03:59 From Roy Tatem : It is under Human Services

17:04:06 From Janelle Wood : I thought it was, thank you Roy for clarifying this.

17:04:46 From Roy Tatem : There needs to be a stronger Marketing program of CARE 7 and the services available and a separate number

17:04:59 From Roy Tatem : Perhaps #711

17:05:35 From Dean Shapiro : Absolutely, Roy. Do we know the community awareness of CARE 7? How is it promoted?

17:05:44 From Corey Woods : Great point, Roy. CARE 7 does incredible work. We need to make sure everyone knows about them and all of their offerings.

17:05:45 From Genevieve Vega : Agree Roy - and all the various human services programs serving Tempe. Of which there are many

17:05:47 From Jeffrey Glover : There will be a new number within the next couple of years nation wide #988 that will be for mental health calls nation

17:06:08 From Jeffrey Glover : nationally

17:07:18 From Roy Tatem : I agree that Dispatch should be retrained heavily scrutinized

17:07:53 From Arlene Chin : Can we clarify...do we mean Care 7 or Tempe HOPE Outreach? Or, possibly, both--depending on the situation...

17:07:56 From Keisha Acton : Care 7 is under human services but they are dispatched by police which is what needs to be separated. It needs to be completely separate of police.

17:08:27 From Jacob Raiford : Absolutely Keisha .

17:09:46 From Corey Woods : Great idea, Genevieve.

17:10:06 From Shereen Lerner : Yes-Thank you Genevieve! We need to have our community partners as part of the conversation instead of reinventing the wheel.

17:10:09 From Janelle Wood : I agree.

17:10:20 From Raquel Gutierrez : Genevieve how does oversight happen related to quality

17:10:28 From Raquel Gutierrez : and process

17:10:40 From Robbie Adler-Tapia : Since the people without homes population is such a diverse group, we have to look at availability of affordable housing in Tempe. And, what is the availability of supervised housing to support individuals who may not be able to live independently due to I/DD or MH issues.

17:10:42 From Roy Tatem : The tools are present but many are unaware of the tools available

17:11:04 From Paul Bentley : For clarity, Tempe HOPE homeless outreach works in collaboration with CARE 7 to provide a mental health response to individuals experiencing homelessness.

17:11:05 From Dean Shapiro : Not just communication, but awareness.

17:13:02 From Robbie Adler-Tapia : <https://www.rti.org/announcements/new-study-help-cities-evaluate-first-responder-services-based-911-calls>

17:13:27 From Genevieve Vega : @Raquel the Agency Review Process is entirely citizen-driven. Funding applications are submitted to Tempe Community Council, a 501(c)3 and Tempe volunteers (must live or work in Tempe) review those applications, interview those agencies, and make funding recommendations to City Council in the May timeframe.

17:13:36 From Robbie Adler-Tapia : Viri this is the link for the program

17:14:56 From Viri, she/her, Poder : Thank you ^

17:15:02 From Shereen Lerner : There is also Tempe Community Action Agency who is very involved in these issues. <https://tempeaction.org/>

17:16:16 From Shereen Lerner : Thank you Mayor!

17:16:44 From Robbie Adler-Tapia : Can't 911 be taught to forward the call?

17:17:05 From Lauren Kuby (she/her) : BLM Metro Phoenix is a finalist for a grant award from Vitalyst Health Foundation to establish a "Reinvestment Roundtable. Should they succeed, they could explore data on the types of calls and serve as that Task Force that was mentioned.

17:20:22 From Lauren Kuby (she/her) : And congrats to Keisha and Sarra for bringing Reinvestment Roundtable proposal to Vitalyst!

17:21:31 From Keisha Acton : Yes, Kuby thank you for raising that point. We are looking forward to collaboratively creating solutions to some of these issues.

17:26:12 From Lauren Kuby (she/her) : Agency review is resident-driven. You need not be a citizen to participate.

17:32:03 From Robbie Adler-Tapia : C3. Retired Tempe Officer Julie <https://artemis4women.com/>

17:32:49 From Roy Tatem : CAHOOTS has a much larger budget as well

17:32:50 From Robbie Adler-Tapia : This slipped away before I finished that she teaches de-escalation and talks about how you can de-escalate with dignity and respect.

17:34:56 From Genevieve Vega : Wouldn't review panels be part of the Police Model & Accountability pillar? It should be built in the processes and policies of the public safety system, not just police.

17:35:10 From Keisha Acton : Who will be overseeing the implementation of our recommendations?

