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**NAACP LEGAL DEFENSE FUND  
AND THE TERENCE CRUTCHER FOUNDATION**

**PUBLIC HEARING ON TULSA EQUALITY INDICATORS REPORT  
AND RACIAL DISPARITIES IN POLICING**

Thursday, March 7, 2019

6:00 PM

36th Street North Event Center

1125 East 36th Street North

Tulsa, Oklahoma 74106

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1 MS. HALL-HARPER: Good evening, everyone. Please  
2 take your seats; we're about ready to get started. We  
3 want to be mindful of everyone's time.

4 My name is Vanessa Hall-Harper. I'm the District  
5 Councilor for District 1 -- City Council and I'm here to  
6 give some opening remarks.

7 Welcome to the first Tulsa community-led public  
8 hearing on policing.

9 And first, I'm going to introduce and acknowledge  
10 a couple of my colleagues on the City Council: Councilor  
11 Lori Dector Wright. Would you stand? Where are you? You  
12 moved. And also, Councilor Crista Patrick -- she sat down  
13 -- representing District 7 and District 3 for the Tulsa  
14 City Council.

15 I just wanted to extend and share that I  
16 appreciate you all for being here; I really do.

17 So eight months ago, the City of Tulsa released  
18 the Tulsa Equality Indicators Report. The Tulsa Equality  
19 Indicators is a tool that the City of Tulsa used to  
20 measure equality in Tulsa. It ranged from issues such as  
21 economic opportunity, education, housing, public health,  
22 services and justice.

23 Through the Equality Indicators Report, we  
24 learned that African-Americans are five times more likely  
25 to be victims of use-of-force by law enforcement.

1 African-Americans are three times as likely to get  
2 arrested and are African-Americans are twice as likely to  
3 be racially profiled.

4           Those indicators are pants-on-fire emergencies  
5 that we need to look into, people, because the lives of  
6 African-Americans in this city matter. It is important to  
7 me that, instead of this being just another study, let's  
8 finally do something about it. Because my community can  
9 no longer live this way; our quality of life depends on  
10 it.

11           Therefore, I requested to the Tulsa City Council  
12 that we conduct a public hearing to address these issues  
13 and to figure out why these issues exist at such an  
14 alarming rate and to seek solutions.

15           Well, that didn't go well. We are still in the  
16 process, as most of you all have been aware of in the  
17 media, and we have received pushback. We are still  
18 working on it, but clearly not with a sense of urgency  
19 that my community would like to see.

20           But we know that God is good. It's amazing how  
21 God will put the right people at the right place and at  
22 the right time for our benefit.

23           I would like to recognize and thank the following  
24 organizations: The NAACP Legal Defense Fund; The Terence  
25 Crutcher Foundation; The American Civil Liberties Union,

1 ACLU; The Northside United Coalition of Clergy; The United  
2 League of Social Action; and attorney Damarion Solomon-  
3 Simmons.

4 All said, we can do this ourselves. So thank you  
5 for that.

6 So here we are. During the hearing today,  
7 researchers and policing reform experts will outline the  
8 findings and methodology of the Tulsa Equality Indicators  
9 Report and you all will get to share your experiences.  
10 You will also be able to share your ideas to eliminate  
11 racial bias and discrimination in policing practices in  
12 Tulsa.

13 This event is for you. The "We the People" that  
14 is spoken of in the Preamble to the United States  
15 Constitution; this is for you.

16 I welcome you, once again, and I encourage you to  
17 participate in this public hearing and let's seek  
18 solutions together.

19 At this time, I would like to bring up Reverend  
20 Dr. Robert Turner, pastor of the historic Vernon AME  
21 Church, to give us an opening prayer.

22 REVEREND TURNER: Let us pray.

23 Oh, God, our help in ages past, our hope for the  
24 years to come, our shelter from the stormy blast and our  
25 eternal home.

1 Lord, we bow before you; we pray to you, seeking  
2 God, the help for this city. Lord, we know that you did  
3 not create racism. You did not create injustice; these  
4 are man-made. For God, we pray tonight that You create  
5 leaders. Rise up and empower leaders to fight this  
6 terrible original sin of America: Racism.

7 We thank you, dear Lord, for the leaders who are  
8 here tonight. We thank you, God, for the passion of our  
9 city councilwoman. We thank you, Lord, for those  
10 community activists -- parents and grandparents, sisters  
11 and brothers, those who have been fighting this battle for  
12 decades.

13 We pray for justice continually in this country.  
14 We pray for our own Crutcher family. We pray, dear God,  
15 that as we see a man, who committed treason and defrauded  
16 the American government of some 30-million dollars, today  
17 only gets 46 months in jail. Meanwhile, brothers on the  
18 street, who are caught with a few bags of marijuana --  
19 which is legal in places -- spends almost the entirety of  
20 their life.

21 God, help bring justice to rain down like water,  
22 and righteousness like an ever-flowing stream.

23 This is our prayer this day. In Jesus name,  
24 Amen.

25 MS. DIXON: Good evening, Tulsa. How is everyone

1 doing tonight?

2           My name is Monique Dixon. I serve as the Deputy  
3 Director of Policy and Senior Counsel at the NAACP Legal  
4 Defense and Educational Fund, and we would like to thank  
5 all the co-sponsoring organizations for inviting us to  
6 support this effort tonight.

7           I'm here with several of my colleagues: Katura  
8 Topps, who is our Policy Council; Marquis Jenkins, who is  
9 our Senior Community Organizer -- he's walking to the  
10 front; and our facilitator for the evening, Ralikh Hayes,  
11 who is seated right here. And we traveled from New York  
12 and D.C. to be with you tonight to have this very  
13 important discussion.

14           I have the privilege of leading the Legal Defense  
15 Fund's Policy Reform Campaign. And that national effort  
16 gives us an opportunity to travel the country and to work  
17 with activists, lawyers and police executives, who are  
18 grappling with excessive use-of-force incidents -- racial  
19 profiling incidents.

20           We come together, we talk to each other and we  
21 seek solutions. And not only seek them, but we carry them  
22 out. We take steps to carry them out, as well. And  
23 that's what attracted us to Tulsa.

24           We have a very close relationship with the  
25 Crutcher family -- I acknowledge them this evening -- and

1 with attorney Damarion Solomon-Simmons. We have been  
2 watching very closely your efforts here in Tulsa.

3           As we travel this country, there are three things  
4 that we hear everywhere we go. The first is that, all  
5 communities want to be safe. The second is the  
6 acknowledgement that public safety requires the efforts of  
7 both community members and the police; you can't do it  
8 individually and alone. And then, finally, the third  
9 comment that we often hear is that police services can and  
10 must be delivered in a way that advances safety and  
11 protects the civil rights of residents. You don't have to  
12 make a choice between public safety and your civil rights.

13           And that's what led us, in May of 2018, to draft  
14 a letter and partnership with almost 50 Tulsa residents.  
15 We sent that letter to the Mayor and to the City Council  
16 Chair after the release of the Tulsa Equality Indicators  
17 Report, which indicated racial disparities in policing in  
18 the city. And we asked your leaders to hold public  
19 hearings. We wanted them to understand that it's not  
20 enough to simply share what the data says, but it's  
21 equally important to address -- well, first, understand  
22 why the disparities exist, and then to take the steps to  
23 address it.

24           We waited for nine months. We watched you in  
25 City Council hearings and on Livestream every week. Many



1 of you went to your local officials, asking for public  
2 hearings, and then after waiting for that long, we're  
3 really delighted to be here tonight to get the ball  
4 rolling. This is not a substitute; this is just a way for  
5 us to get the conversation started.

6           In order to accurately depict what happens here  
7 tonight, we have a videographer who's recording everything  
8 that we say. We have a stenographer from the Tulsa  
9 Community College stenography program. We're thrilled to  
10 have a student here and to support the community college  
11 in their efforts to prepare new leaders. And so,  
12 everything we're saying is being recorded and we need your  
13 permission to do so. So, in your materials on your seat,  
14 there is a consent and release form.

15           Please take the time to fill that out now and  
16 then pass them to the end of the aisles so that we can  
17 collect them and be able to use the information that we  
18 gather today.

19           And here's how we plan to use it: We'll use it  
20 to submit to your elected officials so that they will  
21 understand and hear some of your concerns, as well as your  
22 solutions. We will also share it with leaders at the  
23 Tulsa Police Department so that they can inform of any  
24 policy changes. And to make available to the general  
25 public -- as I've shared -- people across the country

1 doing these types of hearings, and it's very encouraging  
2 to take this and show other cities what is happening in  
3 similarly situated communities.

4           If you are here and you do not want to be videoed  
5 or you don't want notes of your concerns and suggestions  
6 documented, we have a no-video zone in this corner; please  
7 go over and sit there. We're asking the members of the  
8 press and our videographer and photographer to honor that  
9 no-video zone. So there will be no photos taken in that  
10 area, but we do hope that everyone here will participate.

11           We also have an incident form. If you are not  
12 comfortable speaking publicly but would like to share your  
13 story and your experience, there is an incident form. You  
14 can fill that out and hand it to any of the volunteers,  
15 who are standing and have name tags.

16           So, like, I gave you much information, but no  
17 worries; it's going to be repeated over and over again  
18 throughout the evening.

19           Thank you, again, for coming out. We're looking  
20 forward to a full and robust conversation and, at this  
21 time, I'd like to turn the rest of the program over to my  
22 colleague, Ralikh Hayes, who will facilitate the rest of  
23 the discussion this evening. Thank you.

24           MR. HAYES: Good evening, everyone. Thank you  
25 all for coming out. I'm really happy to see a packed

1 house.

2           Just a few housekeeping things: If you are  
3 sitting or standing, looking for a seat, there are still  
4 seats in the center row towards the front; so please fill  
5 them in. Don't be shy.

6           I also want to take this time to welcome up our  
7 other moderator, Jill Webb, the Legal Director of the ACLU  
8 of Oklahoma. I also take this time to welcome our first  
9 panel. If you could, make your way to the stage. Give  
10 them a second.

11           While they're coming up, I'll let you know who is  
12 on the list; so look at your agenda. You will see that we  
13 have Melanie Poulter from the Community Service Council;  
14 Reverend Gerald Davis from the United League for Social  
15 Action, also known as TULSA; and Laura Bellis, the Chair  
16 of the Human Rights Commission for the City of Tulsa.  
17 Let's give them a round of applause as they walk up.

18           As you can see on the program, after we go  
19 through the panel there will be some public comments and  
20 testimony. If you would like to speak, you must sign up.  
21 So if you would like to speak and you have not signed up,  
22 please go to the front desk, give them your name and they  
23 will provide you the list.

24           We will be calling individuals up in groups of  
25 five. There are two mic stands in the center aisles; you

1 can stand at either one of them and wait your turn to  
2 speak. If you do not feel comfortable, again, you can  
3 fill out the incident report form, and those will be given  
4 to me and I can read out your question or your comment.

