CITY OF PHOENIX
COMMUNITY MEETING

Phoenix, Arizona
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Prepared By:
Kimberly Portik, RMR, CRR
Certified Reporter
Certificate No. 50149
CANYON STATE REPORTING
RRF Number R1031
2415 East Camelback Road
Suite 700
Phoenix, Arizona 85016
SPEAKER: Good evening, everyone. Good evening. We're about to start the meeting, and I wanted to make a brief announcement for Spanish speakers.

(Speaking Spanish.)

PASTOR MACKEY: Grace and peace be multiplied to you from our Father and our Lord and Savior, Jesus Christ.

I'm Terry Mackey, the proud pastor here of Pilgrim Rest Baptist Church. Over 97 years, Pilgrim Rest has specialized in not only making an impression but making an impact in the lives of a city, those citizens in this community, and we are -- we've been blessed to have been asked by our mayor and city leaders to convene this meeting tonight. And certainly you're welcome to our house, you're welcome to your house, you're welcome to God's house.

To set the tone tonight, proper etiquette in meetings of this nature require all participants to adhere to certain ground rules. These rules are the standards of conduct that ensure the meeting will run effectively and efficiently; therefore, we ask everyone in this space to use respectful language. No. 2, let's attack the problem and not persons. 3, let's refrain from disruptive behavior such as shouting, speaking without being recognized by the moderator, and interrupting others.
Please turn your cell phones to the off or the silent position. And, please, as the pastor of this church, I'm asking you all to respect that this is not just an ordinary place; this is a house of God. So we pray that everything we do tonight will be done decently and in order.

I want to ask at this time that we would all stand for our invocation. The event will conclude by 9:00, and so we're asking that when the commentary is given by the waiting audience, that please, you would recognize that toward 8:30 we will begin to wind down because we want to close the event at 9:00. And we seek to have additional events to speak to the concerns of our community. We may not be able to have a chance to hear from everyone tonight, but we want to close by 9:00.

Shall we pray? Lord, if we've ever needed you before, we need you right now. Hearts are heavy. Minds are confused. People are fearful. But in the midst of people being fearful, I remain hopeful that a better day is still coming for the City of Phoenix. Just as the mythological bird, the Phoenix, rises anew from its ashes, we pray that the city that bears its name will also rise anew from this situation; that we would treat every person, regardless of their race, their creed, their color, or their orientation with decency and with respect.
We pray expressly for Dravon Ames, Iesha Harper, and their beautiful children, even the child that is yet to be born. We pray, God, that you would strengthen them where they're weak, build them up where they may be torn down. We're troubled to hear that they're having a hard time sleeping because the horrendous horrors of that day continue to play in their mind. But, God, we know your word says you grant your beloved sleep. And for every hour of sleep, give them an extra hour of rest. Give them the strength to endure because the race is not given to the swift nor the battle to the strong, but it's given to the one that endures to the end.

We pray for our governing officials. We pray for our city leaders that are on the dais, those that are in the waiting congregation, and those that could not be here tonight. Help us all to be just in our dealings, faithful in our engagements, and exemplary in our deportment. We pray, God, that each one of us will know tonight that our community is tired of the same old song. We pray tonight that each and every one of the leaders that are present and those that could not be here, Father, that you would impress upon our hearts that our community is tired of us patching the problem. Help us to fix the problem.

And we know we will hear many insights from
our community. Let those insights go in our hearts and come out in our everyday living. Oh, God, for every one of us under the sound of my voice, I pray tonight that you let the words of my mouth, the meditation of our hearts be acceptable in your sight. Oh, Lord, you are and will ever be our strength and our redeemer. Ever-believing hearts said together amen.

AUDIENCE MEMBERS: Amen.

PASTOR MACKEY: You may have your seats.

At this time I would like to direct your attention to hear now from our mayor, Kate Gallego.

MAYOR GALLEGEO: Thank you. Thank you, Pastor Mackey, for those powerful words. Thank you to the Pilgrim Rest community for hosting us here tonight.

I am Kate Gallego. I want to thank all of you for coming here, giving us your time. I am deeply sorry for the events that led us here today. I asked for this community meeting and Chief Williams' presence so that we would have a chance to listen to your thoughts.

I am joined today by our chairman of the public safety subcommittee, Councilman Michael Nowakowski, Councilwoman Laura Pastor, Councilwoman Betty Guardado, Councilmember Carlos Garcia, Councilwoman Debra Stark.

We are here to listen, and we appreciate your time. And now I'm going to hand it over
to our moderator, Eric Bailey.

MR. BAILEY: There's a quote that I love; it comes from Albert Einstein. He said we cannot solve our problems with the same thinking we used when we created them. We cannot solve our problems with the same thinking we used when we created them.

Now, who am I? My name is Eric Bailey. I'm a citizen of Phoenix. I'm angry. I'm scared. I'm worried. I'm a father. I'm a father who, two months ago, had the talk with my 11-year-old son. Now, some of you may not know what this talk is because it's nothing to do with reproduction. Some of us know what the talk is because there's a reason.

We are here yet again, another police officer behaving badly. Yet again. Now, I know a lot of police officers personally. I've worked with them. I know that a vast majority of them are wonderful humans. But we're not here to talk about the vast majority. If 99 percent of the time you can text and drive without an accident, it doesn't matter because the one time you mess up is the time that matters.

So when I look at it, there are really two issues that we're talking about. There's one issue that happened on May 27th, a specific situation that changed the lives of a family. That's one issue. The second
issue is a potentially systemic problem that's plaguing our police departments, not just in Phoenix but across the country. There are two problems to address. Two problems to address. Now, when you think about how do we address the second one, that's a hard problem. That's an unsolvable problem. And I do work all over the country, and most mayors, most city councilmembers don't want to have this conversation because it's a difficult problem. It cannot be solved in one meeting, but we all know that.

Now, some people think that everything will be solved with disciplinary action on one officer or two officers. That solves maybe the first one, the first problem, maybe some justice for the first one, but it's not going to make them sleep any better. It's not going to stop me from having the talk with my seven-year-old when he comes up. The talk will still have to happen. If we want to solve that second problem, we need to have a different kind of conversation. We cannot solve our problems with the same thinking we used when we created them.

A lot of folks said to me, kind of leading up to this meeting, this meeting is just for show. It's just for show. Nothing is going to happen. There are two things that guarantee that this meeting is just for show. The first one is Mayor and Chief Williams do nothing
tomorrow. That's the first thing that can happen. And I've had meetings with them leading up to this, and I have been assured that there is follow-up already planned.

AUDIENCE MEMBER: Like what?

MR. BAILEY: We'll get there. We'll get there. We'll get there.

The second thing that guarantees that this is just for show and nothing happens is if we as the citizens spend our time yelling at each other. If we start debating with one another about my opinion or your opinion or my feelings or your feelings -- because guess what. We all have feelings, and they're all right. Everyone who has an opinion believes that their opinion is right. And debate is a distraction from solving the problem. Let me say that again: Debate is a distraction from solving the problem.

And if you pay attention to politics, there are people out there trying to make us debate. There are people out there trying to make sure that we don't try to solve the problem. But we have a unique opportunity here in Phoenix. This meeting is not the end; it's the beginning. There is no city that's having this conversation. There's no city out there. A lot of cities need to have it, but no one is having it. This is our opportunity to tell the City Council, to tell the Chief of
Police, to tell the Mayor what we can do, what they can do. Because if we let this potentially systemic problem try to solve itself, like we have for decades, a fire is not going to put itself out. We need to find a way to let them know what we need, give them our ideas, because they can't do it by themselves. Phoenix has this opportunity to do something special.

And so what I think that we should do today is have a lot of us speak, as many as possible, because there is going to be some really good ideas out there the Chief is going to be writing down. We've got folks up here that will be writing down all of the ideas. We've got a court stenographer writing down every single word that's being said. And everything that's said in today's meeting will be made publicly available, I'm assuming in the next couple of days, as quickly as it can get transcribed. Every comment card that's filled out will be made publicly available as soon as possible. So if everyone does not have a chance to speak at the microphone, don't worry; your comments will be recorded. Your comments will be a part of this conversation. If you feel like you don't -- you're not comfortable to speak or your card isn't called in time before we end at 9:00, don't worry. This is an us conversation. Okay? So --

AUDIENCE MEMBER: Can I get your name, sir?
MR. BAILEY: My name is Eric Bailey.

AUDIENCE MEMBER: Eric Bailey. Thank you.

MR. BAILEY: You're welcome, random person in the back.

AUDIENCE MEMBER: Can we get your name?

AUDIENCE MEMBER: Mel Stevenson.

MR. BAILEY: Thank you, Mel Stevenson.

So another quote I want to share with you —

I don't know who said it, but it sticks with me — says respect is like oxygen; if you take it away, that's all anybody can think about.

We are in a situation where -- we're in a country where a lot of times we are being disrespected. A lot of times, a lot of people, black, white, brown, purple, everyone is being disrespected left and right.

And when we get disrespected, what do we feel like doing? Getting it back by any means necessary sometimes.

Pastor Mackey opened us up and said let's create a respectful place to have this conversation. That's our opportunity. That's our opportunity.

So a lot of people up here at this table. I'm going to talk about the rules of engagement as we go through as far as the microphones go, but first I want to allow Chief Williams to say a few words.

CHIEF WILLIAMS: First and foremost, thank
1 you --

   MR. BAILEY: Use your mic, Chief. Can
2 someone bring Chief's mic up?
3
4 CHIEF WILLIAMS: Hold on. Is that better?
5 Perfect.
6
7 First of all, good evening, Pastor Mackey
8 and PRBC. It's been in the sanctuary numbers of times.
9 Thank you so much for being the brave shepherd to open up
10 the doors of -- and windows of heaven to bring folks in.
11
12 Can we give Pastor Mackey and PRBC a round
13 of applause?
14
15 (Applause.)
16
17 CHIEF WILLIAMS: Sitting at the table with
18 me, at the very far end you already know is the chairman
19 of the public safety subcommittee, Councilman Michael
20 Nowakowski. My direct supervisor, Assistant City Manager
21 Milton Dohoney. City Manager Ed Zuercher. As you
22 obviously know, Mayor Gallego. And seated to my right is
23 my right-hand person, Mike Kurtenbach, who is the
24 executive officer of the Phoenix Police Department.
25
26 Also here with me are a lot of command staff
27 members and police officers, but I do want to recognize my
28 executive team. And just for understanding, there is a
29 police chief and executive officers and assistant chiefs
30 that help make decisions. So in the audience I have
Assistant Chief Mary Roberts, who is over north zone patrol. I have south zone Assistant Chief Sandra Renteria. I have Assistant Chief -- just got promoted, Assistant Chief Sean Connolly, who is over our community and support services. Assistant Chief Gabe Lopez, who is over our investigations division. Ms. Aubrey Gonzalez, who is our city manager liaison/ community affairs connector. And last but not least, we have Assistant Chief John Collins, who is over our tactical and strategic team. If we could give them a round of applause, I would appreciate it too.