17:35:11 From Shereen Lerner : I agree Genevieve.

17:35:30 From Lauren Kuby (she/her) : Human Services staff has been examining the CAHOOTS model AND the Portland Street Response model, which expanded upon CAHOOTS (and has an indie dispatch system).

17:36:16 From Jacob Raiford : What Keisha said. I'm also interested in who will oversee recommendations.

17:36:17 From Genevieve Vega : I have the same question Keisha - this is a LOT, and they'll need some dedicated project/program management and not necessarily an addition to someone's job.

17:36:36 From Viri, she/her, Poder : Agree Pam. A review board needs to be able to review use of force cases

17:37:26 From Michael Soto : Totally agree that a review board must review use of force cases.

17:37:48 From Robbie Adler-Tapia : I think the Board can review and disagree. Perhaps we need clarification.https://library.municode.com/az/tempe/codes/city_code?nodeId=CH2AD_ARTXTECIPAREP_OCOUSFO

17:37:55 From Janelle Wood : I agree.

17:38:37 From Keisha Acton : Excellent point Pam. We need to make sure the Unions aren't abusing their power.

17:38:49 From Viri, she/her, Poder : Thanks for raising this Pam.

17:39:35 From Janelle Wood : Who oversees the Citizen Review Panel?

17:40:08 From Corey Woods : Keisha - Chief Glover and his team will be overseeing the implementation of the recommendation made by the Task Force. City Manager Andrew Ching will also be a major part of the implementation.

17:40:30 From Janelle Wood : Thank you!

17:41:08 From Keisha Acton : Thank you for addressing that. Are there any plans to include community in this process?

17:41:25 From Keisha Acton : The directly impacted community to be specific.

17:41:42 From Corey Woods : Yes. The draft plan will be made available to the community for input and public comment.

17:43:09 From Dean Shapiro : Best Practices: who determines "best"? "Best" to what end?

17:43:26 From Genevieve Vega : Agree Shereen - H sounds like the regular resident satisfaction survey.

17:44:11 From Keisha Acton : Mayor will there be a team tasked to implement these changes as their full time job since it is incredibly cumbersome rather than an addition to an already full work load?

17:44:15 From Jacob Raiford : Who is responsible for the Citizen Review Panel?

17:44:26 From Janelle Wood : Thank you Jacob for asking.

17:46:49 From Corey Woods : Keisha - Chief Glover is working right now to put together a Chief's Advisory Council to oversee the implementation of the recommendations made by the Task Force. That group will get into a heavy amount of detail when it comes looking at and rewriting certain policies and procedures. I know his plan is to make sure the group has the time and availability to really undertake this task, which is definitely a big one.

17:47:50 From Robbie Adler-Tapia : What rights does the media have to the footage that may impact how the this can be implemented?

17:48:15 From Jeffrey Glover : Hello Jacob, the Assistant Chief over Professional Standards I/A Chairs the panel. the obtain the feedback from community members making recommendations that is then provided to me.

17:48:43 From Keisha Acton : I just want to note - A violent society is a result of social struggles that go unaddressed and lead to the things our communities struggle with such as homelessness, addiction, mental health, hunger etc...remove the social structures that create oppressive environments and we reduce violence and crime.

17:49:49 From Lauren Kuby (she/her) : I have to switch over to my Connecting with Kuby Public event at 6pm, scheduled long ago. Sorry! Thank you for all of your work, expertise, and dedication. We will continue including the community and those who have been impacted, in the planning and implementation. It is our commitment.

17:50:09 From Corey Woods : Thank you, Councilmember Kuby for your support of this effort!

17:51:03 From Raquel Gutierrez : thank you, Keisha. truth.

17:51:48 From Raquel Gutierrez : yes, Jacob.

17:52:45 From Robbie Adler-Tapia : The cost of gun violence in the US. Other societies have the social issues but do not have guns or citizen deaths because the community doesn't have guns and Public Safety does not carry guns. <https://www.bradyunited.org/issue/effects-of-gun-violence#:~:text=Gun%20violence%20is%20estimated%20to,life%20and%20victims%27%20lost%20wages.>

17:53:57 From Shereen Lerner : Agreed.

17:56:42 From Jacob Raiford : Yes I agree

17:56:47 From Viri, she/her, Poder : Agree with Keisha

17:58:00 From Pam Goronkin : Completely agree with Arlene

17:58:04 From Keisha Acton : I think O should go under community engagement

17:58:20 From Michael Soto : I agree with Keisha. We have to talk about violence as a result/consequence of white supremacy culture.