5 So I would like turn this over, as we begin, to  
6 Melanie Poulter; start with her opening remarks and we can  
7 get the panel started. Thank you.

8 MS. POULTER: Hello. I want to thank Monique and  
9 the others for inviting me to be here tonight to talk  
10 about the Equality Indicators Report. Councilor Hall-  
11 Harper gave a nice explanation of what the Equality  
12 Indicators Report is, so I won't repeat that. But it was  
13 produced as a joint effort between the City of Tulsa and  
14 the Community Service Council.

15 The purpose of the Equality Indicators Report --  
16 or tool -- is to inform us as to what is currently in  
17 Tulsa, in terms of equity and inequity across a broad  
18 range of areas. And the purpose of that, then, is for us  
19 to use that information to create policies and practices  
20 and make other decisions to try and reduce those  
21 inequalities for both the City of Tulsa -- when that is  
22 appropriate -- and for other entities, when it's  
23 appropriate for them to make those decisions.

24 We're going to talk a little bit more, I think,  
25 about the justice indicators. But we have a handout

1 showing some information about that in Tulsa, arrest rates  
2 and use-of-force rates. So the Equality Indicators Report  
3 is meant to be an annually updated report so that we can  
4 continually monitor how we're doing, in terms of trying to  
5 alleviate inequalities. The next report is actually  
6 scheduled to be released next month, in April -- late  
7 April. I think that's a good introduction to Equality  
8 Indicators.

9 MS. DIXON: Okay. Thank you so much.

10 Panelists, could you please state your name and  
11 spell it, actually, so the stenographer will be able to  
12 transcribe it accurately? Thanks so much.

13 REVEREND DAVIS: So is it my turn?

14 MS. DIXON: Yes.

15 REVEREND DAVIS: Can you hear me now?

16 I'm really glad. My name is Gerald Davis and I'm  
17 part of a broad-based community organization called TULSA.  
18 It's an acronym for The United League for Social Action.  
19 We were formed in 2015 because Eric Harris was killed on  
20 the streets of Tulsa by a reserve Tulsa County Sheriff's  
21 Deputy. We were formed because people came to express  
22 their outrage and to talk about their own experiences with  
23 law enforcement in Tulsa.

24 From that meeting, we organized around issues  
25 that directly affect our community, including having

1 specific training for law enforcement and transparent and  
2 accountable law enforcement structure in this city. My  
3 job right now is to talk about the community indicators --  
4 the Equality Indicators -- and, specifically, how the  
5 Commission for Community Policing was formed.

6           In early 2017, our recently elected mayor, GT  
7 Bynum, said he wanted to implement community policing  
8 immediately. So he formed a commission comprised of  
9 community people and a whole lot of law enforcement. I do  
10 not jest when I say that, because it influenced the way  
11 the recommendations were assembled, by having so many law  
12 enforcement people. They organized around the President's  
13 Final Report of 21st Century Policing. The President, of  
14 course, was Barack Obama at that time.

15           The 21st Century Policing Final Report had six  
16 pillars, and so, this commission organized by the Mayor  
17 followed those six pillars. From that, 77 recommendations  
18 flowed. Those 77 recommendations came directly from the  
19 hand of the Mayor, GT Bynum.

20           Those 77 recommendations then were presented in  
21 such a way that those who would look upon the presentation  
22 would find either they were ongoing or they were already  
23 implemented. The measurable account of these indicators  
24 will be given to my colleague here, Laura Bellis.

25           MS. BELLIS: Hello. I'm Laura Bellis. I'm the

1 Chair of the City's Human Rights Commission, as well as a  
2 member of The United League for Social Action.

3 Am I talking close enough to the mic? All right.

4 It is worth noting that, as we all know, these  
5 are not measurable. They are framed in shoulds and so,  
6 the 77 recommendations came across as ideals more than  
7 something that is actionable. Only, I believe, a fraction  
8 of them are measurable or are able to be verified by --  
9 when you're looking through policy manuals; when you look  
10 at TPD social media, newspaper accounts, et cetera.

11 It is hard to see that while we're saying that 97  
12 percent of them are being fully implemented on an ongoing  
13 basis -- according to the City's dashboard, it is -- we  
14 cannot account for that -- all of them are truly  
15 happening. Only six percent of them have a policy  
16 attached and that is a grave concern.

17 Many of these things, if implemented, would be  
18 good things. Are they fully aligned to community policing  
19 in the President's Task Force on 21st Century Policing?  
20 No, they are not. But, again, if all 77 were truly  
21 implemented, they would be good things. What's of  
22 concern, though, is that because they do not all have  
23 policies attached to them, they have not been  
24 institutionalized. So, even the good that has come of  
25 them so far, hypothetically, cannot -- is not necessarily

1 going to be carried on.

2           What's also worth noting is, in the dashboard  
3 itself, that you can go view -- that's supposed to let  
4 some transparency to the community -- is all 77 of them  
5 listed out as separate drop-down menus. So you have to  
6 click on every single one to truly see what it entails.  
7 Which underneath that is not really a lot of detail and  
8 it's not very fleshed out. Having 77 drop-down menus, in  
9 itself, is an act of data injustice. It's kind of cruel  
10 to make someone click through all of them to read.

11           Now, one of the other things that's worth noting  
12 is that those updates are fairly infrequent. We have  
13 learned from meeting with James Wagner with the City, as  
14 well as with Deputy Chief Brooks, that folks with the City  
15 get together with TPD every two weeks to discuss what's  
16 going on with the 77 recommendations, and to kind of give  
17 updates in their own spreadsheet.

18           But the way that works out is, because most of  
19 these cannot be measured, are not time-locked and don't  
20 have policies attached, the way that this gets carried out  
21 is, they go, Okay, for each of these, is there an update?  
22 And Deputy Chief Brooks goes, Oh yeah, here's what's kind  
23 of happening. And then, they assess one, two or three;  
24 how in progress are they? And so, there's not real ways  
25 -- and they acknowledge this, the City knows this -- there



1 is not real ways to see or measure them.

2           And then, again, what's worth noting is, for even  
3 the ones they cite policy for, like body-worn cameras,  
4 they cite a policy on page 318 of the policing manual.  
5 That is for mobile vehicle recording systems, which are  
6 dashcams. And that's a great concern, because dashcams  
7 are not the same as body-worn cameras.

8           And so, again, I'll emphasize that. If all 77  
9 were truly, actively happening, and we could verify that,  
10 and work policies in place institutionalizing them, that  
11 would be good. It is fully aligned to the President's  
12 Task Force on Community Policing? No.

13           Does it contain things regarding racial  
14 disparity? It's not explicit, nor is anything explicit in  
15 them that there's authentic community oversight that  
16 levels the power for the community when it comes to law  
17 enforcement. But again, should they all be truly  
18 implemented and verified, they would, in themselves, be a  
19 good start. But not the final answer.

20           MS. WEBB: My first question is for Melanie, and  
21 I just want to get this question out of the way --

22           MR. HAYES: Can you talk in the microphone?

23           MS. WEBB: Sorry.

24           I just want to get this question out of the way.

25 Now, what do you say to the argument that some people make

1 that, of course, use-of-force rates are high. Black  
2 people are more dangerous. Can you take care of that one?

3 MS. POULTER: Absolutely.

4 And that is a common argument that is made;  
5 criminality by race. So the problem with arguing against  
6 that, and even for it, is the data are very hard to  
7 measure -- to look at something like that, because it's  
8 based on arrests. So, if there is a bias in the arrests,  
9 then, of course, that's going to come across as more  
10 criminal behavior by persons of color.

11 Self-reports of criminal behavior are often used  
12 as a measure of criminal behavior, and that shows a much  
13 lower level of difference between Black and White persons  
14 in studies -- national studies -- around on this topic.

15 So there's no way to really account for --  
16 there's no good way in the research to account for the  
17 implicit and systematic bias that are affecting arrest  
18 rates. So it's impossible to use that as a proxy for  
19 criminal behavior.

20 MS. DIXON: Thank you for that.

21 Are you familiar with any national reports that  
22 basically are saying what you just said, that you could  
23 share with us and that we could share with elected  
24 officials?

25 MS. POULTER: There are a couple of good reports

1 that I can mention. Recently, just in November of last  
2 year, the US Commission on Civil Rights, released a report  
3 -- and I can tell you the title of it -- Police Use of  
4 Force: An Examination of Modern Policing Practices;  
5 again, this released in November of last year -- is one.  
6 Another one is from Palgrave Communications. It was just  
7 released in June of last year, titled Resolution of  
8 Apparent Paradoxes in the Race-Specific Frequency of Use  
9 of Force by Police. Those address both use-of-force  
10 concerns, as well as criminality and comparison to arrest  
11 rates.

12 MS. DIXON: Thank you.

13 To Reverend Davis and Ms. Bellis. You mentioned  
14 in your comments -- ms. Bellis, in particular -- that the  
15 77 recommendations do not address -- with the racial  
16 disparities that the City has found in policing. What  
17 recommendations would you put forward to add to the  
18 reports? So, either of you can answer or both of you.

19 REVEREND DAVIS: Well, both of us will probably  
20 answer that because we've both talked about it. I think  
21 they need to start over again with those recommendations.  
22 I understand that the mayor wanted to make sure that  
23 certain issues were addressed and to set forth his agenda,  
24 which is good; it's wonderful. The expectations are high  
25 and, as Laura said, on the 77 on their own, are great.

1           But if you're talking about measurable goals,  
2 they are not, because some of them have to do with we're  
3 going to try harder. How -- how do you measure trying  
4 harder? Those are some of the things that say we need to  
5 have a statistician, or someone familiar with data to, in  
6 fact, come up with some more -- less than 77, and clearly  
7 define goals associated with those six pillars in the  
8 President's Task Force on 21st Century Policing. So  
9 that's what I would recommend.

10           MS. BELLIS: Yes, to definitely echo that, and  
11 something else that we've been talking about, too, is that  
12 77 is a lot. It's saying that you're going to do 77  
13 things well; it's kind of a fool's errand, right? You  
14 can't do all those things well and claim to implement them  
15 so quickly and swiftly within such a short timeframe.

16           The hope would be -- if you could just consider a  
17 few things that we can focus in on and do exceptionally  
18 well, like addressing racial bias through certain training  
19 and practices. Part of the issue in saying there's a  
20 policy is that, if you ask our law enforcement right now,  
21 you know, what you are doing about bias and racism in  
22 policing? They go, We don't discriminate. Right? We  
23 don't have a bias issue.

24           You have to be willing to identify that that's an  
25 issue first, which, the numbers speak for themselves. But

1 you, again, ask individuals and any on the force -- you're  
2 going to hear, Well, yeah, we don't discriminate in  
3 policing; we go out and we practice what we do.