(Applause.)

CHIEF WILLIAMS: So we are here not because of one issue. We are here because of trust, we are here because of transparency, we are here because of accountability, and that is why we are sitting here tonight ready, willing, able to listen to what you have to say in order to take those ideas, in order to take those stories, in order to make us a better police department.

I do extend my apologies to the family who's gotten less-than-professional service from the Phoenix Police Department as well as others of you here in the audience who may have gotten less-than-professional service. I know we're better than that. I know we can do better.
As I, as we sit and listen tonight, I want to hear, I want to feel, I want to process what is being felt in this community so we can go back to the drawing board with you – because we are part of this community – to work to make the Phoenix Police Department an even better place. And on behalf of the almost 3,000 folks who take hundreds of thousands of calls for service, we thank you for the opportunity to listen to you. God bless.

MR. BAILEY: So in a few moments we're going to open up the microphones. We have had a lot of folks write comment cards. How this process is going to happen, we've randomized the comment cards so no one is getting preferential treatment. So we'll call names up. And we will have a microphone there, right here in the middle aisle, and then right here. And so if we call your name, we will call you to a specific microphone. You will have between two and three minutes to deliver your remarks. You're welcome to read your comment off of your card if that's what you prefer to do. If you prefer to say something else, you're free to do that as well.

Again, I ask for respectful, productive conversation. I hope that if you are able and have ideas, I would like you to end your comments with one or two ideas that this police department can use to be better tomorrow. Okay? Thinking about that, the police
department is not going to make this change on their own; it's the community with the police department. Chief is ready to hear it. Chief is ready to hear it. We have this opportunity as a city to do that.

        Now, before we get going, I'd like to welcome Pastor Thomas and Pastor Stewart, Jr., to start the comments off.

        SPEAKER: Good evening. The African American Christian Clergy Coalition makes the following public response to the recent incident on May the 27th, 19 -- 2019, involving police brutality at the hands of officers from the Phoenix Police Department. The African American Christian Clergy Coalition, AACCC, chaired by the Reverend Dr. Warren Stewart, Sr., represents more than 120 churches in the Valley of the Sun. We have young pastors, senior pastors, we have young ministers in training, and associate ministers. Those that are present, I would like to encourage them and invite them to stand as we read our statement.

        The AACCC is angered and disheartened by the May 27th demonstration of police brutality exhibited through the unprofessional assault by Officer Christopher Meyer, a 20-plus year veteran of the force, and other Phoenix police officers directed toward Dravon Ames and his pregnant fiancée, Iesha Harper, and their infant and
toddler over an alleged shoplifting incident. Our hearts, prayers, and support go out to them as they seek to recover from this horrific incident.

We have a humanitarian crisis in our city today. Chief Williams is in need of resources as well as autonomy to exercise measures required of her title and to make the necessary systemic changes that the community has been demanding for decades. Significant systemic change takes time. Yes?

We believe in prayer, but we also stand with other African-American organizations and this community has a prophetic voice to shift the conditions between the police and the community. Furthermore, we have the skills and the ability to plan and implement strategic along- strategies alongside with the police department, city manager, mayor, and city council to effect positive, lasting change.

The AACCC supports law-abiding officers, peace officers who we believe are the majority of the Phoenix Police Department. However, there is a destructive and dangerous systemic cancer in the Phoenix Police Department which Chief Williams inherited when she became chief just three years ago. This incident is not a first-time occurrence. The recurrence of these types of incidents have become a rotting stain on the police
department and a plague on the African-American community in our city and throughout our country.

We are grateful to God for the chief's integrity, experience, transparency, courage in continuing to pull the cover back instead of sweeping corruption and prejudice under the rug.

We would like to thank you, Chief Williams, for the way that you have represented this city over the past three years. She has been accessible, transparent in all things affecting our community.

We would like to thank the mayor, councilmembers for supporting Chief Williams in her efforts to rise up and to challenge the right and the wrongs that the city and the police department are currently facing. As people here and around the nation focus on Phoenix, Arizona, it is critically important that we have leaders who are not afraid to make the tough calls and the hard decisions necessary to change culture, modify behavior, and improve customer service. As a voice in the community, we expect to be at the decision-making and implementation table to resolve this current issue and any further incidents. We are encouraging the church, the community to stay together and to stand together.

SPEAKER: To Dravon and Iesha, I will continue to pray. We will continue to pray for you. As
the sensation of the video dies down and the next video
gains attention, we want to make sure your lives are not
lost in that shuffle.

I also want to thank the civilians, the
brave civilians who recorded the video.

AUDIENCE MEMBERS: Yes.

SPEAKER: Without you, we wouldn't be here.
And not just recording the video, but you extended care to
take the precious babies while they were being harassed
and assaulted. So whoever you are, thank you.

Like it's been said before, this is a
systemic problem in the culture of interaction and trust
with law enforcement, not just in Phoenix but in the
nation. So here in Phoenix, in our community, I believe
that a change can begin through an initial focus on these
three things:

No. 1, early warning systems. An early
warning system is a database police management tool
designed to identify officers whose behavior is
problematic and provide a form of intervention to correct
that performance;

No. 2, accountable conversations. Our
conversations must result in a real cultural change within
the Phoenix city police department, and our city
leadership needs to commit to the resources that will help
 afford this cultural change;
                  No. 3, community oversight on policy implementation. Only when the people have a voice on policy implementation will we be able to rebuild the trust necessary to dispel fear and create safer communities. In my history and experience as a leader in this community, Chief Williams has been more open and transparent to having these conversations than any other chief in the Phoenix Police Department, so thank you.

    And I don't know if you know, but Trevor Noah said that Phoenix is known for our heat. We're known for having a gorilla as a mascot, and we're known for our online schools. We're also known for a lot of negative things, but I believe that Phoenix can rise through these ashes with resilience and determination to create a community full of safety and inclusion.

    Over 20 years ago, we didn't have a King holiday, and we fought and won that. Over ten years ago, we fought SB 1070 and put out our sheriff. And now the nation is watching the resilience and the determination that we can have again in the history of our city. It is up for us in this building to turn the tide of history, and I believe that resistance affords the opportunity to forward the greatest impact in our history. And here in Phoenix, we will be the initiators of that change. Thank
you.

MR. BAILEY: I have been alerted that we are nearing capacity if we don't scoot closer together and make more space for more people. So if you are at the edge and you can scoot towards the middle, allow more folks in, because a lot more people want to be a part of this conversation, please do that.

And I've been told that the family of Mr. Ames would like to say a few words before we get started.

SPEAKER: I have -- I have -- thank you. To the mayor -- not yet. Not yet. Not yet. My turn. My turn. I got you all. I got you all.

To the mayor, Mayor Gallego, Chief Williams, Roy Tatem, representing the East Valley NAACP and also the Arizona state conference of the NAACP.

What we have represented in these two rows are victims, family members of the Phoenix Police Department. I just want to take 60 seconds to speak to the fact that this is not the first time that we have been here in this space; however, this is the first time as chief and this is the first time as mayor.

But in 2014, the city came together, the community came together to address the concerns of the Phoenix police after the death of Michelle Cusseaux, after
the death of Rumain Brisbon, and the city was on high alert --

AUDIENCE MEMBER: My niece.

SPEAKER: -- when Ferguson erupted, Baltimore erupted, and many city leaders were scared that Phoenix was going to erupt. But I want to show that many people that are here right now were protesting outside peacefully of the Phoenix Police Department about the conduct of the police. And so I want to commend, I want to commend our community, and I want you to be able to acknowledge the community that still trusts you when in 2018 Phoenix Police Department led the nation in lethal force or death by police officer. So let's have a serious conversation.

And I want -- I want to step out of the way because I'm honored that the families trust us to allow us to represent them. But I want to bring up Jacob Harris and the Jacob Harris family. Some of you may have heard these stories and some of you may have never heard these stories before, but I would love for you to allot the time to fully hear from the victims of the Phoenix police.

So Jacob Harris, his family representative.

SPEAKER: My son was Jacob Harris. He was 19. He was shot in the back by the Phoenix Police Department. Tom Horne had to sue the City of Phoenix to
get the police report.

So, Chief, you want to talk about transparency, we had to sue you to get his police report. I got his police report today, and it's inconsistent with this secondary autopsy I had performed on my son. Your officer David Norman, who shot my son in the back, I don't understand how you allow him to still be on patrol. My son was the third victim of that police officer. You understand that, Chief? The third victim of that police officer. He killed three people before my son.

And I just want to -- I just want to read you the summary of this autopsy that was performed by Dr. Keen: This young man was reportedly shot during confrontation with law enforcement. No specific details regarding incident are currently available because you guys won't release the police report. To this pathologist, nothing less, it is clear he sustained two distant firearm injuries, one to the lower back, the other to the right lumbar region of the back. Both wounds share similar general trajectory traveling from back towards the front, from the right to the left of this man. The similar paths would be consistent with unchanged -- with rapid secession from relative position of the shooter, and the victim remained unchanged. Your police report says he was running. The upward trajectory is consistent with
this young man bending forward. So not only was he not running; he was standing still and bending over, probably going to his knees. It is unlikely considering that he had -- was moving. Also, it is particular [sic] that he had bilateral facial trauma, abrasions and contusions to the temples, considering it unlikely that he fell more than once. The most likely impact was between two structures, resulting in simultaneous impact. Local report says the man was possibly reaching into a vehicle. If that's true, the bilateral temporal injuries could be related to an opening door and a door frame. So which means he never even moved away from the vehicle.

And I want to know -- I want to know one thing. In your police report, they say that my son was shot twice in the back and was laying face down in the dirt. And then they shot him with a bean bag, then they released the canine to drag them back to him. So my question to you is why didn't they use the bean bag first? Why didn't they release the canine first?

Also, Chief, here's the asterisk from David Norman's interview that he had with KTAR after December the 12th, 2017. He did an interview. He was at one of the little things that you guys have called Shop with a Cop. KTAR asked him did he have one final quote. He replied with a laugh and a grin and said, "The juice has
to be worth the squeeze." Okay?

When he killed Craig Uran on March 8, 2014, he was only on that scene 60 seconds and shot that man in the head. Then prior to that, on March 2018, he killed Stephen Hudak. Then on January 11th, 2019, he shot my son in the back, like a coward, twice.

This is your SAU unit. This is your 21-year vet that you allow to patrol this area. Okay? So it's sad that this young man had to be brutalized by the police. But if he wouldn't have been brutalized by the police, we wouldn't be here tonight. You wouldn't have gave us this forum. Because I asked Mayor Gallego, I emailed her department and asked for a meeting with her; they told me they would not have a meeting because of the open investigation. How is it an open investigation if you guys already charged him and three counterparts with my son's first degree murder?

That's all I ask you to do, Chief, is I ask you to do the right thing. Do the right thing. And if you can't, step aside and let the department of justice step in and go through your police department if you got nothing to hide.

