

September 20th, 2017 Citizen Advisory Committee Meeting

The main concerns of speakers:

1. The chief must know the history of the city, the racist legacy present in the city, and be familiar with the Forward through Ferguson Report.
2. The chief must have a proven record dealing with and disciplining racist cops.
3. The chief must be willing to publically acknowledge and admit when his or her cops have done something wrong or out of line.
4. The chief cannot allow his or her cops to use “chemical weapons” during protests.
5. The chief should be committed to an independent investigation of shootings that kill civilians and not let Internal Affairs handle the investigation
6. The chief must be committed to anti-bias training for themselves and for all officers
7. The chief must be committed to ensuring to the best of their ability that cops come from the neighborhood they police

David kicked us off with a review about the search firm, IACP. They've met with the following groups

- Advocacy groups
- Business community representatives
- Public health and violence prevention groups
- Ethical Society of Police
- Youth
- High school students
- Aldermen and Alderwomen
- Law enforcement reps from federal, state, and local level

Jessie Lee from IACP

- He teaches criminal justice and public policy at the doctoral level
- He's helped at New Orleans and wanted diversity
- We don't care if candidate is external or internal
- We will use the criteria for tonight.

Andrey Pankov from IACP:

- The information we collect from stakeholders and citizens will be utilized and boil it down to the big factors to advertise for this position. It'll be open from September 22nd through October 26th. Make sure the job goes out as far as possible. Make sure individuals are fully aware of the department and what they need to do.
- IACP will be bringing the candidates here to STL.
- We're looking for input on characteristics on what they want in a Commissioner. Bring up effective and ineffective behaviors you want in a commissioner.

Vega:

- Be honest for one. We had a police chief lie about his own officers, so we want someone who don't lie about it.
- Elizabeth Vega says that the police arrested 139 people. The relationship between City residents and the Police Department is "pretty f***d up."

Richard Buthod from 15th ward:

- Everything we do sets a precedent. We need to do this right we don't need to do this fast. Don't waste our time bringing us candidates who have not studied the Ferguson report. Don't waste our time bringing candidates who have not already shown they cannot work with whole populations. Don't waste our time bringing candidates who will beat our citizens. Bring us candidates who recognize this is a good career opportunity who recognize this is a badly poisoned force that must be thoroughly purged. Bring us candidates who will treat racist officers who will treat drunken officers. Never give them a gun or let them on the street. Bring us candidates who are game for how hard this will be. If good policing can happen in STL, it can happen anywhere.

Tim

- I want to echo Richard's point. I'm relatively new to what's happening but not exactly sure what you want us to do tonight. Feels like you should bringing us the ideas. I take issue with the fact that you are on site and yet we're sitting in a comfortable room this evening. You want to see what's going on go to the protest at Shaw. I read the report but all that shit was in the Ferguson report. We've known it forever. We're saying the same stuff over and over again. These lines of officers gas our communities. Our police department should be willing to deal with small groups of agitators. It blows my mind the utter contempt that our police force has towards us. We need someone familiar with the history of STL. Can't bring somebody out of town. We need someone local who understands it and they need the full backing and force of the City government. You have a lot of work to do from the credibility perspective. You can't just drop in here for a few days. This is a multi-year problem. Can't

just do this adequately before October. Find someone who completely changes how we do this. We need to do this right, not do it fast.

Mona

- I know it's been said and in the report but let me underscore the importance of having someone who has read through the Forward through Ferguson report but someone who is publicly willing to commit to work with FTF to implement the action items. I think for someone who is willing to have that stance of humility (taking the lead from the commission) in that sense it might work with people in or out of town. As long as they are willing to work with the people who have done the work, it'll help. Have the courage to be unpopular with the force that's already there.

Alexandra

- I would submit that this is one of the most difficult jobs you'll ever do. Know the history. Within an hour, it was Confederate territory. There are some people who still follow that war. There are still people fighting the Civil War. There are posts going on that have made national news about cops posting Klan-friendly items saying "it's being reviewed" but it was off duty. If you're posting that off-duty, what are you doing on-duty? The background checks with these people will be thorough enough that you will go into their communities and talk to POC in their communities and ask them how they feel about the individual that will be proposed to STL. One of her kids wants to be cops. Officer Friendly and Fireman Joe used to go to her school. There are good cops but they can't do their job effectively when we have what's happening going on. We don't need a good ol boy replacing another good ol boy.

Damien

- Throughout this process, I felt like I've explained what I think police should look like. I wish there were some cops here to also help explain. I wish they were here. The reality is we're not going to build a relationship with one police chief in one year. It'll take time. I hope the police chief is not only qualified but can work with members of the community the best way they can. They should be a negotiator and someone who is qualified. We need to have a discussion about it.