4           So, the problem is, even if you have a policy  
5 tomorrow that TPD does not tolerate nor accept racially-  
6 biased policing, that wouldn't change the actual practice.  
7 And so, the real goal that I believe Gerald and I have  
8 discussed that would be actionable, is that we would have  
9 ongoing implicit bias training. Not just a check-off, not  
10 just a one thing, but ongoing training that is both  
11 applied by police for police, right?

12           These people need to experience a training that  
13 includes people that have lived their experience and work  
14 experience, and so it needs to be experts. It needs to be  
15 people who have worked with police before, and again, it  
16 needs to be ongoing.

17           So it really comes down to having the actual  
18 practice in place and institutionalizing training and  
19 there's annual checks. Right? Can we take that Implicit  
20 Association Test, the Harvard IAT. Potentially, that  
21 would be great if our officers took that. You know what's  
22 in here? Can you check it? Can you see if there's growth  
23 there? That's something we can ensure.

24           MS. WEBB: Reverend Davis, you were talking about  
25 community policing. How would the experience of somebody

1 on the north side -- how would their experience of the  
2 police be different if there were actually community  
3 policing in place? How would it change people's  
4 relationship with the police?

5           REVEREND DAVIS: Well, certainly there are  
6 individuals who understand how helpful to them community  
7 policing is. Because once the police understand the  
8 community gives them the authority to be there, and to  
9 protect and serve, then you treat people differently.  
10 Now, we know there are individuals within the Tulsa Police  
11 Department who get that. They're doing that and hurray  
12 for them. But what would happen if it was  
13 institutionalized and affirmed over and over?

14           That's what we want. We don't want people who  
15 are police to feel that they are there to contain and  
16 suppress; we want police who are there truly to protect  
17 and serve. And that means that you don't rush in with  
18 your own mind made up about what's going on, but you ask  
19 some questions.

20           Procedural justice means you don't rush in. You  
21 step back. You give a person a chance to give you the  
22 whole story. I was talking with a policeman who told me  
23 that, Well, I thought implicit bias meant that once I went  
24 through training, I wouldn't have implicit bias again.  
25 And I said, No, do you know that can't be? Everyone has

1 implicit bias. Then why do I need to get trained on it if  
2 everybody has it? Because you need to learn how to manage  
3 your implicit bias and know what the triggers are.

4           So, that institutionalizing -- the point we're  
5 talking about here, to make sure that every officer  
6 understands that they are not unique in who and how they  
7 feel. But they need to know what are the triggers that  
8 will make me do something that I might later regret.  
9 Amen?

10           MS. DIXON: This question is for Ms. Poulter.  
11 According to news reports, Tulsa Police officials have  
12 criticized the results of the Equality Indicators Reports;  
13 basically arguing that the results are inaccurate. What  
14 is your response to that and could you just walk us  
15 through the materials that you provided to us tonight?

16           MS. POULTER: Sure. Specifically, what the TPD  
17 is concerned with -- that we included in the Equality  
18 Indicators Report -- was the way we reported the use-of-  
19 force indicator.

20           So the data that we used for this section of the  
21 report came from the Tulsa Police Department. These are  
22 their arrest data, their use-of-force data, and they're  
23 not pushing back on the data source we used.

24           But their concern is that for our data -- for our  
25 purpose -- we looked at use of force per the total

1 population by race. So, use of force experienced by  
2 Blacks per 1,000 Blacks in Tulsa; use of force experienced  
3 by Whites per 1,000 Whites in Tulsa. This is the way we  
4 pretty much did the entire Equality Indicators Report.  
5 Everything is turned into a rate like that to equalize  
6 different population numbers.

7           So their concern is that this should have been  
8 done as use of force -- instead of per population, use of  
9 force per number of arrests by race. And I understand  
10 that perspective; that is also a valid way to look at the  
11 data. But it's not the way we chose to do it from  
12 population, because that tells us more about the impact of  
13 use-of-force on the overall well-being of communities --  
14 the physical well-being, the mental well-being, the social  
15 well-being of those communities, the overall mortality and  
16 morbidity that is affecting each community because of use  
17 of force. It doesn't matter how many arrests we're  
18 talking about; we're talking about the overall impact of  
19 the practice of use-of-force.

20           So that's why we chose to do that indicator in  
21 that way and, actually, the research selections I  
22 mentioned earlier also talk about why that is a valid and  
23 appropriate way to look at that piece of data. And if  
24 you'd like to look at your handout that shows this data,  
25 use of force is on one side of the handout. And we



1 actually show here the data both the way that we presented  
2 it in the Equality Indicators Report, as well as the way  
3 that the FOP prefers to show this data.

4           Either way you look at it, it shows disparity.  
5 So there you go.

6           When you look at it per persons, Blacks are five  
7 times as likely as Hispanics to be the subject of use of  
8 force by Tulsa Police Department. And Blacks are  
9 two-and-a-half times more likely as Whites to be the  
10 subject of use of force. When we look at it by arrests,  
11 the number of use-of-force incidents, per the arrest  
12 population -- things kind of switch; Hispanics become the  
13 highest category experiencing use of force. They are 1.6  
14 times as likely as Whites to experience use of force.  
15 Blacks are 1.3 times as likely as Whites to be  
16 experiencing use of force, per arrest.

17           So that's all saying that 30 percent are more  
18 likely to experience use of force when you look at it  
19 through arrests. Hispanics are 60 percent more likely to  
20 experience use of force than Whites when we look at it  
21 through arrests. Either way, there's disparity.

22           MS. WEBB: Anybody can do this. When we're  
23 talking about the arrest part, I've heard there are places  
24 in Tulsa where young people live in low-cost housing,  
25 where drug use is really frequent, promiscuity is evident,

1 and there's a lot of underage drinking and drug use.

2 They're called sororities and fraternities.

3 I was wondering -- would that illuminate, would  
4 that handle -- illuminate, maybe -- the disparity in  
5 arrest rates?

6 MS. POULTER: You know, anecdotally, I think it  
7 probably would. I think that would likely illustrate bias  
8 -- looking at it by race and income level -- is my guess  
9 and assumption. I've never looked at that, but I wouldn't  
10 be surprised.

11 MS. WEBB: If you could only have one policy to  
12 change in the police department, what would it be?

13 REVEREND DAVIS: I think if I only had one, I  
14 would create a community oversight board that would look  
15 at use of force, of course, any officer-involved shootings  
16 or killings, and any disparity that the community felt  
17 from these officers around them -- would go to a community  
18 oversight board. So it would be a very clear and visible  
19 form of advocacy for the community. I would like that.

20 MS. BELLIS: I'm going to add to that where, yes,  
21 we need an oversight board; but for it to actually have  
22 some teeth and some power.

23 REVEREND DAVIS: Right, right.

24 MS BELLIS: Because what we're looking at right  
25 now is using some community advisory boards --

1 REVEREND DAVIS: And that's not the same.

2 MS. BELLIS: -- and that's not the same. They  
3 can give advisement. They meet infrequently. They don't  
4 have stated goals or outcomes and it hasn't leveled the  
5 power because there's not that teeth there like having  
6 subpoena power would, or having access to data, et cetera.

7 Now, a way that the proposed office of  
8 Independent Monitor, there isn't -- it brings community  
9 oversight board on the table, again, but subpoena power  
10 still has not been put on the table there. And so, the  
11 power balance has not been leveled and it needs to be up  
12 to a community oversight board with some real teeth and  
13 power for the community; not just a nice advisement board  
14 that makes everyone feel comfortable.

15 MS. POULTER: I agree with those suggestions. I  
16 would add, also, really, reliance on data to tell us what  
17 is happening, and using this data to inform just exactly  
18 what the Equality Indicators Report is doing, in terms of  
19 what is actually happening in practice.

20 MS. DIXON: And with that, let's thank our panel.

21 MR. HAYES: Once again, let's thank our panel for  
22 the excellent research and data they provided. And also,  
23 our moderators for representing the community and asking  
24 the questions.

25 So at this point now, we are going to invite the

1 Presley family to the front.

2           As they come up, I have a few more housekeeping  
3 reminders. Please turn your phone on silent, because the  
4 recorders and the mic will pick up on that. And then  
5 after the Presley family, I will read all four names to  
6 come up.

7           MS. SNOWBALL-PRESLEY: Good afternoon. My name  
8 is Roma Snowball-Presley. I'm the mother of Joshua Wayne  
9 Harvey. On August 24th, 2018, my life changed forever.  
10 That was the day my son, Joshua Wayne Harvey -- only 25  
11 years old -- spoke his last words, took his last step and  
12 said his final prayer.

13           As a result of Tulsa police using excessive force  
14 against him, Joshua was rendered unconscious for the rest  
15 of his life and he died three days later at St. John's  
16 Hospital. Despite the Tulsa police knowing Joshua's  
17 identity, I was not informed of Joshua's critical  
18 condition until two days later by his own physician,  
19 Dr. Singh. Because of this, I was only able to spend  
20 seven hours with Joshua before he passed, surrounded by  
21 people who love him and who still loves him.

22           Losing my son was the hardest thing I've ever had  
23 to face, and I'm still facing it to this day. But the  
24 hardest part about it was not knowing what had happened;  
25 not knowing how or why he had been put in the position

1 that would ultimately end his life.

2           Little did I know at the time, the death of my  
3 son would only get harder to grieve. At that point, I did  
4 not know any details about his incident with the police  
5 the Friday morning before. I did not know the extent of  
6 what the police had done to him; I did not know anything.

7           In order to get answers about my son's death, I  
8 had to hire Damario Simmons as my attorney and participate  
9 in a press conference during the most difficult time of my  
10 life, on Saturday, September 1, 2018, four days after  
11 Joshua died.

12           The Tulsa Police Department released bodycam  
13 footage to the media without me even knowing, and what I  
14 learned from the video absolutely broke my heart. I  
15 thought grieving my son wouldn't be that difficult and  
16 painful. As I looked at that video, Tulsa police officers  
17 Steven Douglas, Nigel Harris, Patrick Dunlap and Jaye  
18 Taylor approached Joshua -- who suffered from bipolar  
19 disorder and schizophrenia -- while he was acting unstable  
20 and agitated, but had not done anything wrong and was  
21 presenting absolutely no threat or harm to his self or  
22 anyone else.

23           I watched as they tried to apprehend him for no  
24 reason. And when he ran from them, they changed their  
25 minds -- out of what appears to be pure laziness -- and

1 instead, decided to follow him out to the cars. I heard  
2 Officer Steven Douglas instruct Nigel Harris to hold back  
3 and to let Joshua run his ass out; an officer spoke those  
4 words. Later, in his report, Officer Douglas stated he  
5 did not want either he or Officer Harris to get exhausted.  
6 And that he thought if they let Joshua run himself tired,  
7 he would be easier to secure.

8 I watched as one of the officers told the other  
9 one that they would be zapping; zapping is what they said  
10 on the tape. Before they even caught up with him, they  
11 already decided what they was going to do to him.

