

15:41:21 From Alisa Oyler : Please see the link to our Miro Board here: <https://protect-us.mimecast.com/s/fln4CXDPRLhM3AwVhDWV8d?domain=miro.com>

15:43:29 From Alisa Oyler : Welcome! Please find the link to the Miro board here: <https://protect-us.mimecast.com/s/fln4CXDPRLhM3AwVhDWV8d?domain=miro.com/> However, we will be using screen share for most of the evening.

15:43:59 From Alisa Oyler : Welcome! Please find the link to the Miro board here: <https://protect-us.mimecast.com/s/fln4CXDPRLhM3AwVhDWV8d?domain=miro.com/>

15:54:13 From Alisa Oyler : Welcome! Please find the link to the Miro board here: <https://protect-us.mimecast.com/s/fln4CXDPRLhM3AwVhDWV8d?domain=miro.com/>

15:54:29 From Alisa Oyler : Welcome! Please find the link to the Miro board here: <https://protect-us.mimecast.com/s/fln4CXDPRLhM3AwVhDWV8d?domain=miro.com/>

15:55:29 From Alisa Oyler : Welcome! Please find the link to the Miro board here: <https://protect-us.mimecast.com/s/fln4CXDPRLhM3AwVhDWV8d?domain=miro.com/>

15:55:33 From Alisa Oyler : Welcome! Please find the link to the Miro board here: <https://protect-us.mimecast.com/s/fln4CXDPRLhM3AwVhDWV8d?domain=miro.com/>

15:56:04 From Alisa Oyler : Welcome! Please find the link to the Miro board here: <https://protect-us.mimecast.com/s/fln4CXDPRLhM3AwVhDWV8d?domain=miro.com/>

15:56:34 From Alisa Oyler : Welcome! Please find the link to the Miro board here: <https://protect-us.mimecast.com/s/fln4CXDPRLhM3AwVhDWV8d?domain=miro.com/>

15:56:49 From Alisa Oyler to Wydale Holmes(Privately) : Randy Keating is not registered

15:56:57 From Alisa Oyler to Wydale Holmes(Privately) : Or not on the list I just generated

15:57:00 From Alisa Oyler to Wydale Holmes(Privately) : Still let him in?

15:57:11 From Alisa Oyler : Welcome! Please find the link to the Miro board here: <https://protect-us.mimecast.com/s/fln4CXDPRLhM3AwVhDWV8d?domain=miro.com/>

15:57:27 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

15:57:40 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

15:58:09 From Alisa Oyler to Rosa Inchausti(Privately) : Randy is not registered. I'll let you decide if you want to let him in.

15:58:53 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

15:59:08 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

15:59:17 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

15:59:24 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:00:26 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:01:07 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:02:07 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:03:02 From Alisa Oyler : Frame 1.01 - Welcome frame, answer some questions if you choose.

16:03:23 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:03:28 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:03:38 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:04:09 From Alisa Oyler : Join us on Frame 1.01 for some optional welcome questions.

16:04:21 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:04:56 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:05:17 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:06:03 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:06:13 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:06:56 From Alisa Oyler : Feel free to answer some optional welcome questions on frame 1.01

16:07:04 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:08:10 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:08:15 From Dean Shapiro to Alisa Oyler(Privately) : Hi - friendly notice that I need to duck out from 4:30 to 5 PM, but then I'll be back.

16:08:31 From Alisa Oyler to Dean Shapiro(Privately) : Thanks for letting us know.

16:09:06 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:10:16 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:10:22 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:10:39 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:11:00 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:12:13 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:13:30 From Alisa Oyler : Frame 1.02

16:14:19 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:15:19 From Alisa Oyler to Rosa Inchausti(Privately) : What is Mike's surname? (The officer) I am renaming him in Zoom.

16:15:52 From Alisa Oyler : Frame 1.03 Screen Set up

16:16:51 From Jon Mulford to Alisa Oyler(Privately) : can't get to Miro

16:16:56 From Alisa Oyler to Mike(Privately) : Mike, if you tell me your surname, I can rename you in Zoom.

16:17:09 From Alisa Oyler to Jon Mulford(Privately) : Welcome! Please find the link to the Miro board here: <https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:17:16 From Alisa Oyler to Jon Mulford(Privately) : Did that link not work for you?

16:17:40 From Alisa Oyler : Frame 2.01

16:18:20 From Alisa Oyler to Jon Mulford(Privately) : If clicking the link in chat doesn't work, you can also copy and paste it into a browser to use the link as well.