That's all I ask. I don't want you fired. I don't want you fired. I want them officers fired. Because I had a -- I got a personal family friend that's a
22-year sergeant in your department, and that man told me
two days after my son was murdered that it was already
circulating by your department that you guys messed up and
it was an unjustified kill of my son. But the worst and
the best I could get would be you firing him because he
would never go to jail. And that's sad. And I ask you,
Chief, one thing: have your SAU unit investigated because
my son is not the first one they've killed.

MR. BAILEY: Thank you.

SPEAKER: We're going to get through the --
this is a community conversation. Now, like I said, we're
going to hear some --

AUDIENCE MEMBER: (Indiscernible.)

SPEAKER: -- tough -- hold on. Hold on.
Hold on. We're going to hear some tough commentary. They
will respond, but this is the family's time. This is our
victims' time. Many people have not heard these stories
before. The world -- the world is watching Phoenix,
Arizona, and right now we want to hear from Edward Brown
and the Edward Brown family.

SPEAKER: How you guys doing today?
Okay. Chief, I waited a long time to speak
with you after laying in the hospital and seeing you on
the news and giving your comments and what you know about
what has happened to me. I remember one thing every time
I see you on the news or wherever I see you, the thing that I remember is when you was asked was I unarmed, you hesitated to even ask that -- to answer that question. When I looked at you, it was like you didn't even want to answer the question because you guys knew you was wrong. You knew I was unarmed.

As much as I would like to go into details about the situation, I'm not going to do that. I'm going to allow my attorney to do that because this --

AUDIENCE MEMBER: Talk about how your life has changed.

SPEAKER: This situation has changed my life dramatically. When you look at me and I'm sitting in this chair, just look. I don't have balance. Your officer took that away from me. I can't even sit in this chair without holding on to something. I can't bend down and tie my shoe without holding on to something. I can't even use the bathroom normally. I can't even get a good night's sleep because this haunts me every time I close my eyes. When I get up in the morning, I have to have help getting up because I'm stiff like a corpse. It's a blessing that I'm sitting here and I'm alive. You remember who I am.

I'm going to say this and I will pass the mic to my lawyer. But I look a little different from the
original situation. I used to have dreadlocks. I used to be a lot skinnier. But God said no. I look healthy. I am healthy, as much as God want me to be right now.

You remember me. It was about nine months ago. I was a person that was able to jump above the rim. Now I can't even move without sitting up in order to move myself from one place to the next. I'm going to leave it like that, but I just want everybody to know Officer Silvia, he's a coward. He is a coward. And I want to pass the mic to my lawyer with that.

SPEAKER: Good evening. First of all, I want to thank the police chief and the mayor and everybody on this panel. I've never been to a meeting like this. I've never had a case like this. It's sad. A couple of things are sad about tonight. I -- we all walked in together, all of the family and the victims, and then I looked over and I said, "Where is Edward? I want to sit with Edward." And the first thing they said to me was, "You can't. He is in a wheelchair. He has to sit separately." So that just said it all to me. His life is different in even the most normal -- under even the most normal circumstances. He can't even unite with us, physically sitting with us.

He walked into my office, and I couldn't believe what I saw. And without hesitation, I said, you
know, when do I sign up. I have diligently represented him, and I continue to do that. I have to say to this community I am so grateful that people finally know about Edward Brown. Thank you. From the minute I got this case, I screamed to the world on deaf ears, "Did you hear about Edward Brown?" And nobody cared. I went to court for my hearings, for my status conferences, and I went there with Edward alone and his wonderful support with him, his wonderful, beautiful partner with him. But we were alone. It was an empty courtroom. It was always an empty courtroom. I would say to everyone this dear person that has become the spokesman for all of these families and is a pillar of this activist community, Jarrett Maupin, I would say, "Jarrett, how is this not on the news? How is this not on" (indiscernible)? "How is the world not screaming from this?" And Jarrett would say, "It's hard. It's just hard."

And when I go to court, I have to tell you -- and this is all on the record so I'm not saying anything out of school. You guys can order the record of the hearings. The prosecutor stands up there, and he says -- and the Court says, "Are there any victims?" And the prosecutor says, and this is true, "Yes, your Honor. I am representing the victim, Officer Silvia."

Officer Silvia. And every single time I go to court, I
have to say to the judge, "Wait a minute, your Honor. The
real victim here is my client, Edward Brown." And the
person -- and the person that should be on trial and the
perpetrator of all this is Officer Silvia.

This is screwed up. This is not the way I
learned it when I went to law school. This is not the way
I learned it when I became a public defender in 1980.
This is not the way it's supposed to be in America.

So finally -- and finally -- and we are
representing Mr. Harris as well. And, frankly, I don't --
I've been at this a long time; I'll just represent anyone
who needs representation. But there aren't enough hours
in the day. We are representing Mr. Harris and we are
representing other victims because, boy, when they walk
in, how do you refuse this young man who is never going to
walk again?

So finally when we got -- when we got wind
of this through Reverend Maupin and we heard this dramatic
story, the first thing I said was nobody is ever going to
believe this. And they said you don't have to because
there's a video this time. There's a video. And so
through these wonderful people, we brought the attention
to everyone because finally there's a video of what
happened.

And the one thing I would say to the chief
is, please, why are they trying to put my client in prison? Not only is he (indiscernible) the rest of his life, but they want to put him in prison. So I would say we need to change the way we do things. Please take a look at this. And this video is not just about this family but it's about everybody that this happens to. Thank you.

SPEAKER: Thank you. Next we have the family of Sandy Slaton. Sandy Slaton. That was you, the attorney. She just did hers.

So now basically -- want y'all to stand up -- I want to acknowledge Dravon Ames, Iesha Harper, their two young children, beautiful four-year-old. Come on. Step out. Step out.

I just want to say that the city and the department needs to tell the truth, needs to stop demonizing this family. Let's nip that in the bud right now.

Let's hear from Dravon and Iesha.

SPEAKER: We just want to tell you guys that nobody should ever try to justify what happened that day on that video. Nobody. Nobody. That's insulting and that hurts. That hurts my family. That hurts all of us. That hurt people around the world. That's just very -- it's just inappropriate, the video. And my daughter,
Island, say hi.

SPEAKER: Hi.

SPEAKER: She was the one walked out of the store with the doll. The police were trying to come after her, they were trying to hurt us because she took a doll. And it's just -- it is -- it hurts to see that this is what happens when someone shoplifts or whatever. If you think it's about stealing or whatever, mass murderers get walked down and without a scratch. Without a scratch. Without a scratch.

And I want to thank God for shielding my family that day. I really do. Because no kid should see that, no should see some terror like that. She has not been the same. We pay close attention to her. She has not been the same since the incident. My one-year-old should not have another man grabbing on her with force to pull her from her mother. That's wrong. That's wrong. I had to hear her scream locked behind a car, helpless. That's wrong. And that is just -- it's wrong. It's evil.

AUDIENCE MEMBER: That's evil. Evil.

AUDIENCE MEMBER: We matter.

SPEAKER: It's all right. Go ahead.

SPEAKER: This is the little one-year-old he wanted me to put on the hot floor right here. Say hi.

All I want is for the officers to be fired, just justice
at least. A little justice will do since the other families haven't been able to get justice.

SPEAKER: And this is not just for us. This is like how we see Jacob Harris' family, Edward Brown, there's couples all over the world, and we are so lucky to be alive right now. Just so lucky for the bystanders who, in the community, said, hey, stop that. They spoke up. They stopped those officers. We lucky for the lieutenant. She was looking at that guy like what are you doing over a doll. She was disgusted, the lieutenant. She is a white lady. I don't know her name. But she just looking at that guy, Christopher Meyer, in disgust.

And I keep hearing his name, and it just make me sick to my stomach. I have nightmares of barrels pointed at my face, and I just think how I couldn't save my daughters. I don't know what was going on while I was locked in that car. They took me away and he went to them. That's wrong.

AUDIENCE MEMBER: Evil.

SPEAKER: And all over what? For what? I'd like Reverend to --

SPEAKER: I just want to say something real quick. I'll make it short. I'll make it short. When Edward Brown got arrested --

AUDIENCE MEMBER: Boo.
SPEAKER: -- they wanted to charge him bail.

MR. BAILEY: Please be respectful.

SPEAKER: When Edward Brown got arrested, they wanted to charge him bail.

MR. BAILEY: Please be respectful.

SPEAKER: I posted his $5,000 bond.

When Jacob Harris's son got killed and wouldn't no church bury a gangbanger, I found a church to have the funeral in. When this family here came to me, they came to me 'cause they knew we could deliver them justice because he's the cousin of Michelle Cusseaux. And that family, even though she's not back on millionaires now --

AUDIENCE MEMBERS: (Indiscernible.)

SPEAKER: What I'm here today to say is this -- what I'm here today to say is this --

AUDIENCE MEMBER: (Indiscernible.)

SPEAKER: No, it's not about me. It's not.

MR. BAILEY: Everyone, let's please -- let's please hold. Let's hold. Let's hold. Let's hold. Let's hold. This community needs healing. This community needs healing. So -- so thank you. Thank you, everyone, for listening to these powerful stories of the victims. Thank you to the victims for sharing your most difficult moments. There are parts of this situation that we cannot
comprehend. There are parts of the situation that we have nightmares over and haven't even seen it. I tell my son to watch out for that. You'll be doing your business and you could end up like that. That's scary. That's scary.

Thank you. Thank you for your strength.

Thank you.

SPEAKER: I'd just like to say if you guys could please just be quiet and allow this man to speak.

AUDIENCE MEMBERS: No.

SPEAKER: Because when my son could not find a church -- listen. Listen. You guys want to know what the Phoenix Police Department did to me? Okay. After they murdered my son, before they came and notified me, they served a search warrant on the apartment and kicked the door off the hinges and then lied to the apartment complex and told them they apprehended a murder, armed robbery suspect. You understand that? Got him evicted.

While I'm trying to bury my 19-year-old son, the only person who reached out to me was this man. And this man found a church for me to bury my son in. And none of you guys know what it's like to lose a 19-year-old son to a police action. So please give this man some respect.

AUDIENCE MEMBER: Thank you.

SPEAKER: Hello. I want to bring this young
man to your attention.

AUDIENCE MEMBER: It's not about that.

SPEAKER: Officer Meyer, who attacked Dravon Ames, you know, the department is saying they don't know what's up with that guy. They are saying he is a good officer. But I brought this young man here tonight because he was attacked by Officer Meyer too, and there's video of that too.

AUDIENCE MEMBER: Let him speak.

SPEAKER: We are going to let him speak.

AUDIENCE MEMBER: Shut up.

SPEAKER: We are going to let him speak, but we are -- we -- we say that --

AUDIENCE MEMBER: Get out of here.

SPEAKER: Man. Here you go, Dante.

SPEAKER: All right. My name is Dante Patterson. The situation I had with Christopher --

My name is Dante Patterson. The situation I had with Officer Christopher Meyer transpired January 15th, 2018. I was pepper-sprayed as I was walking away. It's all -- I have all the video evidence and picture of everything.