17:58:33 From Robbie Adler-Tapia : There were 40 fatal police shootings in England/Wales from 2004 - 2019 where handguns have been banned since 1996. <https://www.statista.com/statistics/319246/police-fatal-shootings-england-wales/>

18:03:48 From Michael Soto : Is it the spirit of 3 and 4 that these petty ticketed offenses like jay walking should not be enforced as criminal acts? So across the board Police focusing on crime that is not a petty act?

18:05:25 From Robbie Adler-Tapia : Are you suggesting we do not have laws on jaywalking, public intoxication or urinating in public? I do not think we can legally apply this to one population and not another.

18:06:25 From Robbie Adler-Tapia : Would this expand to MIC/MIP?

18:06:41 From Michael Soto : Can we add to Section O, a lobbying for the repeal of these types of petty laws at the state level and a repeal of city ordinances for these petty infractions?

18:07:10 From Robbie Adler-Tapia : Is it possible to exchange a ticket for participation in a diversion program that is free?

18:07:55 From Jeffrey Glover : Yes the courts have diversion programs for these offenses. FREE

18:09:02 From Corey Woods : I'm fully supportive of creating more public restrooms -- both in the downtown and other places.

18:09:41 From Wydale Holmes : Reference item O 3, 5 --- Diversion programs through courts

18:09:47 From Keisha Acton : Seattle was able to deprioritize these types of offenses, by way of a recommendation from their city attorney.

18:10:28 From Keisha Acton : That's not what we are saying

18:10:44 From Genevieve Vega : O 3 and 4 disproportionately impacts certain communities. The sidewalk sitting ordinance is another example of this. It's reframing the consequence and deprioritizing police involvement in these activities.

18:10:45 From Corey Woods : I would definitely be interested to find out whether these laws are statewide or city ordinances. I can do some research with our staff.

18:11:12 From Alana Langdon : Agree with Robbie

18:11:17 From Corey Woods : I'm just honestly not sure where there origin begins but I'm happy to check.

18:11:17 From Janelle Wood : Is diversion through the courts? If they do not have housing how would they get notice of the diversion program?

18:11:38 From Jacob Raiford : Exactly Janelle

18:12:05 From Genevieve Vega : If you're houseless, where do you get your mail? How do you get to court? How do you advocate your position? There is a homeless court, but the barriers to participation are immense.

18:13:00 From Corey Woods : I think one of the other main points that has come out of this is our need to provide many more resources to our Human Services efforts to really address root causes.

18:14:46 From Keisha Acton : We are not saying it should only be applied to one group of people. That was not what we intended to convey. This should be city wide.

18:14:54 From Rob : I would suggest looking at the program phx pd spearheaded where they (instead of write tickets for these types of offenses) they refer the person to the Human Service Campus for a specific service. The officers would follow up with the organizations to see if they were connected.

18:15:11 From Robbie Adler-Tapia : We need to have a mobile program that reaches those who cannot access a diversion program.

18:15:23 From Keisha Acton : That's exactly it Corey and that is what we intended to convey.

18:15:26 From Corey Woods : I would definitely be interested in learning more about this program, Rob.

18:15:51 From Andrew Ching : <https://superiorcourt.maricopa.gov/mcrhc/>

18:16:24 From Andrew Ching : Just wanted to share a link to the Maricopa County regional homeless court, a program Tempe participates in.

18:16:51 From Corey Woods : Thank you, Keisha. Myself and a couple of other Councilmembers are beginning to have some big conversations about how to add more resources to our Human Services Department. I think that would absolutely help to address a lot of the important concerns that have been raised.

18:17:32 From Andrew Ching : The program has created pathways out of homelessness for many people. I am happy to ask the court to send out more information to the group about this.

18:17:48 From Robbie Adler-Tapia : "Taking it to the Streets" - take services to the community including restrooms and mailboxes.

18:17:53 From Corey Woods : Thank you, Andrew. That's definitely good information.

18:18:21 From Keisha Acton : Also, we are not condoning public urination, we are simply saying offering alternatives that address root causes rather than adding additional barriers for people to deal with when experiencing extreme poverty or otherwise.

18:18:48 From Dean Shapiro : Amsterdam has such facilities, for example.

18:21:26 From Raquel Gutierrez : I agree with Michael.