12 I watched as they continued to chase Joshua,  
13 knowing he had not done anything to harm anybody, and  
14 knowing he was not in a stable mindset. I watched as  
15 Joshua, who suffered from schizophrenia and was clearly  
16 terrified, try to escape into the bank, pulling too hard  
17 on the glass door and causing it to shatter over his head.

18 Watching as Officer Harris began tasing my son  
19 before ever giving him any command. I watched as Officer  
20 Douglas and Harris violated Tulsa Police Department  
21 Procedures 31-101E, by tasing Joshua with two tasers  
22 simultaneously. I watched as the officer tased my son, no  
23 less than 27 times in less than three minutes. I watched  
24 this one officer call the use of a taser a tickler.

25 I watched as another officer said he hoped Joshua

1 didn't have AIDS. I watched as one of the officers asked  
2 my son what his name was, to which another officer  
3 responded, Crazy ass.

4           This is all on that video that was released, so  
5 you can look at it real slow. I watched as my son  
6 withered in pain, begging for help. And as one of the  
7 officers condescendingly said, No, you've been naughty  
8 this morning and we're not happy with your behavior.  
9 That's what the officer told my son as he lay there after  
10 they done tased him.

11           I watched as Joshua called out to Jesus -- what  
12 he'd been taught and what we know -- knowing he was dying  
13 as the officers leaned on him and held him to the ground,  
14 casually belittling about how many times they had tased  
15 him; dude, a ton, a ton. That's what they said on the  
16 video. I watched as the officers failed at every  
17 opportunity to de-escalate the situation. I watched as  
18 they aggressively aggravated the situation at the time.

19           I watched as they used what turned out to be a  
20 deadly weapon on my son -- because all four officers  
21 presented -- would rather do that than waste their breath  
22 wrestling with him. I watched as they prioritized their  
23 physical comfort over my son's body; not offering him no  
24 type of CPR, no type of help at all.

25           The video answered all my initial questions, but

1 it raised even more. Why was my son chased by the police  
2 when he had done nothing wrong? Why was he approached by,  
3 no less than four officers, who surrounded him, knowing he  
4 was not in a stable mindset? Why did they treat him like  
5 a wild animal instead of a human being he was? Why did  
6 they joke around while my son pled for his life?

7           Why is a Black man, who was doing no harm to  
8 anybody, pose such a threat to warrant the police  
9 intervention? Why is a Black man's life less important to  
10 Tulsa Police than the bank's front door? Why is a Black  
11 man's life less important to Tulsa Police than any  
12 officer's comfort? Why is a Black man's life something to  
13 laugh about? Why would you laugh about it; what is funny?  
14 He's dying. He's dead. He's gone. There's no more  
15 Joshua. The police killed him. 27 times they tased my  
16 child. 27 times.

17           The officers who killed my son used excessive  
18 force and violated the very law they swore to uphold. Yet  
19 none of them have been held accountable, suspended, took  
20 off duty. They still driving around in their cars right  
21 now.

22           It's true, the officers are human like the rest  
23 of us, but their choices must be met with consequences  
24 when the injustice ends life and destroys family. Of  
25 course, all lives matter. But Black lives are the ones no



1 one seems to be concerned about except for the families  
2 they are being taken from.

3           People should be concerned about Black lives.  
4 Tulsa Police should be concerned about Black lives. The  
5 City of Tulsa should be concerned about Black lives. But  
6 the City refuses to act, in spite of its awareness and  
7 disciplinary evidence that impact bias and synthetic  
8 institutionalized racism rampant within the Tulsa  
9 Department. This shows that those who are in power are  
10 not concerned about Black lives. This must change.

11           Policy reform is necessary. Steps must be taken  
12 to ensure all Tulsans are treated equally under the law  
13 and with an equal amount of respect and dignity.

14           As we have been discussing tonight, Black Tulsans  
15 are more likely than any other race group to be arrested  
16 by Tulsa Police and to have force used against them by  
17 Tulsa Police.

18           My son was 25-years-old; an unarmed Black man who  
19 died at the hands of Tulsa police. But he was so much  
20 more than a statistic. He was a son. He was a nephew.  
21 He was a father of a little boy 4-years-old. He had  
22 compassion. He had love. He was an active member of drug  
23 court, trying to get his life in order. He made us laugh.  
24 But most of all, we love him. We miss him and we still  
25 gonna love him and we still gonna miss him and our lives

1 will never be the same. Our family will never be the  
2 same. And no family should have to go through what we  
3 have.

4 Please help us render the problems. Give us a  
5 remedy for the problem of racists in policing in Tulsa.  
6 Please help us ensure that no more Black men or women will  
7 die unnecessarily and that no more Black families fall  
8 apart as a result of this problem the City presently  
9 refuses to fix.

10 We demand answers. We demand transparency. We  
11 demand accountability. We demand justice. The City of  
12 Tulsa, Mayor Bynum, and the City Council needs to know  
13 that we will not accept anything less.

14 MS. DIXON: First, family, thank you so much for  
15 coming forward. I'm very sorry for your loss and thank  
16 you for sharing your pain with us.

17 You said in your testimony that policy changes  
18 have to happen and I'm sure you've spent many days and  
19 nights thinking about what those changes should be.

20 Can you share a few of them that have come to  
21 mind over the past several months?

22 MS. SNOWBALL-PRESLEY: New strategies. Actual  
23 plans for them to use. I think the police should have --  
24 be reformed for training.

25 If they fail their policies, they should pay the

1 price. You know what your policy is that you should not  
2 tase a person no more than two times, one person at a  
3 time; so they failed their own policy. Okay, then they --  
4 you know, the rules that they need to follow by, they got  
5 to follow by them. But if they don't follow by them, they  
6 got to be held accountable. We are -- they are human  
7 beings -- but there's no way that we can win this  
8 situation if they continue to kill our Black men.

9 MS. SNOWBALL: I would like to add to that answer  
10 because I was supposed to -- when they were sitting down  
11 there talking; they were talking about all of their  
12 policies and they were talking about, basically, what that  
13 is, is a bunch of fluff.

14 Because one of the things I learned when I was in  
15 college in my statistics class, you can skew data any way  
16 you wanted to. And I'm all for using the data and I'm all  
17 for her recommendations. But what I feel like needs to  
18 happen is number one, we need to figure an action plan on  
19 -- and we need some accountable, measurable goals. Not  
20 lines of fluff, things that we cannot measure; we will  
21 never be able to tell if we are making any progress if we  
22 do not have measurable goals and objectives. (Inaudible  
23 due to applause.)

24 But then, once we get to measurable goals and  
25 objectives -- they were talking about committees -- they

1 took the words right out of my mouth. I don't know if  
2 there needs to be a committee; all I know is that there  
3 needs to be some form of accountability because when we  
4 come up with an action plan, we can solve these goals and  
5 objectives.

6           We can have an advisory committee come every  
7 three months, three weeks, two months, and look at whether  
8 or not we're meeting those goals and objectives. But when  
9 those goals and objectives are not being met, who is being  
10 held accountable? (Inaudible due to applause.)

11           I wrote on this piece of paper today -- if a  
12 culture of dignity and respect is being fostered for all  
13 people, if dignity and respect is what you were being  
14 taught from the gate, when you walk in the door, it will  
15 change how you use force.

16           Because yes, police have to use force. Yes,  
17 there are times, in order to protect and serve us -- serve  
18 us as a community -- they will be in a position where they  
19 may need to use force.

20           But if dignity and respect come in their minds  
21 before using force, before their fear, before their  
22 prejudices -- if they think of this person as a human  
23 being first -- the likelihood of abuse and excessive force  
24 will be decreased tremendously.

25           But instead, we create a culture of biases and we

1 create a culture of stereotypes and hate. And so, when  
2 these police officers go into these certain specific areas  
3 that they talked about today -- and that you talked about  
4 -- because the difference in when they go into an area  
5 where sorority people are drunk and partying, and they're  
6 going to the hood, where people are drunk and partying,  
7 their mindset and their perspective about that person that  
8 they are encountering is different than the mindset and  
9 perspective they have when they come to the hood.

10 I am a social worker. I am a therapist. Police  
11 officers need to be better trained on the human condition  
12 as a whole, and it needs to be repeated, consistent  
13 training. They should be trained on how to handle a  
14 person with words more than they are trained on how to  
15 commit murder.

16 They need to deal with all walks of life and deal  
17 with people that they have encountered that are from all  
18 different situations and all different circumstances.

19 I was a child welfare worker for many years and  
20 that taught me how to deal with the highest and the  
21 lowest. Police officers need more training on mental  
22 aspects of people than they do on the physical aspects of  
23 people. (Inaudible due to applause.) -- physical body,  
24 but if you don't renew the mind, it's all bad.

25 So their minds need to be renewed and other

1 things that need to happen with the police in this --  
2 everywhere -- that perpetuate injustice against people.

3 MR. HAYES: Okay. Thank you, thank you.

4 Before I call up the next few public speakers --  
5 and just to remind you -- public comments. If your name  
6 is on the list, you will walk up to those two mics that  
7 are not on the stage, either one.

8 We have a written comment that was submitted to  
9 Councilwoman Hill-Harper, and I'm going to summarize it  
10 because it's a bit of a long letter. But the comment was  
11 that the community member, for the last five years, has  
12 asked to see TPD's policy around internal investigations  
13 and he has never received them. He was involved in an  
14 incident where he felt force was improperly used against  
15 him and he filed a complaint. He feels as though TPD  
16 doesn't actually have any concrete policies, because he  
17 asked -- the reason he wrote his letter was to ask the  
18 councilwoman if she had actually ever seen or read them.

19 He feels that Chief Jordan actually just makes  
20 his own decisions and he gets his investigators to sign  
21 off on these complaints. And he really just wants to  
22 know, do these internal investigation policies that  
23 actually make sense, exist?

24 It's not a question, actually, that anybody here  
25 could answer. But I wanted to put that question out there

1 because it was submitted.

2           And so the people on our list are: Gene -- I  
3 apologize in advance if I mispronounce anybody's name; no  
4 offense is meant. Gene (sic) Gurganus, Lorna Doyle, Tara  
5 Tag (sic) and Ollisha Williams.

6           If you all could just make your way to the stand.  
7 If you could please say your name and spell it for --  
8 please state -- one second. One second. Please state  
9 your name; spell it for our videographers and our  
10 stenographer, so that way, we can have that on record and  
11 that's correct. And say what community you live in.

12           Thank you. Oh, and you have three minutes.

13           MR. GURGANUS: Gurganus, G-u-r-g-a-n-u-s.

14           MR. HAYES: Okay. Step a little bit closer to  
15 the mic.

16           MR. GURGANUS: G-u-r-g-a-n-u-s.

17           MR. HAYES: Okay. Can we check and see if the  
18 mic is on?

19           MR. GURGANUS: Is it on?

20           MR. HAYES: There we go.

21           MR. GURGANUS: Okay, okay.

22           I think you're right along with some kind of  
23 civilian oversight board. These have been tried and there  
24 are a few -- they call them civil service police boards in  
25 some other cites. And it needs to have teeth.