And I also want to let you know, Chief, and I also want to let you know, Mayor, that I tried twice to file a complaint through the professional standards bureau
so he does not do that conduct again, and you guys ignored me. And look at what happened. My main concern was the same thing that Officer Meyer did to me last year I didn't want him to do to anyone else, and you guys didn't listen to me.

And just know that I'm not going to stop until something is done. I'm not going to stop. And for you to sit here, Police Chief, and say that these are less than professional, that is so disrespectful. Call it what it is. Transparency; right? That's the word you use. Right? Call it what it is. I'm not the one. I'm not going to stop. Y'all going to hear it from me, Dante Patterson.

SPEAKER: I would also like to say that as is true for the pattern of many of these cases, I believe that Mr. Patterson has also been charged with a crime. So I'm not -- I don't want to hog any more time. I want to say one thing that I think needs to be changed. Because I have a tremendous amount of respect for the police chief, for the mayor, for the police department, and most police officers are good. And I admire the chief for everything that she has accomplished.

But let me just say one thing. When somebody does something wrong -- you want to know how you can change? The mayor, the police chief, if I was -- and
I'm -- I could never hope to be, but if I were in a position of power like you have, I wouldn't try to -- I wouldn't say, oh, we apologize — which I was really very thankful for — but then release videos justifying it after the fact as if to say -- as if to say if you shoplifted -- and I'm certainly not saying that my clients did. That video helps us, not anybody else. But let's say it was the worst video in the whole world. Let's say they took every single item from that store. Does that justify police brutality?

AUDIENCE MEMBER: No.

SPEAKER: No. No. No.

SPEAKER: Thank you.

MR. BAILEY: All right. So we are going to continue the conversation. Now, if you -- if you haven't guessed by now, this is a very sensitive subject. There's a lot of emotion in this place, and there's nothing wrong with that.

AUDIENCE MEMBER: God bless you guys.

MR. BAILEY: So the first comment that we're going to have is going to be at this microphone with Savannah Taylor. Next will be Jessica Wick. Please forgive me if I mispronounce your name. And then here the family of Hector Lopez on this microphone here. One, two, three. You'll have between two and three minutes. I'll
give you a flag at two minutes. I'll give you a flag at
two minutes so that you know that time is getting ready to
expire. And if you can help us by concluding with an idea
that will help solve our big problems --

AUDIENCE MEMBER: (Indiscernible.)

MR. BAILEY: I hear what you are saying.
The victims have mostly left. We will -- we will -- we
will start the conversation with the community. We will
take a break after about ten and we will allow --

AUDIENCE MEMBER: (Indiscernible.)

MR. BAILEY: I was talking and I was
explaining your question, so please be respectful of me as
well. Okay?

We are going to allow a brief response from
the table and then we are going to continue having more
conversation. Okay?

AUDIENCE MEMBER: All right.

MR. BAILEY: Go ahead, young lady.

SPEAKER: My name is Savannah Taylor. I am
12 years old and I will be 13 in November. When I see
Dravon and his fiancée, I think of my brother and his
girlfriend because I can't imagine my brother being pulled
over with guns pointed at him for something so small as a
four-year-old stealing a doll from a store.

AUDIENCE MEMBER: Trauma.
SPEAKER: The trauma that those kids went through is unbelievable.

AUDIENCE MEMBER: Trauma.

SPEAKER: And right now, I'm not on the side of anybody, or whether Chief Williams is being fired or not, I don't care. I just care that those officers who did that are taken care of. What they did was wrong and can never be justified by anyone.

My mom was able to list all three of me, my sister, and my older brother when we were younger had taken something from a store. When I was little, I've done things like that. Every -- at least some kids have done that when they were little. My grandpa told me that my mom did that when she was little. So can you guys all imagine you guys' little kids doing that with your parents and then being pulled over by a police officer with guns pointed at your face and you're worried whether you are going to lose your life that day or not?

AUDIENCE MEMBER: It happens.

SPEAKER: It's sickening and it's sad. I'm shaking right now 'cause I can't imagine that being -- happening to me or my brother. So what happened to them, those police officers have to be taken care of. Something has to be done so that this never happens again.
Raise your hand if you agree with me. I see a lot of hands. I see a lot of hands. Thank you.

MR. BAILEY: Thank you, Savannah.

Next on this mic will be Alejandro, but please -- over here.

SPEAKER: Hi. Thank you very much. My name is Jessica Wick, and I don't know if I can top that. She was amazing and spoke from her heart.

There are a couple of things. First of all, Mr. Bailey -- is that correct? -- you know, he talked about giving the talk to his kids. And the interesting part is every time there's a police shooting, police brutality, the talk I have with my kids is that that will never happen to you.

AUDIENCE MEMBER: That's right.

SPEAKER: And that's the truth. And it -- it offends me that we -- I apologize, followed by this isn't a race issue. That's a lie. You're lying to the public and you're lying to yourself. Okay? Thank you.

Racism is not a theory. It is quantifiable. Look in our prisons, look in our jails, look at the disproportionate minority contact.

So you want my suggestion? Stop lying. Tell the truth. Say we have a problem. Say we have systemic racism; we need to address it. Apologize for
doing what you are doing wrong.

And here, the other thing, body cameras or body cams, you know what they're going to show? They're going to show officers justifiably shooting one more unarmed black man, because up until now every instance has been justifiable. So change the policies, change the laws, and (indiscernible) from here to here so that we treat people like citizens and don't look at African-Americans like criminals. They are suspects. If it was me, I'd be a suspect. And so that's all I have to say. Thank you.

MR. BAILEY: Thank you, Jessica.

Next on this microphone will be Nayem Abdullah. Please forgive me if I mispronounce your name. Abdullah will be next on this microphone. Please.

SPEAKER: Kesha Hodge Washington, and I just wanted to share a couple of what I think are potential options. The situation itself is horrible, but how do we stop it from happening? We need to disincentivize the officers when they do these type of things. When that family member said that his son was the third person this officer had killed, that was unacceptable. He should never remain on the force beyond that period of time. There should be some level -- I don't know the proper terminology, some code of conduct that if they fail to
provide -- they fail to follow there should be penalties. And they should not be able to be transferred to desk duties. They should be -- if I don't do my job correctly, I am terminated. Everyone else in here follows the same consequences. Yet the officers, the people that we trust to uphold and protect our communities are not held to the same standards.

Also, when a -- one of the things that troubled me about the situation is when you read the police report, the officer's recap of what happened is so grossly different from what you saw from the video.

We don't like to use the word anymore in this society, but those officers lied. That's what it was. It wasn't them categorizing or using terminology. They lied about what happened that day, and there needs to be consequences for it.

Officers don't have -- they have on body cams. Some day they don't have it on, they need to be penalized. If they don't have it on, they don't get paid for that day.

For many of them, this is a job. It is a source of income. It is a source of something. Hit them where it hurts. When they sue the community, they're hitting each one of us. We're the taxpayers. We're the ones that pay for it. They should not get to do what they
want to do and then still collect their pension, their salaries. They get to sit at a desk.

There needs to be some type of real community review board, not just them being investigated by their peers or someone else in that community.

I am astonished when I see the number of officers that are on the Brady list. For people that don't know what that means, those are officers who are found to have lied and cannot be -- cannot testify in court. If you are lying to that degree, you should not be a police officer.

The community needs more than just lip service to the tenets of accountability, trust, and transparency. We need to see it. It doesn't just need to be this is what we're going to do. We need to know that if an officer fails once, he gets a warning; if he fails twice, he is gone. I mean, I'm not saying it's a one strike all the time get out, but it should be reviewed by people who live in the community, not their fellow police officers who are going to protect them. That's it.

MR. BAILEY: Thank you.

So the next on this microphone will be Reverend Gerald Richard, and back over here to the family of Alejandro Hernandez.

SPEAKER: Hello. My name is Maria Castro.
I'm a community organizer at Puente Human Rights Movement, and I'm here with two families. I'm here with the family of Edgar Lopez, I'm here with the family of Alejandro Hernandez, and we are going to have Ana speak first.

SPEAKER: Hi. My brother was 26 years old seven weeks ago when he was shot by a Phoenix PD five times.

And I would disagree with you, Chief. We are here for a lack of trust, for a lack of transparency, and for a lack of accountability. That is the reason why the community has showed up. And an example of that is that yesterday was seven weeks ago that my brother died. To this day, I have no police report, I have no incident report, I have no force of use report. I have no autopsy report. I have no conversation with the county attorney. I can't get anything. Not only that, somebody in your department leaked his status before we were notified. We found out through the news media that he died.

So as a parent, can you imagine not -- finding out via social media that your child died? Ask yourself that when you go home at night. And when you have those meetings with your staff, ask yourself how you would feel to find out via the news that your son died.

So my -- my suggestion -- not only was he shot five times; he was handcuffed and a canine released
on him. You need to rethink that policy because 25 minutes passed from when he was shot to when he was transported to the hospital. And because I have no report, I don't know how many minutes passed before your officers rendered aid. Your officers simply could've let him die on the ground with me standing 50 feet away from him, and they did not let me get near him.

So that's why we're here, because when you think there's transparency, there is no transparency. For us to not get answers seven weeks later and my parents living every day with not knowing exactly what happened other than what's been portrayed in the media, we have no answers. You need to change that. That is your job.

The community wants answers. We deserve answers. Not only did we lose our brother, my parents lost a child, my nephews and nieces lost an uncle that was an amazing person. You continue to victimize the families by not providing answers. How are we supposed to move on with grief and let them go in peace when we don't know what happened because your officers were not wearing body cams supposedly and we have no reports for clarity on what exactly happened. So, please, give those answers, when you have these situations happen, quickly and swiftly.

MR. BAILEY: Thank you.

SPEAKER: And that would be a start to
changing this narrative.

MR. BAILEY: Thank you.

SPEAKER: This is the first time a lot of you have been hearing about Alejandro Hernandez. We didn't seek legal counsel right away. We didn't go to the media because we wanted to wait on details to find out what happened.

We were misinformed from the get-go. We had to learn through social media our brother died even though there was four law enforcement officials standing in our front yard next to us. Right? We stayed quiet. We gave the system a chance. And instead of using that opportunity to create goodwill with the community, you kept the information from us. It's seven fucking weeks. And if you want me to apologize for my language, how about the officers apologize for theirs?

Our parents -- I'll finish up. Our parents are naturalized citizens. They came to this country for a reason. They taught us well. They have good children. We're very close to our family so we lost a big part, and we still don't have answers. None at all. You keep us out in the cold? We have to seek legal counsel? We have to file a lawsuit to get reports, to find out? We're left to fill in the blanks. Five gun shot wounds, shot four times, two exits in the back, cuffed, canine released,
25-minute time delay from when he was shot till the time that he got service from EMT. We were told he was shot once that day. We were told he had a weapon. Then it was released that it was a replica rifle. It was likely a water gun because I saw part of that video. But we don't know. We're left to fill in the blanks because we have no details. Seven weeks.

AUDIENCE MEMBER: Problem.