16:18:52 From Alisa Oyler : Frame 2.02 Tuckmans

16:19:01 From Alisa Oyler : Frame 2.03 Strategic Planning Process

16:22:49 From Alisa Oyler : Frame 2.03A Todays Agenda

16:23:05 From Alisa Oyler : Frame 3.01

16:29:01 From Keisha Acton : Why isn't there a different protocol for children?

16:29:02 From Alisa Oyler : Welcome! Please find the link to the Miro board here:
<https://protect-us.mimecast.com/s/fln4CXDPrlhM3AwVhDWV8d?domain=miro.com/>

16:30:59 From Viridiana Hernandez : what is the protocol to not answering the calls the mom made throughout the day

16:31:00 From Keisha Acton : That is not true.

16:31:21 From Jacob Raiford : How is it difficult to distinguish whether a child who just turned 14 is ... in fact .. a child?

16:32:56 From Keisha Acton : Share the chare

16:32:58 From Keisha Acton : change

16:35:08 From Raquel Gutierrez : He was a child. He was small framed.

16:35:28 From Viridiana Hernandez : the mom has called throughout day and one police report also mentioned the calls.

16:35:32 From Keisha Acton : They identified mom around 10pm and she wasn't notified until 1am

16:37:12 From Keisha Acton : if you have a good process how did officer Kerzaya get to abuse two black people in the same year

16:38:48 From Keisha Acton : Sarra a member in Black Lives Matter Phoenix was not allowed to join the board by the former Chief because she was called bias due to her involvement in BLM

16:39:10 From Lauren Kuby : What is the criterion for a Use of Force incident to be sent to the Citizen Review Panel?

16:40:24 From Jacob Raiford : That is a problem, clearly.

16:40:41 From Alana Langdon : How much part of the training or application process includes ability to deduce a situation and have good judgement

16:40:57 From Janelle Wood : What behavioral changes have taken place since you implemented this new training? Do we have any data to support the same? How do you monitor/track behavioral changes? Who is responsible for monitoring/tracking these behavioral changes?

16:41:35 From Alana Langdon : Would be interested to see the criteria of what constitutes mental fitness

16:42:24 From Raquel Gutierrez : Alana +++

16:42:57 From Viridiana Hernandez : is there an early intervention system? if yes, what are it's components?

16:43:03 From Keisha Acton : So basically cops investigate themselves. That isn't even allowed in a basic corporate office job. Yet people who are overseeing "community safety" get to cover for each other

16:44:02 From Roy Tatem : How many civilians are on the Use of Force Board?

16:44:19 From Keisha Acton : Last meeting we learned that the use of force committee hasn't met in over 2 years

16:44:40 From Shereen Lerner : Are there regular mental health checks (annual?) for current officers-to ensure they are mentally fit for duty? Especially if they have been involved in incidents-but also to address stress that comes with the job.

16:45:51 From Janelle Wood : What happened to the use of force board? Which department is responsible for the use of force board? Is this the police?

16:46:27 From Keisha Acton : How well did that work with officer Kerzaya?

16:46:41 From Raquel Gutierrez : Do officers, and the council, receive education on the historical lineage of policing and how it informs present day paradigms that influence their actions on a conscious and unconscious level?

16:46:53 From Alana Langdon : Do these scenarios include engagement with people of different ages and backgrounds and officers providing a reasoning for why they did an action or didn't do an action in the situation -- basically self-analysis

16:47:36 From Keisha Acton : That response is counter to the training we shared that proves otherwise

16:47:45 From Keisha Acton : and also didn't answer the question

16:48:07 From Corey Woods : Hi Raquel - Mayor and Council has not received the education you referenced in your question.

16:48:13 From Jacob Raiford : "Fire to stop a threat" is a grey answer. The question was whether they shoot to injure rather than kill.

16:49:09 From Jacob Moore : based on an assessment of the unfortunate incident, are there any changes in policy or practice either recommended or implemented?

16:49:54 From Roy Tatem : Honestly speaking, we are talking about lives and the lives that have been lost at the hands of the police. I am not hearing how the Police department plans to address that specifically. Very concerning

16:49:58 From Keisha Acton : Also just learned from an officer last week that they have permission to shoot to "stop a threat" if they "see" a weapon from 21ft away. How can you be sure of a weapon from that far away?