Jen

- The thing I would like to see in an STL police chief is someone who has a deep understanding of the history that caused us to be this way. It's the institutional racism that we've been founded on. Understand it and have it proven. Follow the Ferguson Commission. Follow the directions, don't reinvent the wheel. I want someone who won't

use chemical weapons and someone who can admit fault when fault is to be admitted. It's awful right now. I'm shaken.

Kevin

- Everyone who has spoke has valid points. But let's go back further. We have to start with the premise that a police officer may be wrong in a shooting. If we have laws that allow cops who know they would be convicted by a jury and they go by a bench trial so they can get off, then what's the standard of life? If I'm Philando Castile, but I'm shot to death and no one is kept accountable? What about Tamir Rice? If we can't convict a cop, what's the standard? If they can do that, there's no hope for me? How many black folks in this audience has been racially profiled? (Everyone raised their hands). I made that point to say it's not just black folks. It's women, children, LGBTQ folks. What can I tell my kids to make sure they are safe? They shot LaQuan McDonald as well. I am legally registered firearm carrier. I have to test and qualify. I'm held to a higher standard than SLMPD. It's their job to do it. They can't use self-defense as an excuse. They always say "I am afraid for my life." You tell me what our standard of life is. I'm not sure what to tell my children anymore. I don't have a death wish, but I don't want to die. I won't allow cops to beat my community down. I can't keep holding prayer vigils. I'm in the community on Saturday and Sundays, I pick up trash. I talk to gang members and those selling drugs. We're going to go see their families and have them afraid. We can't do that but this is where you are driving those kids to. Not all cops or white people are dead. We're skipping over the fact that this is systemic and it's in the law. I guarantee you if I am shot today, I will go to jail. I've done the research...a cop hasn't gone to jail for shooting a black person since 1973. I remember Rodney King. Because finally they got it on tape. We've been saying it since I was a kid. Trayvon could be killed by a stranger. Smith has the right to live, be arrested, and charged if guilty. The things black bodies are dying for...you're killing people for selling CDs. What happened to tasers and pepper spray? They skipped to the gun. There has to be something between death and going on right now. It's not sustainable. There's 48-49% kids with guns and they don't trust you and I don't trust you. DOJ said there were 29 municipalities in STL that were guilty of racial profiling and making their budgets off the back of poor citizens. The cops can still kill black people without repercussion. You have to understand that something bad is going to happen if policies aren't replaced. If a cop shoots a citizen, then that case should automatically be reviewed by a civilian. You can't police yourself. My cop friends have told me and say they step forward about misconduct, they're fellow police officers will respond slower to their backup calls. As a black man, I feel humiliated and they say, "What am I going to do?" We have to quit asking like these things don't exist. SLMPD has racists. They've gotten so bold because our POTUS also lets them. You'd never stand for young white children to die like this. We have to stop and police have to be held to a higher standard. I'm a veteran. To have a cop pull me over and search for crack, if I'd have a weapon, he'd be dead or I'd be dead.

Unless we institute policies in the police department, you'll have cops be assassinated. I mentor 19 kids. They were in shock and I was in tears. How do I reverse the damage that was done to these kids? I don't care what your title is. Your words are the same as mine. (<- he got a standing ovation from people)

Rachel

- Here we are yet again telling y'all what we want. Hold the Mayor to her promise of scrutiny. We don't want O'Toole. I'm firmly convinced she'll do that. Don't make this a waste of your time. We need someone who will unify the unions, makes no sense we have black and white union. We need someone who will reward whistleblowing. Heather Taylor is getting retaliated against because she is talking about what's happening. Dissect the work history of who you choose. We don't want a flip flopper.

Lacy

- I would echo what was said. Recognize that systemic racism exists and is very strong in STL. Requires changing policies and laws and how cops are trained. Deescalation training matters as well. We shouldn't have a police chief who says protesters are criminals. That is absurd. We should have cops and a chief who see themselves as part of the community and they are here to protect every person in the city. They are part of STL. We all are. They have real and legitimate concerns about what's happening. The police should not be seen as us versus them. The protesters are people they are also trying to protect. The police should be trying to unify the city. Not Facebook posts or businesses that speak out against them. We should have a cop should not follow in Trump's footsteps. Understand perspectives and admit when they're wrong.

Mark

- Missouri is racist. White people should say that. I want a police chief who is ready to change the culture. The culture of the police. Our police are frightened by training. When you see a cop who murdered someone, they say, "My training kicked in." Kill first, and think later. That can't be the culture. You all know exactly what's wrong with the police. Every one knows. Patrol cars isolate cops. They are afraid to get out. They have no experience with the community. They come out afraid and ready to kill. We police on the cheap. And that's wrong. We pay a price for policing on the cheap. Cops should know their names. Don't just shoot a mentally ill person. I saw that. That was murder what happened in Riverview. "My training kicked in" is a terrible excuse. I was taught to kill.