18:21:45 From Raquel Gutierrez : be explicit

18:22:41 From Genevieve Vega : I would like to see that language applied across all city departments. And an emphasis on anti-racism, generally. That goes beyond public safety - human services, parks and rec, public services, development, etc.

18:22:50 From Jacob Raiford : Including the usage of symbols synonymous with white nationalism. I.E. as the punisher "skull" logo seen on stickers and clothing of officers. that image has been repurposed over the past few years.

18:23:17 From Michael Soto : But those people were not expressing their first amendment rights they were engaged in open insurrection against our government.

18:23:48 From Jacob Raiford : and literal violence

18:24:00 From Alana Langdon : Agree with Robbie - could be white group or any group that is doing violence

18:24:22 From Jacob Raiford : the demonstrations throughout the summer and fall in Phoenix / Tempe = just people expressing their 1st amend

18:25:47 From Keisha Acton : The capital insurrection is NOT the same as the protests that happened in Az over the summer and should NOT be compared in any way.

18:25:54 From Jacob Raiford : at all.

18:26:14 From Robbie Adler-Tapia : Any ideas how to write R2 that makes it the actionable item we support and not an excuse for what happened in the Capital

18:26:18 From Genevieve Vega : But storming and vandalizing public property isn't a protected first amendment right. Protesters gathering in public places is. So I'm confused as to why we wouldn't be explicit.

18:26:36 From Michael Soto : Just so that we have the language, here is the first amendment:
Amendment I

Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the government for a redress of grievances.

18:28:03 From Robbie Adler-Tapia : There are people who do not have the appropriate or healthy intentions so how do we write that?

18:30:19 From Robbie Adler-Tapia : What suggestions do you have to guide Law Enforcement when there are mixed intentions and crowds?

18:30:30 From Keisha Acton : And also the police response to the "protestors" who literally tried to break into the Maricopa county recorders office. They were given police assistance and support while just a couple months earlier Black Lives Matter protesters were hunted like animals and charged as gang members simply for blocking a public thoroughfare

18:31:23 From Michael Soto : Addressing this from a racial equity lens means explicitly acknowledging the radicalized/white supremacist lens that dictates the response of police departments and law enforcement to different groups exercising first amendment rights and groups assembled to commit violence to open insurrection. Again we have to address white supremacy as the root of this radicalized response.

18:31:55 From Pam Goronkin : Agree with you Jacob

18:32:29 From Michael Soto : racialized not radicalized

18:32:59 From Robbie Adler-Tapia : Do you have suggestions for law enforcement to decide when to stand down and when to intervene?

18:34:08 From Robbie Adler-Tapia : <https://www.azleg.gov/ars/13/00410.htm> Please review the fleeing fellow law.

18:34:15 From Robbie Adler-Tapia : Fleeing felon

18:35:45 From Jacob Raiford : Why.

18:36:28 From Michael Soto : Yes many, chief among them being paying attention to actual intelligence that is gathered. It is explicitly clear that the goals of many white supremacists is to overthrow the government and incite violence against police, while the goals of groups like the Movement for Black Lives is to stop institutions like police from extrajudicial murder of Black people, and other vulnerable people. The response from the beginning to these groups gathering enmass should be absolutely different, and the strategy for dealing with them should be different just from the intelligence and known motives of each group. And unfortunately what we see is a minimal response given to

gatherings of white supremacists groups that are known threats to police and our government (and community), and a militarized response to groups that asking to not be murdered by the state and for equal treatment.

18:37:06 From Raquel Gutierrez : White teenagers, if Im correct. if not, please provide data.

18:37:42 From Jacob Raiford : With obvious and immense respect to the lives lost in these events, please stop referencing everyday incidents across the nation to isolated tragedies in our nation's history.

18:37:43 From Keisha Acton : Yes!!! Thank you Raquel. It is a white supremacist culture

18:37:58 From Alana Langdon : Common sense Robbie - thank you

18:38:46 From Keisha Acton : Hopefully??

18:38:59 From Raquel Gutierrez : BIPOC people are clear that teenagers are often hard to tell their actual age because BIPOC children are more often interpreted as adults and treated as such.

18:39:30 From Keisha Acton : And he should not be shot for any reason

18:40:45 From Jacob Raiford : The "judgement of our police officers" are why we're here.

18:40:57 From Keisha Acton : Exactly Jacob

18:43:54 From Raquel Gutierrez : because phones are scene as weapons in the hands of BIPOC children, like Arce.