16:51:02 From Roy Tatem : What caliber of ammunition are officers given

16:51:09 From Raquel Gutierrez : My concern that a change in policy is not necessary a change in a paradigm that informs action consciously and unconsciously. This is way beyond implicit bias training - I am talking about deeply rooted beliefs.

16:51:15 From Alana Langdon : Is there any clarity about what a threat level is and at what level requires use of a weapon?

16:51:18 From Roy Tatem : Can officers use their own ammunition and personal weapons?

16:51:48 From Keisha Acton : If you aren't shooting to kill.. then why aren't they shooting people in the legs so they cannot run. That will stop the threat. You do not need to kill someone to stop a threat

16:52:05 From Alisa Oyler : Frame 4.02 - Frame 4.04 SWOT Analysis

16:52:45 From Jacob Raiford : How do they justify what is or isn't a threat. How is this taught? Because performing job duties at a hotel isn't a threat. Why not aim at the legs, also? Mid torso? So your officers can potentially handicap a victim? This is problematic.

16:53:20 From Alisa Oyler : Frame 4.03 Weaknesses

16:53:35 From Alisa Oyler : Frame 4.04 Opportunities

16:54:27 From Alisa Oyler : Frame 4.05 Threats

16:54:56 From Keisha Acton : So far its not working

16:55:37 From Alana Langdon : Jacob - agree with your inquiry..levels of threats need to be more clearly understood and transparent and at what point is utilizing a weapon and how appropriate given the situation - this is where judgement of a situation and clear policy is critical

16:55:46 From Alisa Oyler : Frame 4.06

16:56:50 From Alisa Oyler : Frame 4.07 Ideas from Session 3

16:58:22 From Alisa Oyler to Wydale Holmes(Privately) : Shall I set the board timer for 20 min?

16:59:07 From Alisa Oyler : 602 312 8229

17:24:48 From Keisha Acton : No

17:25:03 From Keisha Acton : <https://protect-us.mimecast.com/s/M-mSCYEZyWf6PYrEuVNN68?domain=drive.google.com>

17:25:25 From Raquel Gutierrez : a "guardian" framework has overtones of saviorship. I like the move away from militant framework - how about a common human decency framework.

17:26:11 From Dean Shapiro : "To develop within each of YOU the WINNING MIND and WARRIOR SPIRIT to enable YOU to win any confrontation."

17:26:23 From Keisha Acton : Yea that part

17:27:57 From Jacob Raiford : This is not a battleground. This doesn't help the case against militarizing of police forces not just in our city but nationwide. "Warrior" is dangerous. However, I agree with Raquel about the usage of "guardian" being problematic, as that also can create a saviorism and need to overly police areas they have no personal or cultural connection to.

17:28:35 From Keisha Acton : Agree...I don't think Guardian is the right term either.

17:29:00 From Alisa Oyler to Wydale Holmes(Privately) : Did you want to hide the question pad?

17:29:36 From Alisa Oyler to Dean Shapiro(Privately) : I apologize - I tried to let you in from my breakout room but that didn't seem to work, so I'm afraid you had to wait while we were in breakouts.

17:29:43 From Alisa Oyler to Dean Shapiro(Privately) : Glad you could come back and join us.

17:30:58 From Alisa Oyler to Wydale Holmes(Privately) : FYI - the giant sticky is Dr. Raquelle's ideas for actions that Jonae suggested she save for the next session.

17:32:09 From Jonae Harrison to Alisa Oyler(Privately) : Hi Alisa! Here are Viri's two most essential: 1) Family rights - humanity of family through a process; 2) Consequences - no consequences from dept, only one that suffered was the family. Not sure if Wydale is collecting (don't think so but want to pass along in case).

17:32:54 From Pam Goronkin : Lets discuss alternative words...

17:33:56 From Alisa Oyler to Jonae Harrison(Privately) : I took notes on the board and will add these to them, in case she is. We also have that captured with the sticky dots. Thanks for getting them.

17:34:55 From Jonae Harrison to Alisa Oyler(Privately) : Thanks!

17:36:54 From Raquel Gutierrez : it is the framing behind the words that are where the challenge is at - what guardian means to one is different than what it means to another - and for me, there are undertones of white saviorship to the word guardian that dismiss that communities most impact have answers and ideas to challenges in their communities. This also has a connection to

defunding the police and reinvesting in community groups and things like tending to families who are impacted by police behavior and practices

17:36:59 From Pam Goronkin : Peacekeeper?