AUDIENCE MEMBER: Respond.

SPEAKER: We also have the family of Edgar Lopez. They have been protesting every single week for the past five weeks outside the Phoenix Police Department, and what we see is your officers walking past them and laughing. They flip -- they flip off the families.

SPEAKER: What kind of professionals are those?

He died May 9th. We still don't have the police report. All you guys give us is the run-around. We don't know what happened. You know what I mean? We don't know what happened. We know -- well, my sister told me we don't got the cameras 'cause you guys confiscate three cameras. Supposedly they don't work. You guys told us the body cam was -- we had to wait 30 days. And all of a sudden you guys say they don't work. All right? So
what kind of justice system is this? How are we supposed
to be safe for our children when you guys are killing
everybody? You guys are killing our community.

This hurts. I mean, it's painful. You know
how hard it is to bury your brother? You know how hard it
is to put clothes on his dead body? That's the hardest
thing I ever had to do, and I don't wish that upon
anybody. Now, those officers, what, they get -- they are
paid leave? They should -- come on. If I was to kill
somebody, I'd be getting prosecuted for first degree.

Now, what I want is for them to get
prosecuted as well. You need to do something. You -- and
that's your job. You guys can't do it, then get the FBI.
Get them involved. You know, this is hard. This is not
easy for me. Okay? Oh, man.

AUDIENCE MEMBER: Take your time, baby.

SPEAKER: Now my little nieces and -- nieces
and nephews, now they have to grow up without their father
there. He was beaten, tased, and shot. He was
handicapped. So you're telling me two healthy officers
are fighting with somebody who is handicapped, can't even
carry more than 20 pounds. What is that, huh? You give
me that answer.

You guys don't want to give the autopsy
report, no police report. All you guys give us is
bullshit, man. That shit needs to stop.

MR. BAILEY: Thank you.

SPEAKER: Hello. My name is (indiscernible). I'm also his sister. Me and my mom have been going back and forth to ask for the police report, and we still haven't got it. They've been telling us that Detective Jeff Johnson has been holding on to it, and then he tells us that we have to wait 30 days. It's been 30 days, and they still don't give it to us. And they just have us on the run-around.

It's hard for me to, like, speak up about it because it still hurts. But it's just hard because he was, like, handicapped. He had a disability. In his leg, he was shot five years ago trying to save his friend at a party; he got shot in his leg and he had a metal plate on his leg. So he couldn't hold on to anything more than 20 pounds. We don't understand how two police officers couldn't tackle down a person who couldn't even stand up right.

How did they shot -- how did they tase him and beat him and then laugh at him? My sister was in the vehicle the whole entire time, and she told us they were laughing at him. How do you explain that, that they were laughing at him while they were tasing him and beating him? How is that explainable?
Why can't you just fire them? My niece and nephew, all they do is cry. My niece and nephew were my neighbors, and it's hard for me to sleep because every night I walk towards his apartment. It's hard for me to sleep at night because it reminds me of my brother. My niece, all she wants to do is walk to his apartment and stare at the door. It's hard for us right now.

AUDIENCE MEMBER: They are terrorizing the city.

SPEAKER: We want justice, man. We want justice. Justice needs to be served. Those officers need to be prosecuted for what they did.

AUDIENCE MEMBER: Yes, they do.

MR. BAILEY: Thank you for sharing.

SPEAKER: Like I said, my name is Maria Castro. As an organizer, we reach out to families in need, and last year when we saw one of the news articles of an officer-involved shooting in my neighborhood, I started to look for the family to find that it was my own. My brother-in-law was murdered inside his home with his one-year-old child inside. He was dragged out by the dogs. And one of our members happens to be his neighbor, and she recorded the officers beating his face.

AUDIENCE MEMBER: Terrorizing the city.

SPEAKER: And the cops noticed and
threatened to call immigration on her if she didn't confi- -- if she didn't turn over her iPad. To this day her iPad doesn't work. To this day.

My little nephew wants to go see his dad, and he doesn't understand where he is because your officers beat his face and we couldn't have an open casket funeral. My niece just graduated three weeks ago, and she has a sacred heart tattoo on her arm because that's the tattoo her dad had. But all of his kids, all of my nieces and nephews will never be the same.

And as organizers, you know, we reach out to families, but it's hard when it hits home. And then just a few weeks later you killed someone in front of my mom's house. And then just a few weeks later, across the street. There's definitely a systematic change that needs to happen, but we need to recognize that the system was built this way. Police officers, at the root of policing, even your badge stays the same, slave catchers, slave patrol.

We don't need more money for police officers.

AUDIENCE MEMBER: No more money for police.

SPEAKER: We don't need any more scrutiny on our families who are going through so much pain. The family of Paco Valdez, who was bipolar, and instead of
sending a mental health team you sent an officer who shot him in the back when he was laying on the ground in his trailer park.

AUDIENCE MEMBER: Murder.

SPEAKER: It -- these -- this meeting we've had before and nothing has changed. And even if we change the policies, you know the training doesn't change. The training stays the same.

MR. BAILEY: So a suggestion is change the training also.

SPEAKER: Yeah.

Stop hiring any more police officers because you obviously can't screen them properly. Fire all police officers who have killed our loved ones. Fire all police officers who have been involved in misconduct because the person who killed the young man in the Maryvale Community Center had already bashed other people's faces into the sidewalk. There's so much more that needs to happen, we're not going to get it out of this meeting. And this needs to be top priority.

I know you got to get your budget done tomorrow. Right? And that's why you had this meeting today so that we wouldn't get in your way. But we have real-life consequences in our lives, voids that will never be filled, families that are forever destroyed, so maybe
you can take a little bit more time, forget about your budget, think about our lives. And we are not going to stop, we're really not, because obviously you're not stopping.

MR. BAILEY: Thank you.

So we're going to finish these two mics and then we got up to the top. We are not replacing this mic until after these two are done. Thank you. Name.

SPEAKER: Yes, sir. With the name of God, the merciful benefactor, the merciful redeemer, my heart is filled with a prayer and my condolences to the families and the victims. I'm a native of Phoenix, and I stand on the shoulders of several leaders. And I just wanted to send my peace and blessings to each and every person that showed up to stand up. And scripture in the Quran say may we stand up as a solid wall and split not, so let us -- let there arise out of you a small band of people enjoining in what is right and forbidden in what is wrong. Thank you.

MR. BAILEY: Reverend Richard.

SPEAKER: I want to thank -- my name is Gerald Richard. I'm the pastor at Murph Community AME Church. I'm also a criminal defense attorney. I'm a former director for the Phoenix Police Department, 21 years.
AUDIENCE MEMBER: Speak up louder.

SPEAKER: I'll speak up. I'll be more than happy to.

I want to thank those that are sitting up there right now. But more so I want to thank you, because I've been to so many of these. But what this shows is something that the commission on the law enforcement agencies, on the accreditation of law enforcement agencies said, believe it or not, in 2005, in Nashville, Tennessee, when Chief Williams was a sergeant and she was standing there -- sitting there with me along with the rest of my staff, they said the Phoenix Police Department is one of the best law enforcement agencies in the world.

AUDIENCE MEMBERS: Boo.

SPEAKER: I'm just repeating. I'm repeating what they said. But let me tell you some of the things -- some of the things that were in place at the time. Early warning system. I heard earlier -- one individual said that let us know, as well as the chief, let me know when something is happening. The early warning system, due to the budget cuts in 2008, had to go, and now -- and now we're asking for it again as a community, the same way we did in 1999 across the entire nation. Remember this, when Malcolm said if you don't know your history, you're doomed to repeat it.
Before SB 1070, the same thing that was being asked for as far as the civilians involved and citizens involved in oversight of implementation of policies, our Hispanic citizen advisory board worked with what was then known as INS or ICE as well as border patrol and gangs to create a policy that was based on human respect for each and every one. And just about every law enforcement agency in the state adopted it. The cultural awareness program or training that was written up by yours truly in 1991 was adopted by the Arizona law enforcement association. We then in -- wait a minute. In 1999, Chief Harold Hurtt, who, believe it or not, was an assistant chief with the Phoenix Police Department, went to Oxnard and became the chief, the same as Jeri Williams, and then came back again, said we will have a racial profiling training before we get there. And then we also did cultural competency.

But there was one thing that is missing today. Wait. Wait. And the one thing that I'm finding missing today, because I helped with the after-action assessment in Ferguson, I went to Salinas, California, I've been to Baltimore, when you train officers, you have to also train the community so that the community knows exactly what to expect.

AUDIENCE MEMBERS: (Indiscernible.)
MR. BAILEY: Let's respect --

AUDIENCE MEMBERS: (Indiscernible.)

SPEAKER: For those that are booing, I can
tell you right now my heart has gone out to way too many
families: Edward Mallet, Rudy Buchanan, Julio Valerio,
Brisbon. I'm here to let you know that as a city, as a
city, if we stand together we can overcome this problem we
have now.

MR. BAILEY: Thank you, sir.

AUDIENCE MEMBERS: (Indiscernible.)

MR. BAILEY: We're going to give people
time, so I want to give Chief a few minutes to respond.
But just so you know, next on this microphone will be
Duane Allen. On this microphone will be Al DePascual. If
I pronounced that wrong, I apologize. And on this one
will be Tyrell Daniels.

Chief, three minutes.

AUDIENCE MEMBER: She needs more than three
minutes.

MR. BAILEY: I have just -- just so you
know, why am I not giving her longer than three minutes?
I have at least 500 people that want to say something. So
we're going to let Chief respond and we're also going to
let more people speak as well.

CHIEF WILLIAMS: So I am hearing a lot of
things, I am feeling a lot of things, and these are some of the words that I've heard: we matter; we are here because a lack of trust, a lack of transparency, a lack of accountability; you need to -- let me finish because we got the chance to sit and listen to you all, so --

AUDIENCE MEMBERS: (Indiscernible.)

CHIEF WILLIAMS: Change of policy --

AUDIENCE MEMBERS: (Indiscernible.)

MR. BAILEY: If folks say that she needs more time, then we not -- we can't stop her time. Let's let her speak. I'm pretty sure she is going somewhere with this.

CHIEF WILLIAMS: Change of policy, fire officers, don't just talk. We're painful. Hearts not -- people talked about not getting police supports. Tears, mental health. At the end of the day, and you all aren't going to like what I'm going to say in this process, I have rules to follow. Hear me when I tell you --

AUDIENCE MEMBERS: (Indiscernible.)

CHIEF WILLIAMS: Hear me when I tell you. So we are here to --

AUDIENCE MEMBERS: (Indiscernible.)

MR. BAILEY: There's a lot of people that want to hear what she is going to say. So if you believe that your one criticism of her is more important than
everyone else that wants to hear, please keep speaking. I really believe that if we listen --

AUDIENCE MEMBERS: (Indiscernible.)

MR. BAILEY: If we listen, we will find out that she wants to listen. I had conversations with her yesterday.

AUDIENCE MEMBER: Lying.

MR. BAILEY: I promise you I'm not lying.