18:44:05 From Keisha Acton : Exactly

18:44:12 From Robbie Adler-Tapia : I'm referring to R 3 i.

18:44:34 From Robbie Adler-Tapia : I'm referring to R 3 j.

18:44:36 From Raquel Gutierrez : Genevieve, truth!

18:45:16 From Robbie Adler-Tapia : Police do not prosecute. We need to focus on changing laws and policies.

18:45:23 From Viri, she/her, Poder : Thank you Genevieve

18:45:49 From Keisha Acton : Police give the state people to prosecute. Often times with falsified reports.

18:45:58 From Keisha Acton : Please let Janelle respond

18:46:42 From Raquel Gutierrez : Police make choices that disproportionately impact BIPOC for prosecution.

18:46:47 From Janelle Wood : Keisha you can speak.

18:48:03 From Raquel Gutierrez : Janelle, thank you.

18:48:52 From Michael Soto : I'm disturbed by the assigning of common sense to one way of being the world. We all bring common sense informed by our experience and expertise. There are also many of us on the call that are knowledgeable about use of force, policing, and law enforcement. I also don't think that anyone is denying violence needs to be addressed both the violence of our institutions and in our communities – but to say that that violence is not connected to and in many ways created by white supremacy is unfortunate and is a denial of researched and proven data. We are trying to create policy and procedure that addresses inequity in law enforcement. That isn't about blaming anyone, but looking to transform law enforcement to serve all communities and people, instead of selectively serving those they believe are deserving of protection.

18:49:41 From Keisha Acton : Thank you Michael

18:50:11 From Michael Soto : The fact is that policing is not working equally to protect everyone, and that means we have to have uncomfortable conversations about chaining the policies and procedures of policing. We can't accept the status quo because it's how things have been done - because how things are done does not work for so very many people.

18:50:45 From Jacob Raiford : Go ahead, Michael

18:51:54 From Raquel Gutierrez : What Michael said. Gracias, Michael.

18:51:57 From Viri, she/her, Poder : Thank you Janelle

18:55:07 From Jacob Raiford : Good catch!

18:57:20 From Keisha Acton : I am good to continue

19:10:25 From Michael Soto : Can we add to the last part also exploring how white supremacy is connected to violence and gun violence?

19:13:02 From Keisha Acton : Yes please.

19:13:44 From Wydale Holmes : Added, thank you

19:14:47 From Keisha Acton : I have to get to another meeting. Thank you Mayor Woods for inviting me into this space and allowing BLM to be a voice in this very necessary conversation. I look forward to seeing the full plan and doing check ins along the way on the progress.

19:15:24 From Pam Goronkin : Keisha you've been so valuable to this process...thank you and be safe

19:15:24 From Corey Woods : Thank you, Keisha! I really appreciate you and BLM's participation in this process. Looking forward to following up soon.

19:15:53 From Janelle Wood : I have to leave and thank you for the opportunity to serve in this capacity and I look forward to seeing the plan and a timeline for rolling out the plan.

19:16:08 From Corey Woods : Thank you, Ms. Wood! We appreciate you!

19:16:27 From Robbie Adler-Tapia : Good night everyone. Its been great to learn about your work and try to find common ground.

19:16:27 From Jeffrey Glover : Thank you for participating Keisha!

19:16:42 From Janelle Wood : Appreciate you too, Mayor Woods. Talk soon.

19:17:09 From Jeffrey Glover : Have a great night Mrs. Wood!

19:17:27 From Suzanne Durkin-Bighorn : I have to leave. Thank you Mayor, and all of our city staff and leadership. It has been a pleasure working with all of you.

19:18:03 From Jeffrey Glover : Thank you Suzanne, have a great night!

19:18:52 From Michael Soto : Thank you Mayor, Deputy Mayor, Council members, Chief, Assistant Chief, and the whole city team and of course fellow task force members. It was an honor to be a part of this process with y'all.

19:18:52 From Shereen Lerner : Thank you all.

19:19:02 From Roy Tatem : Thank You all for your hard work and contributions to this necessary and invaluable work. God Bless

19:19:12 From Genevieve Vega : Thank you everyone. This was not likely the easiest thing any of us have done, but I learned so much, and really appreciate all of the participation. And thank you so much for our PD who have participated, City staff who have supported, and the strategic facilitation team for leading us through this!

19:19:19 From Arlene Chin : much thanks!

19:19:22 From Jacob Raiford : Thank you. It's been an honor.

19:19:29 From Jeffrey Glover : Thank you All!