1 I would like to see more insight into police  
2 training -- actually, what goes on to develop their  
3 mindset? And also, the police manuals. The public is  
4 pretty ignorant of what these are and after these  
5 tragedies, you know, and the District Attorney comes out  
6 and says, Well, they're following procedure. As if  
7 there's some secret manual for shooting down people. But  
8 I think you're spot on the right track on that.

9 I'm also curious about the preference for hiring  
10 former military people with that kind of background,  
11 especially -- I don't know. I don't have any insight into  
12 how that's actually handled, but I think there's -- could  
13 be a problem there, with mindset coming off the  
14 battlefield, rules of engagement where you shoot anybody.

15 I would also like to point out that, in so many  
16 of the news media reports on these police shootings around  
17 the country -- you know, in a court of law, you couldn't  
18 testify what somebody else thought and what somebody else  
19 believed. But often, you see the reports still reporting  
20 that the policeman said he thought someone was reaching  
21 for a gun or the policeman said he felt like his life was  
22 threatened. The wording of the media reports simply say  
23 that the police thought he had a gun or thought or felt  
24 like his life was endangered. And these statements are  
25 self-serving and really are not known to reporters. I



1 think it poisons the public's opinions and also potential  
2 jurors.

3 I don't understand why, in shootings, you might  
4 end up with someone with a body full of bullet holes. You  
5 know, hunters, you know, have one shot, one kill -- a kind  
6 of policy; sort of a mentality.

7 I happened to rent a room from a policeman when I  
8 was in graduate school. Saw the magazines in the  
9 (inaudible due to phone ringing) and one of them had these  
10 jokes that to support capital punishment, we need fewer  
11 prisons and more graveyards. And I was just astonished  
12 that these things said that.

13 MR. HAYES: Thank you.

14 Before you walk away, let me check if the  
15 moderators have any comments.

16 MS. DIXON: No, thank you.

17 MR. HAYES: Thank you.

18 Again, housekeeping. Please put your phone on  
19 silent because, if it goes off, it does get picked up on  
20 our recorders.

21 I would also like to point that we have the  
22 timekeeper right there and it will give you warnings as  
23 your time goes down. When you see the red sign, please  
24 stop. We're only asking, not because we don't believe  
25 your comments and stories aren't important, but because we

1 want to respect everybody's time and get out of here at a  
2 reasonable, you know, time. Because people still have  
3 things to do tonight like go to work and all this stuff.

4 All this is very important and so as people come  
5 up, I'm going to go from one mic to the next so that way  
6 we can go between the lines. And the lady to my stage  
7 right, if you could please say your name, community and  
8 spell your last name.

9 MS. WARREN: Hello. My name is Ollisha Warren.  
10 That's O-l-l-i-s-h-a W-a-r-r-e-n.

11 I'm here because I want to share a story of my  
12 sister, Christina Simmons. I am so thankful for the  
13 opportunity to be present and of the efforts of the  
14 community in pursuit of justice for our people.

15 I attend on behalf of my sister, Christina  
16 Simmons, who has been incarcerated for three years after  
17 my niece's death -- Charity Simmons -- at the hands of her  
18 sitter. Christina's sentenced to 20 years with the  
19 probability of 18 years served that she would be able to  
20 return home. This, I think, is cruel and unusual  
21 punishment for a grieving mother, and also child neglect  
22 for her remaining two sons, David and Danny.

23 Christina Simmons has always been a law abiding  
24 citizen, who has (inaudible) during childhood and a career  
25 that ended while incarcerated.

1 I'm hopeful that this movement today will propel  
2 future endeavors, and I'm confident that you will make an  
3 appropriate impact.

4 MR. HAYES: Thank you.

5 No questions?

6 MS. DIXON: Thank you so much.

7 MR. HAYES: Thank you.

8 MS. DOYLE: My name is Lorna Doyle, and first, I  
9 want to say to the parent that was up there telling about  
10 her son, I want to thank you and give my condolences to  
11 you and your family.

12 The reason why I'm up here tonight is for  
13 parents; that was so very appropriate for that to go  
14 first. Parents don't have a voice. One of my biggest  
15 concerns is something that I see continuously; we all see  
16 it.

17 Just today, two more young people have been  
18 incarcerated in a car chase. It's a tired story that's  
19 over and over. My purpose tonight for being here is I  
20 want parents to have a voice.

21 I'm tired of DOJ, OJA, and other people who want  
22 your child get put into the system, telling you that  
23 you're a bad parent. They don't know you.

24 I'm tired of children in elementary school and  
25 middle school starting down the criminality pathway and

1 get incarcerated through car chases, and, much like what  
2 this mother just told you, they don't call you. They have  
3 your child in there and they interrogate your child. They  
4 steal your child and they keep your child incarcerated.

5 I'm asking tonight for the Sheriff's Department  
6 and the police department -- I need mothers, fathers -- I  
7 need their voices recognized.

8 There's time to be a policy, because when you  
9 drag a person's child into the system, you drag the parent  
10 into the system. You drag their finances into the system.  
11 You got the whole entire family into this vicious cycle.  
12 And it is a cycle, because when they get out or -- I'll  
13 just let you know.

14 They send kids to prison at 15 -- 15-years-old --  
15 because a detective may not like a parent. 15-years-old  
16 because the DAs, public defender -- the lawyers that work  
17 at the DAs office -- are out of control and nobody can --  
18 is reining them in.

19 And I want to say this before I sit down. I  
20 thank God for the 1st District Councilwomen Vanessa Hall-  
21 Harper. I never thought we would get somebody on the City  
22 Council to represent the people. I make any and every  
23 effort for this lady; anything to support her because I'm  
24 very grateful.

25 Thank you very much and I hope we get something

1 done about our kids.

2           My name is Lorna Doyle and we're praying and  
3 asking God -- and for this parent over there, I grieve  
4 with you and I understand.

5           Thank you, Ms. Harper.

6           MR. HAYES: So at this point, I would like to  
7 welcome up our next panel: Drew Diamond, former Tulsa  
8 Chief of Tulsa Police Department and Damarion Solomon-  
9 Simmons, Esquire.

10          MS. DIXON: We'll hear from Drew Diamond first.

11          Just state your name and spell it for the record,  
12 please.

13          MR. DIAMOND: Drew Diamond, D-r-e-w D-i-a-

14          UNIDENTIFIED SPEAKER: Use this one.

15          MR. DIAMOND: Okay. So I started out with my  
16 battery low, although my age -- you know, it's -- for many  
17 of you in this room with me -- some of you over the past  
18 50 years. It's hard to believe, but when I took the oath  
19 as a Tulsa police officer, it was 50 years ago. I was 12.

20          Our sense tonight is -- when we were all putting  
21 this together, and that we shouldn't have to be doing  
22 this, number one. It's necessary and it's been necessary  
23 over the years because of the reality, and the reality is  
24 this: Racial biased policing is the reality. And if  
25 you're not Black or Brown, you probably won't believe

1 that.

2           Many of you have heard me say in the past that  
3 driving while Black and driving while Brown in the City is  
4 a reality. We know what that means and that people who  
5 might now know what that means are White. And so,  
6 understanding what this conversation is about -- and what  
7 I want to let you know is that the practice of what the  
8 police will call aggressive policing -- and we'll tell you  
9 that pretext stops and aggressive policing is necessary to  
10 keep you safe, you know.

11           What I knew when I took the oath as a Tulsa  
12 police officer -- to be a peace officer in this community  
13 -- was that we were there to protect the human rights, the  
14 civil rights and the dignity of every single person in  
15 this community.

16           You could only do that if you understood that  
17 you, as a police officer, are part of this community. You  
18 can only be part of this community if you actually know  
19 the people which you have sworn to protect and serve. And  
20 you don't get to know the people who you have sworn to  
21 protect and serve by driving up and down the street,  
22 waiting to stop somebody for making an illegal left turn.

23           I'll talk later on about my world of community  
24 policing, but let me tell you this: Everybody who's  
25 experienced this in this room, but I'm saying this -- that

1 when you're stopped for that -- for that no turn signal or  
2 that slow-rolling stop and stuff -- all that stuff, you  
3 know. You've got an ordinance violation, but here's the  
4 reality.

5           In the data out there now -- for those who like  
6 to look at data -- that if you're in south Tulsa and  
7 you're White and you're stopped, it will take a few  
8 minutes. You may get a ticket; you may get a warning.

9           In north Tulsa, statistically, that stop will  
10 take twice as long. And it takes twice as long because  
11 you're going to get asked some questions. Is this really  
12 your car? Where are you going? Where have you been?  
13 That's right.

14           And so, at the end of the day, that doesn't  
15 happen to folks on the other side of town. And the sense  
16 of it is that the racial disparity in policing is --  
17 imbues everything. It's about arrests. It's about  
18 traffic stops. It's about investigations.

19           Once it gets ingrained into a culture of policing  
20 service, you know, as a Tulsa Police Chief, I will tell  
21 you, I learned something along the way. One thing I  
22 learned is that I may not have been able to change the  
23 heart of 790 men and women who are in policing, but I can  
24 change their behavior.

25           And so, what we're talking about here is how to

1 change the behavior. They can't change their own behavior  
2 if and they're -- and they're not going to like what's  
3 going to happen after they hear what I've said tonight and  
4 they've heard it before -- is that if you don't  
5 acknowledge the illness, you can't take the cure. And  
6 part of what we talked about we want them to do -- I want  
7 police officers to be safe. I want them to do their job.  
8 I've been shot at, stabbed at, run over by cars, and I  
9 don't want anyone hurt out there. But the role of police  
10 officers in this community is to keep you safe. And that  
11 wraps us into the use of force and disparate use of force.

12           The sense that the police are frightened of you  
13 is scary to me. And so, we're going to work today and  
14 we're going to talk about it here some more, about how to  
15 make this better. But I will tell you this: This is  
16 fixable and it's fixable from the top. I will tell you  
17 that this is on the Mayor and the Police Chief and the  
18 City Council. This is fixable. Thank you.

19           MR. SOLOMON-SIMMONS: Law is my ministry; justice  
20 is my passion. I'm attorney Damario Solomon-Simmons.  
21 That's D-a-m-a-r-i-o S-o-l-o-m-o-n S-i-m-m-o-n-s.

22           You know, it's extra special for me to be here  
23 with you tonight because this is my hood. My mama, my  
24 in-laws, my grandmama live right around the corner. We've  
25 been in this neighborhood over 60 years.