AUDIENCE MEMBERS: (Indiscernible.)

MR. BAILEY: This process does not end today. This process -- if you want real change, if you want real change --

AUDIENCE MEMBERS: (Indiscernible.)

MR. BAILEY: -- real change takes time. Real change takes energy. Real change takes passion. Real change takes a community.

AUDIENCE MEMBER: (Indiscernible.)

MR. BAILEY: Exactly. Real change starts now.

CHIEF WILLIAMS: So to the --

MR. BAILEY: Please, Chief, continue.

CHIEF WILLIAMS: To the lady to my right, you're right, real change starts now. To the people to the left, to say that I need to listen, you're right. I'm listening. I'm sitting, I'm listening. We are
processing. This is not the last meeting we'll have. And I know there are some of you out there who don't believe that, do you?

AUDIENCE MEMBERS: No.

CHIEF WILLIAMS: At the end of the day, take us up on our offer. We will be back again. We are here to listen. We are here to come back with this community. We are here to make change. And real change doesn't start with the police department. Real change starts with our community.

AUDIENCE MEMBERS: Boo.

MR. BAILEY: So -- so let me -- let me unpack --

AUDIENCE MEMBERS: (Indiscernible.)

MR. BAILEY: Let me unpack that a little bit.

AUDIENCE MEMBERS: (Indiscernible.)

CHIEF WILLIAMS: So there are those of you who think when I say community I don't mean the police department. The police department is a part of this community; the community is a part of this police department. So in spite of the oaths, in spite of the shouts, in spite of the emotion, I hear what you say.

AUDIENCE MEMBER: No, you don't.

CHIEF WILLIAMS: I am listening to what you
say. You don't have to believe me. At the end of the
day, though, the proof is in the pudding.

AUDIENCE MEMBERS: (Indiscernible.)

CHIEF WILLIAMS: The proof is in what
happens after this meeting. And as we said, this is not
the last of these meetings.

MR. BAILEY: I want to provide a little bit
of context -- a little bit of context. Right before this
meeting, I flew in from St. Louis, Missouri. We are -- we
are five years from Mike Brown. That community is not
having this conversation.

AUDIENCE MEMBERS: (Indiscernible.)

MR. BAILEY: This community is making real
change.

Mr. Duane.

SPEAKER: Thank you.

MR. BAILEY: Next on this microphone will be
Al. And next on this microphone will be Tyrell.

SPEAKER: Can you hear me? Oh, there we
are. I think what I'm hearing here is that if the chief
and city officials are looking to the community, us, for
the answers, the only way to get that is through a
citizens advisory committee to oversee what happens in the
police department.

Mayor Gallego, my name is Duane Allen. I'm
a resident of the city of Phoenix. I also served this
community as a commissioner on the environmental quality
and sustainability commission where I worked with fellow
citizens for the betterment of the city of Phoenix for all
its residents. I served ten years, ten years in the
United States Marine Corps, which includes deployment to
the theater of Iraq in support of operation Iraqi Freedom.
As a member of the armed forces of the United States of
America, I am familiar with the responsibility that comes
with the deployment of deadly force. It is a solemn
responsibility which I understood to be bestowed upon
myself and the platoon I led by the people of this country
as an extension of their trust. So is the responsibility
bestowed upon Phoenix police officers an extension of our
trust.

Reflecting upon these responsibilities, I am
moved to come here today to raise my voice against
injustice and dereliction of duty. As I bear witness to
the conduct of certain members of the Phoenix Police
Department, I am perplexed by the utter disregard for
human life that has become all too familiar on account as
I myself have had similar interactions with hostile police
officers. It has become clear to me that our police
department is in desperate need of serious reform. You
can't hire veterans who suffer from post traumatic
disorder.

I applaud your expressions of sympathy for the families and your swiftness in condemning the appalling display of conduct unbecoming of police officers. However, some officers involved in the incident that brought us today here are still on the streets of Phoenix as if their participation and/or failure to hold themselves and their fellow officers to the high standards purported by Chief Williams is benign to them. This is evidence of tolerance for unethical behavior within the department and points to a systematic issue that must be addressed in a very straight, right, transparent way in order to restore the public's trust. And not just police, but city leadership.

As a point of clarification, as been stated in the media and by some who sit on the city council, we are not here because of a shoplifting incident. We are here because we are outraged at the conduct of Phoenix police officers. If there is no -- if there are no disincentives for officers mistreating residents or behaving unethically, what will prevent residents, especially people of color like myself, from being abused or, worse, killed at the hands of rogue police officers?

It is time to cleanse the police department of these rotten elements and send a clear message that the
men and women sworn to protect us -- that we will tolerate nothing less than the highest standard of conduct from them. $10 million plus the continued expense of salaries and benefits for this kind of conduct is not an equitable return on our tax dollars.

I truly hope that the wisdom and courage which inspired us all to support your campaign, Mayor, will be brought to bear to once and for all enact meaningful change procedurally and culturally to reform the way Phoenix police officers view their responsibility to the human beings of this city.

MR. BAILEY: Next on this microphone will be Anabelle Ramirez.

SPEAKER: Good evening. Thank you. And thank you, Chief and Assistant Chief Kurtenbach and our mayor and Ed Zuercher, a good friend of mine.

Wow, this is amazing. We're in the national news, worldwide.

AUDIENCE MEMBER: Worldwide.

SPEAKER: And, people, I want you to understand one thing. I'm a very news-worthy person, and this is world news. I ask my community to show respect, and let's make changes. No state in the United States has ever addressed this issue with rogue police officers. Let's show some respect and work this out, because this is
only the beginning. And you'll hear that from me as I walk through some of the things that -- I'm not going to tell you about all of what I've done, work what I've done in my community and everything. I'm going to tell you about some of the things that I see and need to be changed in the police department.

One of the things is I've always asked who runs the Phoenix Police Department. Is it PLEA or is it our chief? PLEA is a union, and from here as far as many years as I've been working with the police -- and I was a kid growing up in Wedgewood, helping the police. And here's the deal. This union has slandered and gone after officers, chiefs, lieutenants, and anybody else. They know it. They know who to --

And let me tell you what this is: cancer. We have a cancer in the police department, and we have to find that cancer and we have to eliminate it. That is the problem, and it exists with today's officers who are a part of PLEA. And you only have to ask and listen to when the news conferences come out; PLEA is No. 1 to justify whatever they did is right.

I've seen many, many shootings from police officers. Some are justified, some aren't. But one of the things that I was very encouraged as a community leader in my community that runs the Weed and Seed that we
don't have right now because we had some issues with the lieutenant -- that's another story. But the deal is when we got cameras on our officers, I said great. But they can turn them off. I want cameras that can't be turned off during their shift. That means that you can see them at night and some of the vulgar language of some of these officers that I see late at night. Because I'm a late-night person and I'm out checking out with my scanner and other things in my community of Maryvale. I can't speak for south Phoenix. I can't speak for your all's community, but I can speak for my community.

The other thing, one of the things that really intrigued me was the Berkshire report. This is the full report right here. I know you remember we spent a lot of thousands of dollars to get this report on changes within the police department. There wasn't very many of these that were instituted because PLEA fought these and said it wasn't justified. One of the things that really intrigued me was that every officer was going to get a card so that you can ask him for his badge number, his name, and he'll give it to you. These were never issued to a police officer. A sergeant gets them, a lieutenant gets them, assistant chiefs get them, and the chief gets them. That was never instituted.

So we have to -- when we spend over $250,000
for this to happen, we have to institute it and even --
because this was for the police. This was against them,
not us as a community.

  MR. BAILEY: Thank you, Al.

  SPEAKER: Hold on one second. This is my
last one.

  I fought two years for beer runs. One of
the things was our officers were spending -- we were
spending our tax dollars, hundreds and hundreds of
thousands of dollars to go after beer runners. But our
police were baby-sitting and doing the security work for
Circle K. I said that they're a corporation. All our
officers need to be on the streets, and our officers
aren't security guards. The Dollar Store should have had
their own security, Circle K needs to have their own
security, and Walmart needs to have, because we're getting
another lawsuit from that too. And the taxpayers, we pay
for their lawsuits. Thank you.

  MR. BAILEY: Next on the middle microphone
will be Patrick Ziefter.

  Tyrell.

  SPEAKER: How you guys doing tonight? My
name is Tyrell Daniels, and I'm 17 years old. Right now
I'm a minor and I'm not even an adult yet. I'm sorry.
I'm a little shaking right now. A lot of emotions are
just getting to me.

I'm not even an adult yet, but right now I'm fearing for my life. And I don't understand why we have a justice system that looks at me and says I'm a weapon. Anything that I have on me is considered a weapon. My hands are a weapon in the police eyes.

AUDIENCE MEMBER: Your blackness is a weapon.

SPEAKER: My blackness is a weapon.

When you look at me, what do you see? Am I animal? A monster? I'm a human being. Are you guys afraid of us? You say you're not afraid of us. Right? Obviously. So where's the police officers that was in that video? Why aren't they here? They're afraid of us because they know, they know as soon as they walk in those doors what's going to happen to them. Everybody is going to boo because they know what they did was wrong.

You guys look at us and say that we're monsters, we're animals. But we're humans. We don't deserve to wake up every day and wonder if this is going to be my last day, is this going to be my last breath. Oh, I forgot to say I love you to my mom when I went to school. Am I ever going to say I love you to her? Am I ever going to see her again? Am I ever going to see my family again? I'm a 17-year-old, and that's what's going
in my mind daily. I walk home at night from my job, I see a sheriff's police car walk past me. As soon as I see him, my hands are to the side and I'm walking with my head down. Why? I'm 17. I don't have a weapon. I know I'm not a threat, but you guys don't see that. And that's confusing to me.

MR. BAILEY: Thank you.

Next on this microphone will be Rod Bailey. No relation.

Anabelle.

SPEAKER: My name is actually Parris Wallace, and I'm a community organizer with Poder in Action. I'm here, Chief Williams -- I love that you say that there's no issue with the culture at the Phoenix Police Department, there's no issue with your culture. But I know for a fact that my friend, Erica, was sexually assaulted by your police officers. You know it too. You do know that her family is traumatized because of the sexual assault. And they are still working, yes. Yes.

Right?

So the culture that has been created in this whole, whole system, right, in your department is one of what? Of violence. Right? It's brutality. This woman, her whole life has been ruined because of a sexual assault.
And it is a sexual assault. Right? When you look up the definition of an unwanted, unwarranted, unsanctioned cavity search of a body by an unauthorized person, that is a sexual assault. I do work with reproductive equity. That is the definition. Right? And so when you say on TV time and time again that there is no problem with your department, that there is so much transparency, so much accountability, I don't -- that makes me so angry because I do every single week meet with families.

I talk to these people. Right? This is my life's work. I go into community and I talk to individuals that I don't know. I love talking to strangers. That's why I do this job. Right? I'm not making a million dollars. But I get to hear people. I get to hear them in their truth. And when you get on TV and you say things like there is no problem with your department and then I have to go and look at a woman in her face with her children and listen to her story about being violated by your officers, that is not at all indicative of anything that you are claiming to uphold. Not even a little bit.