17:37:03 From Alisa Oyler : Frame 5.03

17:40:05 From Alana Langdon : Perhaps this is an opportunity for the department and community to further assess through a new visioning and approach that doesn't promote a battlefield nor a custodial mentality - but that of service and working as a responsible community partner to keep our community safe .

17:40:15 From Jacob Raiford : I agree with Raquel, entirely. Public servant is a good start, in my opinion. Ultimately, they answer to the people, not their personal relationships within the department.

17:40:46 From Keisha Acton : Community Solidarity

17:42:19 From Keisha Acton : If officers stood in solidarity with the community as a whole and not just the rich white folx then we would have less police brutality.

17:42:58 From Dean Shapiro : Relationships.

17:43:13 From Jacob Raiford : Bluntly, this doesn't mean Instagram videos of uniformed officers practicing jumpshots with children in Black, Brown, Indigenous neighborhoods

17:43:36 From Raquel Gutierrez : +++

17:43:40 From Alana Langdon : Community Service

17:44:51 From Keisha Acton : I agree with you Randy...I would rather be talking about abolishing the police...

17:45:23 From Jacob Raiford : Randy. 100%

17:46:07 From Randy Perez : You know I got you Roy

17:51:11 From Robbie Adler-Tapia : What are the requirements for maintaining Arizona Post Certification as a Police Officer? What does the City of Tempe require for on-going employment? Are there calls that can be deferred to community services and away from Police?

17:52:15 From Shereen Lerner : Will you provide us with 4.07 which has the stickie notes to help remind us of the ideas so we can use it for the homework?

17:53:53 From Jonae Harrison : Thanks. 4.07 will be provided

17:53:53 From Alisa Oyler : Frame 6.01

17:54:15 From Keisha Acton : What happens if we don't come to a collective solution in the next 2 meetings?

17:54:35 From Shereen Lerner : Are we adding one back one meeting since we canceled one?

17:55:05 From Raquel Gutierrez : yes, Rosa!

17:55:12 From Alisa Oyler : Frame 6.02 Closing Reflection

17:55:14 From Corey Woods : Keisha - Happy to connect with you about figuring something out if we don't come to a collective solution at the end of the next couple of meetings.

17:55:35 From Keisha Acton : Thank you for that Corey

17:55:48 From Corey Woods : Most definitely!

17:57:35 From Alisa Oyler : Frame 6.02 Closing Reflection

17:58:43 From Genevieve Vega : As we're working on our homework, can we please get some guidance on where the City is with things like "Right to Breathe" or "8 Can't Wait" so we're not making recommendations that may already be in the works?

18:00:46 From Raquel Gutierrez : Thanks, Genevieve. Important point.

18:02:05 From Viridiana Hernandez : is there a write up that outlines these changes?

18:02:34 From Jacob Raiford : Seconding Viri.

18:02:35 From Viridiana Hernandez : in line with Genevieve request

18:03:23 From Robbie Adler-Tapia : Will you share the "De-escalation Model"?

18:03:53 From Alana Langdon : Can the department be more clear and transparent by publishing a document that lays out varying threat levels and the appropriate/guidance for response at those levels

18:04:08 From Raquel Gutierrez : +++Alana

18:04:45 From Alana Langdon : Raquel :)

18:05:10 From Raquel Gutierrez : yes, that document would be incredibly helpful

18:05:14 From Raquel Gutierrez : thank you

18:05:24 From Alana Langdon : agreed - everyone needs to be on the same page

18:06:41 From Genevieve Vega : In addition to understanding current actions being considered in policy and tactic changes that Chief Glover discussed, it would also be helpful to understand what's in our purview to make recommendations on - policies, training, ordinances, etc. - so we know our potential limitations.

18:07:02 From Shereen Lerner : I agree with the Mayor about adding another meeting-we need to meet to address the issues that are being raised-instead of an arbitrary deadline.

18:07:22 From Raquel Gutierrez : I would like us to see a list of all the things that we won't be able to address and figure out when in the long-term process will these items be addressed.

18:08:39 From Raquel Gutierrez : Small steps as long as we are advancing, making progress in relationships, policy, and actual change in practices.

18:09:41 From Jacob Moore : What went well: Sincere interest in positive change.

18:09:51 From Shereen Lerner : Agree with Jacob

18:09:56 From Alana Langdon : Thanks - well said Mayor. :)