1           In that time, we've seen Skatetime Tulsa,  
2 Dillons, North and Main, Keith's Barbecue, Skyline; we've  
3 seen them all come and go. But one thing that's stayed  
4 constant is the discrimination in policing in this  
5 neighborhood. And that's what we're here to talk about  
6 tonight.

7           And what I want to talk about, primarily, is give  
8 you a summary of some cases and statistics that we had  
9 uncovered over the last 20 years. This is information  
10 that we know the City and its leadership has. We want to  
11 make sure this record is very clear; we provided this  
12 information.

13           Before I talk about those cases, I would like to  
14 recognize my colleagues from my law firm, Riggs Abney. I  
15 have David Riggs, our firm founder. Please stand, David.

16           Kym Heckenkemper, and I saw another one of my  
17 colleagues, Joe Lang, walked in. These individuals work  
18 very closely with me on these cases.

19           I also want to recognize my beautiful wife in the  
20 back, Mia Simmons.

21           As I say, the City has known for over 20 years of  
22 cases; statistics; numbers. I want to summarize some of  
23 these incidents because, if the City continues to ignore  
24 them, it tells us that they are either indifferent or have  
25 racial animus for African-Americans here in Tulsa.

1 Clearly.

2           Anything besides true policy change in  
3 accountability and enforceability is -- you are ratifying  
4 the illegal conduct of police officers. Period.

5           I don't want any more press conferences, any more  
6 speeches. We need policy changes; we need accountability.  
7 And we need enforcement. So, let's go here.

8           May, 2000. A pursuit has ended in a young man --  
9 African-American -- unarmed -- named Arthur Bradley. He  
10 gets out of the car, hands up and gets on the ground, and  
11 then Officer Quentin Houck -- you probably know him --  
12 beat him, kicked him, stomped him.

13           But in the video -- you can go to YouTube and  
14 look at this video; it's still on YouTube. But what's  
15 interesting is, it was the District Judge, Judge  
16 Morrissey, when she saw the video going through the file,  
17 she actually referred the video to Internal Affairs, not  
18 TPD.

19           And Mr. Houck, what was his discipline? He got  
20 two days paid vacation. They call it suspension, but they  
21 use their vacation time.

22           June 7th, 2000. Former Senator -- Oklahoma  
23 Senator, Maxine Horner, had to pass a racial profiling  
24 bill. Why? She said, quote, My constituents continue to  
25 get stopped for no other reasons than their race, and

1 that, if they question on the basis of the stop, they will  
2 sometimes get, quote, roughed up by officers.

3 All this occurred in 2000.

4 Unarmed African-Americans, Clara Jackson, and her  
5 young son were stopped by TPD, who were reportedly looking  
6 for a White male. This is an African-American woman and  
7 her African-American son. They beat her, pepper-sprayed  
8 her, handcuffed her. And when she said, I'm going to call  
9 the police, they told her, quote, We are the police.

10 Now, her husband, Dwight Jackson, was a police  
11 officer. She filed suit and got a monetary settlement.  
12 You can look up that case, Jackson vs. City of Tulsa.

13 In 2000, a Yale Law School professor, Ian Ayres,  
14 came to do his studies. He reviewed arrests, citations  
15 and field disciplines from June 1, 1995, to May 31, 2000.  
16 This is what he found.

17 African-Americans are four times more likely to  
18 get arrested than Whites. Has it changed? He found  
19 African-Americans are twice as likely to receive a  
20 citation from TPD than Whites. He found African-Americans  
21 are more than twice as likely to receive multiple  
22 citations from TPD than Whites. As Chief Diamond was  
23 saying, where you going, where you been.

24 March 14th, 2001. The Tulsa World reported,  
25 after looking at TPD data from 1996-2000, quote, Tulsa

1 police use pepper spray and other types of force more  
2 often on Blacks than Whites. Police used force on 414  
3 occasions. Of course, force was used on Blacks 197 times,  
4 against Whites 172 times. In other words, African-  
5 Americans comprised 47 percent of the use-of-force victims  
6 in the City, but only at the time counted for 15 percent  
7 of the population.

8           May 5th, 2001. The Tulsa NAACP chapter, the  
9 Greenwood Chamber of Commerce and Metropolitan Tulsa Urban  
10 League sent a letter to the City Council -- get this --  
11 pleading for investigation. What are we doing now?  
12 Pleading for investigation into TPD's racial profiling and  
13 excessive force against African-Americans. Attached to  
14 the letter was a picture of two White officers holding an  
15 unarmed African-American man by the neck and underneath,  
16 the caption said, Say cheese.

17           February 27th, 2005. The Tulsa World reported  
18 that data compiled by the City and TPD showed, quote, TPD  
19 arrested, stopped, searched and used force against Black  
20 in a disproportional rate to their population. The data  
21 revealed African-Americans comprised 32 percent of arrests  
22 in the City but only 16 percent of the City's population.  
23 Even worse, nearly 50 percent of all use-of-force involved  
24 African-American citizens.

25           April 12th, 2008. An unarmed and tiny Black boy

1 was walking past two TPD officers when, without  
2 provocation or justification, one of the officers slammed  
3 him to the concrete and beat him in the face. As a result  
4 of the beating, the boy suffered a blowout fracture to his  
5 eye requiring corrective surgery. He also sustained  
6 permanent hearing and vision impairment. The boy was not  
7 prosecuted for any crime. His mother and father filed  
8 suit and received a cash settlement. Just see the case of  
9 Everett vs. City of Tulsa.

10           April 22nd, 2009. Jerard Drew, an unarmed  
11 African-American male was running down the street, nearly  
12 nude while experiencing a mental health crisis. Multiple  
13 TPD officers restrained, beat, and pepper-sprayed him.  
14 They then handcuffed him and laid him face down on his  
15 face. He lost consciousness and he died at an area  
16 hospital. His mother filed a lawsuit, Woodfork vs. City  
17 of Tulsa.

18           August 12, 2012. The Tulsa World reported their  
19 analysis of the addition of e-tickets by TPD showed that  
20 African-Americans were more likely to be issued e-tickets  
21 than any other race. The study, which analyzed e-tickets  
22 issued from 2007-2012, found that African-Americans were  
23 28 percent of e-tickets issued in that time period,  
24 despite the fact African-Americans only comprised 16  
25 percent of the population. Further, the study found that

1 African-Americans were more likely to be issued more than  
2 one ticket per stop. My time is getting low so I'll try  
3 to wrap it up.

4           November 5th, 2013, at 9:30AM. Right around the  
5 street at Westview -- anybody know Westview? It's a  
6 highly honored institution in our community and one of the  
7 most successful businesses in our community providing  
8 health care.

9           They received a phone call from two White  
10 officers demanding information that would have violated  
11 HIPPA. The Black receptionist had denied them this  
12 information until the doctor shows up and signs off. The  
13 officers show up at Westview and raid Westview. They  
14 harass, humiliate and falsely arrest the Black  
15 receptionist. They are caught on video doing a  
16 warrantless search of Westview. Westview files a  
17 complaint with five eyewitnesses, written statements, and  
18 video.

19           Chief Jordan decided -- he sent his letter, in  
20 fact, that said, quote, I have determined that the  
21 available facts do not support the allegations. This  
22 matter and complaint will be closed and classified as  
23 unfounded and exonerated.

24           I ask you, would that type of (inaudible) kicked  
25 out in a White medical practice be tolerated in Tulsa?

1 Absolutely not.

2           March 25th, 2014. Deandre Lloyd Armstrong-  
3 Starks, an unarmed African-American male visiting a home  
4 where a search warrant is executed. He is shot in the  
5 back; he dies. His case is still pending.

6           Do I have more time? I have more.

7           MS. HALL-HARPER: Take your time.

8           MR. SOLOMON-SIMMONS: That's my councilor.  
9 Councilwoman.

10           October 15th, 2015. The Tulsa World reported in  
11 Tulsa County over two-thirds of all police seizures of  
12 cash came from non-Whites. African-Americans accounted  
13 for 35 percent of civil asset forfeitures, despite  
14 comprising only 18 percent of the population.

15           June 1st, 2016. An unarmed African-American male  
16 named Ollie Lee Brooks was confronted in a hotel room for  
17 a 2015 jaywalking warrant. During the arrest, they  
18 pepper-sprayed and they tased him multiple times. They  
19 handcuffed him, he became unconscious and he died at the  
20 hospital. And much like the Presleys, his family had no  
21 idea what happened and why it happened, until they had to  
22 do a press conference and go through the same thing the  
23 Presleys just described to you today.

24           September 16th, 2016. A day we all know,  
25 unfortunately. Right up the street, Terence Crutcher, an

1 unarmed African-American male, was shot and killed by TPD  
2 officer Betty Shelby while his hands were in the air,  
3 walking away from her at a safe distance. She had many  
4 officers with her. To date, no officer has been held  
5 accountable for anything that happened with the shooting,  
6 the tasing or the investigation, despite the fact that  
7 Terence was tased with his hands up. Despite the fact  
8 that he was tased after he was shot. Despite the fact  
9 that you can see on video that TPD officers, when they had  
10 potential eyewitnesses, they didn't identify them. They  
11 didn't ask their names, their witness statements. They  
12 told them to leave. Despite the fact that the first  
13 supervisor on the scene -- he didn't find out why Betty  
14 Shelby shot an unarmed man. He told her, Don't say a word  
15 because people are going to be upset because of the color  
16 of his skin. Despite the fact that Betty Shelby should've  
17 went straight downtown to be interviewed -- she went back  
18 to her division with all her buddies and friends to talk  
19 about the incident. Despite the fact that Betty Shelby  
20 took three days before being interviewed -- TPD took three  
21 days before they interviewed her, and then they show her  
22 the interview -- the video before they interviewed her.

23           And then, they say they had to go through policy,  
24 and then they come out and said, It was not in our policy.  
25 Despite the fact our DA even said it was a bad shooting



1 and TPD knew it.

2           October 3rd, 2016. After analyzing TPD's use-of-  
3 force data from 2010-2015, the Tulsa World reported  
4 African-Americans in the City are about two-to-four times  
5 more likely to have force used against them. Jill,  
6 two-to-four times, from 2010-2016. Has it gotten better?

7           On May 18th, 2017, our current mayor, Mayor GT  
8 Bynum, publicly declared that racial disparities in  
9 policing motivated him to run for mayor. In fact, Mayor  
10 Bynum stated, quote -- according to the Tulsa World --  
11 This is precisely the type of issue that drove me to run  
12 for mayor; these are the issues I call the great moral  
13 issues of our time in this city.

14           Yet Mayor Bynum has not publicly taken a position  
15 on our community's call for the City Council to hold  
16 formal hearings on this matter of racial policing  
17 disparity. So we ask you, Mayor Bynum, is it a moral  
18 issue? Is this the reason you ran? Are you serious about  
19 this? (Inaudible due to applause.)