So when you say -- and I want you to choose your words very carefully when you talk about the culture. Right? Because the culture of violence that we talk about
when we talk about your police department or any police
department starts at first contact. It's not when we get
shot. It's not when we get beaten. It's actually when we
get first contact with a police officer. When we get a
ticket, when we get a fine, when we get a fee, that is
police brutality as well.

    When we show up like this in force, it's
because somebody has lost their life. But every single
day, there are hundreds of us out on the streets that are
fighting against the entry point. So don't say that
there's not a problem in your department, that you are so
transparent and forthcoming, because that's not true. And
it's not true. Because if it were true, you would've
talked to Erica. She wouldn't have to be leaving you
voice messages. You should be able to look at these
families and give them the information that they are
asking for.

    Not just you; your department heads. I know
you got lieutenants and captains and all of that.
Somebody at your office knows how to make a copy of a
paper and send it to someone. So think about it the next
time you try and lie on TV about your culture.

     MR. BAILEY: Next on this microphone will be
Leah McKinley.

     SPEAKER: I've been here because I wanted to
look you in your face. I called your office when this happened to me and I tried to --

AUDIENCE MEMBERS: (Indiscernible.)

SPEAKER: Your secretary told me there was a chain of command. Your police standard bureau have not returned my calls. They didn't give me a victim packet. I haven't been treated like a victim. I was taken to the hospital and treated like a rape suspect. I had never been touched unwantedly and unwillingly. I have not received no answers from you or your police department.

You guys are not here for me. You do not care, and nobody has been held accountable. Transparency? Where is the paperwork? I have not seen nothing with my name from that day. It is disappeared. Quit lying to these people. I called and I said my name was Erica Monique Reynolds and you were going to know me.

Just know that I have a daughter and a granddaughter and an 18-year-old. You guys have destroyed my life in the last six months. I cannot sleep. I do not leave my living room, and I stay by the door waiting on you. You guys are -- have put fear in my life. I'm moving out the city of Phoenix this week. I am done with you guys. You say all this, but you're not here for these people. Not only am I a victim of police brutality, I am a sexual assault victim and I want full accountability.
MR. BAILEY: Thank you. Thank you.

Patrick.

AUDIENCE MEMBER: My name is Patrick Ziefter, and I want to say a couple things really quick. The police force answers directly to the deputy city manager and the city manager, people that no one in this room has ever elected because they are not elected positions, and I find it to be philosophically wrong that an unelected person controls an armed police force.

I also find it wrong that we're the fifth largest city in the nation and we only have eight city council districts. On average it's about 220,000 people per district. How can you be heard in such a crowd? Maybe we can fund more districts by getting rid of the city manager's position.

I worked really hard, like a lot of people, to help you get elected, Mayor Gallego. And I don't regret it, and I don't want to. But I am asking you -- because as I just mentioned, you don't have direct control of the police force, but you still have the pulpit of the mayor's office, and I'm waiting for you to use it. I'm waiting for you to say what's wrong. Because everyone here is, and it's time. As with the civilian review board, we need to implement that board and it also needs
to have subpoena and firing power.

Because I don't know who it is, but if this doesn't change, the person who is going to beat you next year in November is in this room and everyone else here is going to help them. And I don't say that to be mean; I say that as someone who cares about the people who are in charge of my city, the people who I -- through my tax system, my votes, who I ask and bequeath my trust to run this city.

Because I love this city, but if it keeps getting run like this, we're doing this over again in one more year. There's already an election next November. She is only finishing a term. And I want to vote for you again. I really do. Please don't make me not do it.

MR. BAILEY: Thank you, Patrick.

Liam? Liam is not here. So, please, next on this microphone will be --

AUDIENCE MEMBER: So my name is Maia.

MR. BAILEY: -- Abdul Mohammed. Next on this microphone will be Rasta Israel.

Now, please, Rod.

AUDIENCE MEMBER: Let the mayor respond.

AUDIENCE MEMBERS: (Indiscernible.)

SPEAKER: Thank you to the panel and thank you for all of the people that came out tonight. And to
the families that have lost loved ones, for the victims of this latest incident, our hearts go out to them. Those who are embedded with fear in their hearts, the young brother that spoke, you know, you have nothing to fear but fear itself. Don't fear nothing but God, and live your life and live your dreams the best you can.

What I really want to say is that the civilian review board, like the young lady just stated, you have them sitting at the table as a toothless tiger: no power to subpoena, no power to fire. That has to change.

And this is -- real quick, real quick, this is all I want to say. In the Bible, it says as thou has done so shall it be done unto thee. Now, I'm begging you on this panel right now to make changes while you still have the power, because there will come a time when the people will rise up and take the power that they rightfully have. (Indiscernible.)

MR. BAILEY: Next on this microphone will be Will Davis.

Rod.

SPEAKER: I'm Rod Bailey. I am privileged to be the chair of the Blue Business Council, and that is a broad-based business council formed around support of strategic community initiatives that have been identified
by the Phoenix -- the Greater Phoenix Chamber of Commerce
in cooperation with Chief Williams and the department.

We stand willing, ready, and able to assist in the endeavors. We are supportive of Chief Williams' actions and applaud that she has consistently acted quickly when issues have arisen and is transparent within the community; that we are ready --

AUDIENCE MEMBERS: Boo.

SPEAKER: -- to help in whatever way that you would deem necessary.

So thank you for appointing us and thank you for the opportunity to continue to help develop solutions.

MR. BAILEY: Next on that mic will be John Goodie.

Mr. Israel.

AUDIENCE MEMBER: Let the mayor respond.

SPEAKER: Yes. I'm Rasta Israel. Looks like unity in the community. And I just want to say, black brothers and sisters, don't get it twisted. The same police today is the same ones from yesterday. They haven't changed. They not going to change. That's the way they are. You see, the original police was a slave catcher and the same mentality is the same mentality today.

The little brother was talking about he walk
in fear. Look, this is what -- they never -- they not afraid of us. They're not afraid of us. They -- what they want to do is instill fear in you. They want to instill fear in you and have us walking around, like little brother said, with our heads down. But we not walking around with our heads down.

And, you know, look, check it out. As far as all this good cop, I don't see them. I don't see no damn good cops. When I see this dude over here, I see hurt. All I see is a damn murderer. I see a murderer. Every time I -- what? What? Look. Look, look, look, look. I have respect for the house. Look. Check it out. Because -- but we here to talk about community stuff.

This is what's going on in our community every day. I have police guns pointed up at my head. I don't know if you have, but I have had guns pointed at my head for the littlest thing 'cause everything has got to go 99 miles just go straight to pulling guns out on people, you know, threatening. Okay?

Look. One thing I want to see, I'm going to say this, y'all want to stereotype every black man you see is -- and presume he is dangerous and he is such a threat, well, I fear for my life. I fear for my life every time I see a cop. Why I need to be in fear? See? I don't need to be in fear. Okay?
Now, one thing I want to see -- I'm going to get off this -- I want to say, I'm going to get off this mic. But, look here, these cops, they need to be drug screened, okay, and they need to be made public. They need to be routinely drug screened because I know a lot of cops, they on steroids, they buffing up, they getting their swole on so they can go and knock some heads. That's all they want to do. See? We not going to just lay around here and just be in fear every time we see a cop. See? So you guys better get it together.

MR. BAILEY: Aniah.

SPEAKER: Thank you. Thank you so much. I really wanted to talk. It was hard. It was hard. I am going right here. I want to see all of you guys. I came in here scared. My name is Mica Gala Gantner. I'm from South Sudan. My country is under war, yes. And so is America. We are attacked. We are getting attacked, yes, by police sadly, and, yes, it's making us strike back at you.

I'm not from here. I'm a new resident from South Dakota. Your guys' officers are still doing the same. Stepped on my back and everything. Six people. I'll never forget that. But I'm not going to go there.

And these people are hurt too. And I'm looking at you guys 'cause I see the hurt you guys did to
them. I see it. I feel it. You said you want to feel. You felt. I know you felt that, the deaths. You know, we can't get our people back.

God is good. Right? All the time. Okay. And we're in the Lord's house. And this is the first time I've ever seen people get to speak. I -- like I heard we are the people and we get to create the rights, and we have rights that, yes, you guys don't let us use. And we say we know them, but they are still ignored. Why are you guys ignoring that we have rights? And -- and I was in school -- like my mom left the war, and they taught us and all the young kids. A 12-year-old speaking, a 12-year-old, she kept it real. Realer than us, probably you and I could have. You know? I'm going to just say that right now.

So this police brutality, I'm not going to point at you guys because I've done some wrong. You know? I've gotten mad. I got attacked by police and just may want to act like him. And, you know -- and I know you guys hear the same. When you put -- there is a spoiled fruit in the fridge, all of them get spoiled. Right? So if there's a bad cop in the facility, all of them will be bad too. And that's just for -- say you have a bad friend. Right? And your bad friend is coming with the good friend. That good friend will turn bad too. You
know?

Like I don't know what I'm trying to prove. I know you guys are hurt. I won't waste your guy's time. And I'm not going to talk to the people because we finally get to talk and it feels so good. I feel like the last person that talked was Martin Luther King. You know? I swear. I'm 22. I haven't seen or heard anything or nothing like this. This is cool and amazing. We get to talk. We get to tell you guys what we finally want and need. Finally you guys are listening.

And don't draw guns at us, please. The little kids are like -- you know, they're scared. Like, you know, you guys are kind of creating and shaping this too. You know? Like this world and everything, the trauma, like being traumatized, not a lot of people have strong minds and can ever come back from that. Like Edward Brown, you know? But he has a strong mind but his body couldn't come back from what was done to him by I heard one of your guy's cops. And then he is still working there. And I heard something about the cameras. He shouldn't be working there. Any cop that committed murder shouldn't be working alongside you.

And there should be mental reevaluations, you know, make sure that their minds -- they can -- they can -- like make sure they don't have no trauma in their
life that could have them not working their job in appropriate manner. You know? Some people have PTSD from anything. You know? And you never know what your cops are going through mentally. And they could take that out physically on the wrong one and then you send them to the afterlife, and that's not fair. That's not fair. That's not fair. Please listen.

Did they shut this? Please listen to these people. Thank you.

MR. BAILEY: All right. Thank you. You got to give us the mic back, though.

SPEAKER: I'm giving it back.

MR. BAILEY: Big John.

SPEAKER: Is it on? Thank you. Thank you.

My name is John Goodie. All right. Fine. I'm -- my name is John Goodie. I'm originally from Houston, Texas. I am a civil rights leader here in Arizona. I just want to say something real quick. Y'all do y'all's job.