Dhati

- There's something wrong with a culture that puts profit before human lives. I'm a 62 year resident of Northside. I was in basic training in the Army and the first person he saw killed when he was 7. And it was by a cop. Historically, the police in STL during slavery, it was their job to catch slaves or freepeople and send them back. Now we have the school to prison pipeline. People don't want to talk to their cops. That's a problem. All the black people in this room know this: we've been at a state of war since we've been here. When you get young cops fresh from Afghanistan, they want to shoot first and ask questions later. There's something wrong with that. They're taking our tax dollars. STL is a deeply divided city my entire life. These kinds of things have to change. We need someone sensitive to that. And cops sensitive to women as well. We need someone who doesn't patronize or use names, understand everyone's humanity. You are on the city streets. We need someone who is sensitive to all of that.

Robert Jordan

- I'm a retired cop. I worked 22 years in City of STL. I work in North STL and I'm not going anywhere. In a police chief, it starts at the top. We need a chief who communicates with the community. We need deep content and cultural diversity training. It's not just for 2 hours. There's a lot of times I was afraid as a cop. But you need a chief who is willing to shake hands. You need a chief who knows how to structure his manpower to talk with them and to hear their concerns. I'm not going to say anything to you if I think you don't care. Come over here and talk to people. Show up, pop up. See what they need. Listen to your politicians, right? Listen to the chief. You can't have race relations that are good outside if they aren't right on the inside. Accountability is important. People are tired. I come from a family of cops. They have to address those things. Punishments can't be racially motivated. It has to be fair. You need a chief who understands the value of retaliation.

Committeewoman from 24th ward, Teri Powers

- I'm heartened by the activism from Terry Kennedy and others. He's the head of the black caucus at BOA. We've got to change some policies and legislation. Scott Ogilvie surprised me with a statement. I put it on my Facebook.

Terra

- It's hard to protest when it seems like people don't understand that stuff has to change. My concern is this is a box checking exercise and not actually consulting us. We know what's wrong. Let's not just play around here. We can implement this stuff now. There need to be regular psych evaluations and drug tests. You have to go to school longer to be a cosmetologist than people walking around with guns on their hips. If y'all aren't willing to put your bodies and everything you have on the line to change the culture, then it won't matter. They need therapists. The first thing I want to do if I got a gun, I'd shoot it off.

When I come home and I see brown people lying on the street, that's a problem and your judge said it's okay. I don't want dumbasses with guns walking around. This whole body cam thing? So many people like me are murdered on camera anyways. The body cams are being supported by AI company. What are they going to do with it? 1033...if they won't make major changes out of the gate, then stay where you are.

Another person (no name)

- I've been working these streets for 50 years. I don't care who the chief will be. STL won't change. Without us, you don't have a job. We need the police. Because you kick dead bodies out of your front door all long. Stop the killer cops. I just left Oregon and Meramac and there are random drug killings all the time. Silence is golden because you quiet, I don't know what you're speaking. Dick Gregory told me in 2004 that the City is a test city. What happens here will happen elsewhere. O'Toole can't talk like he did. We don't need a chief that will take sides. He has to be neutral. Your officers need mental treatment. Whoever you'll chief be, don't make it O'Toole. Don't go outside our state though. We have enough people here to run this city.

Brittini

- We've heard plenty of sob stories. When it's all said and done, we're at the point of abolishing the whole thing. We have to radically change what's going on. You need to change what's going on. In Iceland, they had 1 police shootings after only a couple of days.

Other person

- SLMPD is corrupt and they always have been. They kill black men, women, and children. Didn't just start.
- Even with white allies, they're still out there
- There were snipers on the roof on Sunday.
- Convict these white cops. Convict them now.

David: It's our responsibility to listen and to act. Hold us accountable to that.

Look into their background and see if they've been profiled. The public should know it and it shouldn't be a secret and y'all shouldn't be the only ones to see it.

I want to see cops live in the communities they are serving. If you serve in that neighborhood, live in that neighborhood. We would have a better connection with them if we lived with them. Our

officers need to live in our communities. I want my cop to be neighbor. I want them to know what it's like to see vacant buildings. Have people live in that neighborhood.

How much authority will the new chief have to implement policies?

- As the executive of the police department, they can't change laws like Aldermen and alderwomen. They can change internal policies.
- It's not just about legislation and ordinances. It also matters about how they are carried out.

How do we contact you with stuff?

- We will continue to have meetings. If you search for CAC, you'll find the comment forum.

Get rid of the blue code of conduct.

How involved is the ESOP?

- The concerns have been raised. They are a stakeholder group and they met with IACP.

There will be future opportunities to talk with us. It's not just the chief but this is one piece of it.

"Where are you from?" IACP is from Alexandria, Virginia.