20           I have more. I promise I'm going to get to the  
21 end here.

22           The evidence I've outlined demonstrates with  
23 outstanding clarity the long held practice and pattern of  
24 racially discriminatory policing by TPD, despite the  
25 clarion calls from multiple generations of African-

1 American leaders and other concerned citizens, like  
2 yourself tonight.

3           The City and the City's leadership -- including  
4 the current leadership -- has not acted and enacted  
5 meaningful reforms that can stop this tide of racially  
6 discriminatory policing.

7           So the question is, do Black lives matter to  
8 Mayor Bynum? Do Black lives matter to this City Council?  
9 We will know next Wednesday on their vote. If they vote  
10 to have these hearings, then we know that Black lives  
11 matter to them. If they vote against these hearings, then  
12 we know what the answer is. Thank you.

13           MS. WEBB: Let's celebrate, y'all.

14           For Mr. Diamond, I was wondering, have you tried  
15 to reach out to the current leadership of TPD since you  
16 have so much training and experience. And, if you have,  
17 what has the reception been?

18           MR. DIAMOND: Well, let me start with this. When  
19 the mayor was first elected, the mayor asked me -- and I  
20 was glad to do it -- to come in and talk with him about  
21 community policing. It's a conversation I've had with  
22 every mayor for the last 25 years, just so you know.

23           And I told the mayor what I told every other  
24 mayor. I say if you want the kind of community policing  
25 -- the kind of community policing you put in place

1 starting -- I actually started before I became Chief, when  
2 I was the north side manager before it became Gilcrease.  
3 That if they wanted to do that, all they had to do was  
4 write an order to the police chief and say, in the next 90  
5 days, put on my desk the plan to implement community  
6 policing.

7           I handed him the plan. This is not rocket  
8 scientist stuff. We know how to organize police  
9 departments; we've been doing it for 30 years all over the  
10 country, and, quite frankly, all over the world. This is  
11 straightforward to do. It's not about how many police  
12 officers that you have; it's about what they do and where  
13 they are assigned. And the set up of that is  
14 organizational transformation. It is doable; I've done  
15 it. I've helped others do it. This is doable.

16           The end result is that the officers begin to get  
17 used to and understand -- and, by the way, they don't like  
18 that community policing actually takes more work, in terms  
19 of energy and in terms of engaging the community. The  
20 outcomes are so much better. The officers are safe and  
21 the community is safer. That's the outcome and it does  
22 not cost you any more money. You don't need to layer on a  
23 \$500,000 a year monitoring office; you need to fix the  
24 office that's supposed to do it inside the City.

25           And so, the sense of it is how to do this -- all

1 that stuff was laid on their desks. The Police Chief has  
2 all that stuff. I mean, they know this; we've had this  
3 discussion and what they do is, they patronize us and pat  
4 us on the back and say, we're going to get there, just  
5 hang on.

6           How many years have you heard, we're going to get  
7 there, you know? And so at the of the day, you know, it's  
8 time for them to be got there. Get this done.

9           They have a highly trained, well-organized police  
10 organization; it's being misused and it's time for that to  
11 change. This is just about some organizational stuff.  
12 Everybody in this room knows that this is about lives.  
13 And then the Black Lives Matter emerged two-and-a-half  
14 years ago, remember the Governor of this State put up a  
15 big sign down at the Capitol that said Blue Lives Matter.  
16 And a couple of the FOPs around the State put up signs  
17 that said Blue Lives Matter. If they were community  
18 police departments, if they understood their oath, if they  
19 understood what was going on, those billboards would have  
20 said, We agree, Black lives matter.

21           MS. DIXON: Attorney Solomon-Simmons, thank you  
22 for providing an overview of the incidents of excessive  
23 use of force and arrests here in Tulsa over the years.

24           I was curious to know if there have been cases  
25 involving racial discrimination filed by police officers

1 and what you can say about that.

2 MR. SOLOMON-SIMMONS: Yeah, absolutely; thank  
3 you, Monique.

4 There is a lawsuit that we know around here  
5 called the Black Officers Lawsuit that started in 1994 and  
6 lasted 16 years. And in that particular lawsuit, you had  
7 some very brave, courageous Black officers step up to the  
8 plate. People like Marvin Blades, Officer Newsome,  
9 Officer Busby, Officer Tyrone Lynn. We need some of those  
10 brothers; we need some of the other brothers that's in the  
11 force now to step up, because they took on the police  
12 force. They fought for promotions, they fought against  
13 excessive force. They fought with everything they had and  
14 TPD and the City of Tulsa fought -- spent millions of  
15 dollars on outside law firms fighting those cases.

16 And then, finally in 2002, when the case was  
17 settled, they were supposed to implement dash cams. It  
18 took them -- I don't know if they ever put up all the dash  
19 cams now. It's taken them seven, eight, nine years to  
20 actually implement the dash cams, and that's why everybody  
21 has dash cams. They just implemented that, maybe, last  
22 year, 18 months ago. But unfortunately, now that the  
23 consent decree has gone away, a lot of those policies or  
24 procedures have gone away also, because no one is holding  
25 them accountable. And to the point of Chief Diamond,

1 that's where we are.

2           So these officers that we have now -- do we have  
3 some officers who are standing up and saying the right  
4 things? Being a police officer, that's a tough job,  
5 right? You're alienated a little bit from your community  
6 when you are African-American and a police officer; oh,  
7 what's up with you? But at the same time, we know those  
8 brothers and sisters know; they see it. We had a young  
9 brother, a young officer, who was arrested and he was  
10 treated with discrimination by his own folks; so it  
11 happens all the time. So, yeah, that was a very big  
12 lawsuit that happened here and it made some changes.  
13 Unfortunately, a lot of the changes have fallen back.

14           MS. WEBB: Just to piggy-back on that. One of  
15 the things that I hear from other officers sometimes is,  
16 Well, we have Black officers; we can't be racist because  
17 we have Black officers.

18           MR. SOLOMON-SIMMONS: Thomas Jefferson had Black  
19 children and he was very racist. He had Black children,  
20 who were enslaved by him. Racist.

21           MR. DIAMOND: You know, we hear that.

22           Is this mic still ---

23           UNIDENTIFIED SPEAKER: It's on.

24           MR. DIAMOND: Okay, you got it.

25           You know, when I was leading the effort and

1 making an effort to hire minority officers, at that time  
2 mostly African-Americans and women -- and we were making  
3 progress. The object of the exercise was not to make the  
4 Tulsa Police Department all Black or all women or -- it  
5 was all almost all White.

6           And I can tell you, I was asked -- and many of  
7 you know my deputy chief at the time was my friend and  
8 still my lifelong friend, Bobby Busby. And Bobby and I,  
9 we were having a staff meeting and we put together our  
10 first recruit class, and we were just tickled.

11           We had all minority officers except one White  
12 officer, and one of the people on our staff looked at the  
13 table and said, Gee, this is reverse discrimination.

14           I said -- You know, I've been sitting at this  
15 table for 18 years -- and I said, When we had all White  
16 classes, I didn't hear a one of you say there is a problem  
17 here. I said, Here's what we have to do; we need 15 more  
18 of these classes and then we'll talk about that issue.

19           This sense of only Black officers can patrol  
20 Black neighborhoods is a terrible mistake; it's awful.  
21 Democracies can't work that way; racial justice can't work  
22 that way. If a White officer cannot work in a Hispanic  
23 neighborhood or a Black neighborhood, an Asian  
24 neighborhood, any neighborhood -- that person should not  
25 be carrying a badge.

1 MS DIXON: Chief Diamond, you mentioned in your  
2 comments -- and I'm paraphrasing some -- that you can't  
3 change the heart of a police officer, but you, as Chief,  
4 are able to change their behavior. So this question is  
5 for both of you. How can you change the behavior of  
6 police officers? What policies and training should be in  
7 place?

8 MR. DIAMOND: Well, first of all, from a Chief's  
9 standpoint, what you do is make clear from the get-go what  
10 you will not tolerate. When the police chief takes it  
11 upon himself and does not want to deal with the training  
12 and disciplinary needs that arise out of these kinds of  
13 cases, then the message to the officers of the rank and  
14 file is it's okay. Anything goes.

15 When you change that dynamic from a leadership  
16 standpoint -- I did it in our department; I've helped  
17 other departments over the last 25 years and other police  
18 chiefs do this. Once the message is clear, the men and  
19 women in uniform follow orders. They know how to do it  
20 and the overwhelming right -- it's easier to pick out the  
21 person who is so outside the norm. If the norm is racial-  
22 biased policing, if the norm is defensive, if it's normal  
23 to not come here and have this conversation with you, then  
24 it won't make the change.

25 When you do that, then you begin to change the



1 policy. We change training; we enhance the training. The  
2 policy and the language in the Tulsa Police Department's  
3 racial-biased policing policy is language that I wrote and  
4 used. Now, I wrote it in after I retired and I wrote the  
5 book on racial biased policing and principal response,  
6 which had the model of policy; which had that language.  
7 This language in the Tulsa Police Department policy is  
8 good language; I like it. I wrote most of it.

9           But here's the problem; it means nothing if  
10 there's no accountability and no enforcement. And that  
11 goes to the top.

12           So changing the policies, enhancing the training  
13 and managing those behaviors. It doesn't much  
14 disciplinary action for men and women in policing to get  
15 the message. And it's not just about picking out somebody  
16 and saying, I'm going to suspend you, and do that. It is  
17 about responding to the complaints of the community and  
18 understanding if there's a pattern here and breaking that  
19 pattern. And they will get that.

20           MR. SOLOMON-SIMMONS: Now, I'll add to that.  
21 Again, start from the top, you know, you have -- I played  
22 football at OU. It is very clear; morning workout starts  
23 at 5:30. And you get there at 5:35; you're running the  
24 stadium It's just not negotiable. And also, when we were  
25 training, our strength-conditioning guy was a person who

1 was in shape; they didn't bring in some person that's  
2 overweight to be our strength-conditioning guy.

3 I mention that because, say for implicit bias  
4 training that the City of Tulsa has said they are doing  
5 now. They didn't bring someone that had experience  
6 working with the police department. They didn't bring in  
7 someone that has a track record with the police  
8 department. They didn't bring in someone that can point  
9 to, I've worked at this department here; I've been a  
10 police officer, I know what you're going through, so the  
11 police would have instant respect for that person.

12 The person they brought may be a wonderful  
13 person, but that person does not fit the bill to actually  
14 provide the type of implicit bias -- annual, mandatory --  
15 training ongoing. And the training is not annual; it is  
16 not ongoing. So what does that say to the rank and file?  
17 This is not important to us. We check the box on the  
18 Internet and say, Yeah, we're doing this and we got a  
19 person coming in so he can sing kumbaya and say, Hey,  
20 we're doing this. What's the problem?

21 MS. WEBB: If the police came to you and said,  
22 What do you want us to do? What kind of police force  
23 would you want?