Now I want to address everybody in here. Arizona is a right-to-carry state. I am a retired law enforcement officer. I'm going to tell you, it's a right-to-carry state. Y'all remember when they were saying hands up, don't shoot? Well, check it out. Wherever you have an iPhone, Android, this is your weapon
now. I'd like for you to stand up and look towards them cameras because you being seen all over the world. And I'm going to say hands up; we'll shoot. Hands up; we'll shoot. Because without these, without these, hey, ain't nobody going to see what they been seeing now. Thirty, forty -- I'm 67 years old. If they had cameras back in the '60s to fix it, good lawdy, Miss Clawdy.

So have your weapon ready. Like in the military, Vietnam, we'd say locked and loaded. Let them know that you have got your weapon of choice and it's going to do a whole lot of damage. And y'all were put on notice. All right? That's all I got to say, baby. Locked and loaded. Have your weapons ready and available.

MR. BAILEY: Thank you, Big John. Next on that mic will be Marilyn Howard, and up at the top we have Will Davis. I believe we have a microphone up there.

AUDIENCE MEMBER: Please let the mayor speak.

MR. BAILEY: We will let the mayor speak before we wrap today.

AUDIENCE MEMBER: Let the mayor speak.

MR. BAILEY: Thank you. We will let the mayor speak before we wrap today.

Mr. Davis.
SPEAKER: Something you hear me say today will be misunderstood.

Hello, Mayor, Chief. (Indiscernible.) You people have a very high-profile position.

AUDIENCE MEMBER: Speak up.

SPEAKER: You people have a very high position of which many people here are aware of today, similar to the president I choose not to mention the name.

When I was growing up, oh, over six decades ago, I believed that doctors, policemen, attorneys, judges, and parents were people you could trust. After three decades, I discovered you can only trust your parents, and in some cases only half of them protect you from harm.

AUDIENCE MEMBER: Right on.

SPEAKER: And I didn't have toys, but I didn't take anything that didn't belong to me. My parents, the neighbors, and any other adult were allowed to chastise me, including my big sister. I contemplated on a career with the government in two states, one is Arizona after learning protocol from the other state. Due to a high profile organization I was proud to be a part of, and mentioned to Arizona, I was considered a high risk plus demonstrated skills for possible insubordination.

The ability to think is not a prerequisite
of most of all organizations without dishonest motives concerning certain people. These officers are as guilty as they could possibly be short of shooting someone due to the fear of their life as the norm by them usually is. Very similar to these officers in Mesa who beat the black man saying he didn't comply or whatever the lie was at the time, but the Mesa police chief did what should have been done, hands down.

There's been many, many other incidents, but too many officers are saying they are scared, et cetera, et cetera. Perhaps this isn't a job they should be in, but you need to find out actually who said they passed evaluations in the first place. Just saying.

Anyway, as a concerned human, I would've done more than taken a picture concerning the life of those people involved because they --

AUDIENCE MEMBER: Fire the police, man.

SPEAKER: -- because it would have been the right thing to do, to take the attention off the suspects who could have been apprehended at a later date. Real police officers know what I mean.

There is far more training the police could have, but some just can't be open to new things, the higher-ups in society usually responsible. I would feel the very same way about any other race, and this happened
to be black people again.

AUDIENCE MEMBER: All the time.

SPEAKER: Yep.

AUDIENCE MEMBER: (Indiscernible.)

AUDIENCE MEMBER: The police gotta go.

SPEAKER: As I said -- yep. As I said in the beginning of this concern --

AUDIENCE MEMBERS: No justice. No peace.


MR. BAILEY: Thank you very much.

AUDIENCE MEMBER: No peace, no justice.

MR. BAILEY: We are interrupting our fellow citizens. We are interrupting our fellow citizens.

AUDIENCE MEMBERS: (Indiscernible.)


SPEAKER: When you get done --
MR. BAILEY: You are interrupting your fellow citizens. We are interrupting each other.


MR. BAILEY: Next on this microphone will be David Davidson. At this one we have Walter Nicholson. And then we'll wrap up and let the mayor speak. Don't worry. We're going to get there.

And people keep coming up to me and asking me if they can get the microphone. I have 1,000 blue cards. Not everyone is going to have an opportunity to speak, and we knew that going in.

AUDIENCE MEMBERS: (Indiscernible.)

MR. BAILEY: Every single card is going to be entered into the official record of this meeting. That record will be publicly available. That record will be used to change the Phoenix Police Department.

AUDIENCE MEMBERS: (Indiscernible.)

MR. BAILEY: I have stopped talking. Thank you.

Mr. Nicholson.

SPEAKER: My name is Walter Nicholson. The reason that I'm here is to support my community and those people that was -- had guns pulled on them. Also, I have a question to ask, and I want to make everybody here aware
of something. In 2015, I was assaulted, kidnapped, and seriously injured by two security guards. The Phoenix police came, they told the Phoenix police that I was a trespasser. Where I was assaulted, I not only worked there, I lived there.

The police would not take or make a police report. I had to call the Phoenix Police Department and complain. They got in touch with the police department -- or with the police officers, made them come back and take a police report. Two police officers made two different police reports. On one, I was the suspect; on the other, I was the victim. A Phoenix police officer told me that I didn't have any constitutional rights because I'm black.

AUDIENCE MEMBERS: What?

SPEAKER: My response to him was that is absolutely correct if I allow you to trample on my constitutional rights and don't do anything about it. Okay?

I was so injured that I couldn't walk to my front door without them having to take me to the emergency ward for almost two years.

I went to the police department five times. I wrote everything up. I got both of the police reports. And I wrote everything up and I took it and I went and I tried to file charges against these -- against these
police officers because they took these police reports and then closed my case on their own authority. That amounts to obstruction of justice and denying me access to the courts. I was so mad that I called the police department and insisted that they come arrest me. I'm 75 years old now; I was 71 years old at the time. I'm also an ex-convict. You know they like to put those labels on people.

I was locked up from the time I was a little kid until I was almost 40 years old. I got off of probation, I got off of parole. I got a little menial job picking up dog feces and paper in my community because I wanted to give back to my community. The things that I did when I was a kid and growing up I do not apologize for; it was a matter of survival with me.

I tried my best to contact the chief of police. I went to the mayor's office. I went to the prosecutor's office. I went to the Attorney General's Office. I have all of the documentations where I can show that these people, these police officers violated my constitutional rights and the law by closing my case on their own authority. That's obstruction of justice.

I believe that the reason that these police officers, the ones that's rogue -- I'm not talking about the ones that we need in our communities. I applaud them.
I used to want to be a police officer when I was a kid. I used to want to be a fireman when I was a kid. I applaud anybody that upholds the law and looks out for the people. I'm a native born Arizonan. I was born here and raised here. I love Arizona. These rogue police officers make me ashamed of being an Arizonan and an American, and that's why I am here to speak to this day.

I believe that part of the reasons that they are doing all this stuff, killing people in the streets, shooting down unarmed women and stuff like that is because they don't like the fact that we got a black police chief.

AUDIENCE MEMBER: Right on.

SPEAKER: They don't like the fact that we got a Mexican mayor. They don't like that. And they doing everything they can to make them look bad.

I ask all of you people to please give them the benefit of the doubt. These people are the people that's in a position to do something to change something.

MR. BAILEY: Thank you.

SPEAKER: Okay?

MR. BAILEY: Thank you.

SPEAKER: And, you know, it's like if you think I'm not angry, I am extremely angry, you know, because of what these people are doing.

MR. BAILEY: Thank you.
SPEAKER: And I believe that these people genuinely want to do something to change something, and that's why they are here and they are listening to us today. And that's all I got to say.

MR. BAILEY: Thank you. Thank you.

Mr. Davidson, you will be the last comment.

AUDIENCE MEMBER: Come on, man.

SPEAKER: So the first thing I want to say is this. I need a little help from the audience with this one. Just complete this for me: Hands up.

AUDIENCE MEMBERS: Don't shoot.

SPEAKER: Now, we all know that. That's because this is a systemic problem that we're dealing with. This is not just a problem in the Phoenix Police Department; this is a problem all over the country. We literally have shirts and organizations with slogans that say black lives matter. And when you look around the country, when we deal with police brutality and we deal with police officers killing us when we are unarmed, you see the same thing as you see here in the city of Phoenix. The police departments refuse to punish their officers, officers like the one that the brother spoke of that has killed three people but still on the police force.

Police officers can leave one police station after killing and go to another and get a job. This is
the reality that we live under. And when we listen and we
watch what's happening around the country, everybody
trying to cool the flame. Everybody is trying to calm us
down. But I'm telling you today that we don't need to be
calm. Our flame -- listen. Our flame doesn't need to go
out. And we got to understand that when you look in this
room that we have the power.

This meeting is called after the $10 million
lawsuit that's filed. So if they respect money, then
let's put a dent in their money. Let's find out who funds
and support the police unions. Let's take our money out
of their pockets. Let's make them feel the pain that we
feel. Because until they feel our pain, they won't
understand what we are saying. Don't leave it up to them.
Make them do it.

Y'all don't hear me. All you activists, all
you leaders, all you church leaders, go back to your
congregation, go back to your organizations and tell them
we should shut this city down. Shut this nation down.
Take our money out of their pockets. Make them feel the
pain that we feel.

It's time not for talking. It's time not
for conversation. We talked enough. We've protested.
We've banned. We've acted.

You talk about policy. They already got
policies. They don't follow the policies. These are the same officers that got caught on social media for racial statements against us other people. They are playing with us. But the game is over. The gig is up. We want justice. It's too much peace; we ain't got no justice.

AUDIENCE MEMBER: No justice. No peace.

AUDIENCE MEMBER: Power to the people.

AUDIENCE MEMBER: Come on.

AUDIENCE MEMBER: Power to the people.

AUDIENCE MEMBER: Come on.

SPEAKER: We have -- we have given you administrators the opportunity. At the same time that they're offering an apology, they are criminalizing the victims in the news. What kind of apology is that? They are playing both sides against the middle.

But we, the people, have power. In our unity we have power. Let's exercise our power. All of the activists, all of the church leaders, take --

AUDIENCE MEMBER: Take away that Super Bowl.

SPEAKER: Yeah. Who said that? The Super Bowl is coming. Shut it down. Shut it down. They like money; let's take their money out of their pocket and then we can come back to the table and have a discussion like civilized people.

MR. BAILEY: Thank you.
AUDIENCE MEMBERS: (Indiscernible.)

MR. BAILEY: So I've got -- I've got a lot of people that want to speak.

AUDIENCE MEMBERS: (Indiscernible.)

MR. BAILEY: I've got a lot of people that want Mayor to speak. I've got a lot of people that want Chief to speak. I've got -- I've got a sanctuary that's shutting down in a couple of minutes. Let's let the mayor have a couple minutes.

MAYOR GALLEGO: Thank you. Thank you for taking the time.

This was a very difficult conversation, and I want to echo what the chief has said: it will continue. We understand there are a lot of people who need to speak, and we will keep listening. We are also going to come back in 30 days with recommendations. We have listened to you. We are going to take those recommendations and we are going to give you our recommendations. But we will keep listening.

Thank you for your time. Thank you to Pastor Mackey and Pilgrim Rest for hosting us tonight.

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