24 MR. DIAMOND: I want it fair for everybody.  
25 (Inaudible due to applause.) And they can do what they

1 want with it. They can hand them -- and I did hand them  
2 the operational plan for how to reorganize the police  
3 department around the kind of policing that you want.  
4 Heck, they can go on the Internet and copy it, you know, I  
5 mean. You know, so this sense of there are cities out  
6 there that do this and get it much better and do it right.

7           Go look at Anaheim, California, to give you an  
8 example. It has a population of 400,000, same as ours.  
9 Bigger rat problem because it's got the Ducks and Mickey  
10 and all those people; a lot of animal control around that  
11 area. But at the end of the day, Anaheim, California --  
12 and I've been involved in that city for 20 some years --  
13 when they started community policing -- which they did so  
14 -- I was involved in the community government. Anaheim,  
15 California is in the bottom three percent of the cities  
16 with violent crime; we're in the top three percent. They  
17 have 70 percent less on serious crimes than we do.

18           We're pushing for 600 officers; we have 790 now.  
19 Anaheim, California, when I started to work with them in  
20 1994, they had 425 officers. They now have 427. They  
21 expend significantly less money on public safety; they get  
22 much better outcomes because their officers work and are  
23 assigned to -- the entire city takes this on -- and the  
24 beats are designed around the neighborhoods, and they're  
25 designed around permanently-assigned officers into those

1 neighborhoods. And they're supported that way. This  
2 exists. It's real. And so where do we go? We go visit  
3 other cities that -- I gave the mayor a list of cities  
4 that he can go to visit. He can go visit one of those  
5 cities.

6           If I'm a little tense about this, you can tell.  
7 I'm tired of this in terms of -- and don't take my word  
8 for it, you don't need my word for it. Google it, for  
9 crying out loud.

10           MS. DIXON: Gentlemen, we appreciate your  
11 concerns. Let's thank our panel.

12           MR. HAYES: We're going to move into more public  
13 comments. Before we get there, I want to ask Chief Amusan  
14 to come up to the podium for his testimony. Then we're  
15 going to have the other four that signed up to testify  
16 come up to our podium in groups of five. Just to let you  
17 know who those five will be, will be Shakita (sic)  
18 Snowball, Greg Taylor, Tahira Taqi, Jalen Thomas and James  
19 Johnson.

20           MR. AMUSAN: Rest in power, Terence Crutcher.  
21 Rest in power, Joshua Presley.

22           My name is Chief Amusan -- can you hear me?  
23 Good. I don't have to yell.

24           Short history: In 1991, I helped form on the TU  
25 campus, the Pan-African Student Alliance. I also formed

1 the Harambe Brotherhood, which is a community  
2 organization.

3           Around that time when we started, we almost  
4 successfully engineered the first gang truce, and a few  
5 days before we accomplished that goal, the head of the  
6 Bloods was assassinated in broad daylight. At that time,  
7 it was policy to instigate criminal activity; gang  
8 violence.

9           I remember doing this truce set up and an officer  
10 came into the house where the head of the Crips was at.  
11 And says, Hey, I heard one of your homeboys got shot last  
12 night by the brother on 53rd. And I said, Wow, so this is  
13 how it go down? They really instigate; they really  
14 instigate murders.

15           Long story short, had a Congressman come to my  
16 house and advise me of events that would occur shortly  
17 after that. Head of the Crips was indicted on federal  
18 drug trafficking charges. The Congressman told me, he  
19 said, Chief, watch what you doing, because you almost  
20 blocked thousands and thousands of dollars in Gang Task  
21 Force money with this truce. I'm naive; I'm just a young  
22 Black man who wants to change the condition of my  
23 community. I'm not concerned about the politics and all  
24 those sorts of things.

25           Long story short, I wanted to do everything

1 people said we don't do. Black people don't care about  
2 the community; they kill each other. Look at all the  
3 stuff that's going on in their community. They need to  
4 take accountability, take responsibility. We were doing  
5 exactly that.

6           Shortly after that, was banned from every project  
7 in the City of Tulsa, our organization. We could no  
8 longer go in. Then they set us up and said we worked for  
9 the police department. Next thing you know, we have a  
10 death hit on us and we had to confront it. And we did.

11           Moving forward. In 1994, the Ku Klux Klan came  
12 to Tulsa and held a rally. Our organization went and met  
13 with the Sheriff's Department and said, Look, we're going  
14 to be there, we're going to monitor and take photos and  
15 do, you know, some investigative work because there were  
16 businesses who invited the Klan to be there. So they  
17 recognized us and they knew who we were when we went.  
18 They also knew who I was.

19           A woman who was eight months pregnant was  
20 accosted by an officer on horseback; this is all on video.  
21 Another woman was slammed by a police officer for  
22 protesting her boyfriend's illegal arrest. Me, seeing  
23 that unlawful arrest, protested her arrest physically. I  
24 was beaten and attached by seven police officers. One put  
25 me in an Eric Garner chokehold, the other one used a full

1 can of pepper spray, and the other one kicked me in the  
2 head.

3 I went to court in a jury trial. The judge tells  
4 my attorney while the jury is leaving the jury pool --  
5 this is the politics of it -- As far as I'm concerned,  
6 your client is guilty and going to jail -- while the jury  
7 is leaving the pool.

8 Seven officers, including Chuck Jordan, testified  
9 against me and perjured themselves; not that there's a  
10 consequence for that. And the whole jury was ready to  
11 convict an innocent man, until we came with the evidence  
12 because it was so arrogant. They refused to leave and  
13 asked for a discovery of evidence. The judge himself said  
14 it should never entered the court.

15 One thing I will say is, when Drew Diamond left  
16 office, the department went to hell. No, it did. It was  
17 a retaliatory act, like Obama leaving office. Like what  
18 happens next? Seriously, that's exactly what happened. I  
19 saw it all play out.

20 Now here's the thing -- I'm going to move really  
21 quickly. The FOP is currently asking, you know, they're  
22 saying about these excessive force -- you know, you don't  
23 have a real definition. They said, You don't have a real  
24 definition; you're not really defining these use-of-force  
25 activities in this case, in this report. Well, let's talk

1 about use of force.

2           44 to 50 people -- follow me -- count how many on  
3 the first two rows. 44 to 50 people are released from  
4 prison or had their sentences overturned. Now, if I  
5 affect 44 people on the first two rows, how many people --  
6 if all 44 of you are arrested tonight, how many people  
7 will be affected by your arrest? That's use of force.  
8 Because now, I'm imposing myself on you. I'm using unjust  
9 laws against you and that affected 44 to 50 people and  
10 their whole families. It wasn't individuals; it was whole  
11 and entire families that would be (inaudible) in this city  
12 tonight.

13           How do you account for that? How do you make up  
14 for that? Let me show you how to make up for it. The  
15 question was asked, is it because Black people are more  
16 prone to be violent? To commit more crimes? Well, let me  
17 tell you what's missing from the report. Let me tell you  
18 what's missing from every report, because this is not new  
19 news.

20           Count 1, conspiracy to distribute Schedule I and  
21 Schedule II controlled substances. These are indictment  
22 charges against the Tulsa police force. These are drugs  
23 planted on people in our community. How long has that  
24 gone on? Count 2, possession of methamphetamine with  
25 intent to distribute, aiding and abetting. How many



1 people had that happen to them? Count 3, distribution of  
2 methamphetamine, aiding and abetting. How many people had  
3 that happen to them? Count 4, possession of marijuana  
4 with intent to distribute, aiding and abetting. Count 5,  
5 distribution of marijuana, aiding and abetting. Count 6,  
6 distribution of cocaine. Count 7, distribution of cocaine  
7 and intent to distribute. Count 8, distribution of  
8 cocaine, again. Count 9, distribution of marijuana with  
9 intent to distribute. All of these are documented in a  
10 court case. Count 10, distribution of marijuana. Count  
11 11, distribution of methamphetamine. Count 12,  
12 distribution of methamphetamine. Count 13, possession of  
13 a firearm during a retaliation of a drug charge. Drug  
14 trafficking retaliation.

15           Now, let me tell you something. That's 13 counts  
16 and you got all these innocent people who have drugs  
17 planted on them, and you've got some people who got  
18 records. Who -- but still, they were sued, along with the  
19 informants and other people. But how does that affect an  
20 entire community? See, we don't think scientifically  
21 about this kind of stuff; we think emotionally. We get  
22 all upset, but we don't do the research that make them  
23 say, Look, I got 13 counts right here. You want to talk  
24 about excessive force?

25           I force you out of your home. I force you out of

1 your children's life. I force you out of your parents'  
2 life. I force you out of your own sanity. I force you  
3 into a state of deeper abuse, because that's what happens  
4 when you get into the penal system. That's a use of force  
5 that is unspeakable.

6           And don't be surprised because the current mayor  
7 doesn't speak on it. There were mayors in his own family  
8 who never spoke about 1921. There's nothing unusual about  
9 that. So the system that we're talking about here; we're  
10 talking about systematic oppression against peoples of  
11 color. This is not anything new.

12           Somebody said, Well, they were laughing about the  
13 force, the injustice against my loved one. How many  
14 pictures of lynchings have you seen where hundreds of  
15 people stood in the background smiling and laughing and  
16 holding up souvenirs of people's genital parts, their ears  
17 and noses? How many times have you seen those photos and  
18 we still don't understand? The level -- the lack of  
19 humanity against mankind?

20           So when an officer goes into the community, he  
21 goes in knowing how we have been oppressed. You ain't  
22 never seen Black people rise up and lynch a whole  
23 community or lynch individuals; you've never seen that.

24           You've never seen (inaudible due to applause.)  
25 introduce of drugs into someone else's community. You've

1 never seen us retaliate for all the heinous crimes against  
2 Black people in this country. I have never seen it.

3           Why have you never seen it? Because our humanity  
4 is so deep. We're always the ones -- even today -- we're  
5 the ones talking about reconciliation and we didn't do  
6 anything to say we need to be reconciled. That's the  
7 sickness. That is the mental sickness that we need  
8 healing from. And we have to really -- if you want to  
9 heal something, we're going to have to heal ourselves. We  
10 really are going to have to heal ourselves and we got --  
11 that's why we're doing what we're doing for the Crutcher  
12 family and for your family.

13           We stand up because we don't have anything to  
14 lose; the worst has already been done to us. There is no  
15 form of torture or oppression that we can say has not been  
16 executed against us, and we still here.

17           MR. HAYES: And so, just to check in. It's about  
18 8:12 and I have almost 20 some names of folks that need to  
19 go. So please, everybody keep your comments as short as  
20 possible; not because I don't want you to speak, but  
21 because everybody deserves a chance to speak.

22           And so, again, let me read the names. Shettra --

23           MS. SNOWBALL: That's me, and you've already  
24 heard from me. Shettra Snowball.

25           MR. HAYES: Okay, thank you.

1 Greg Taylor, Tahira Taqi, Jalen Thomas, James  
2 Johnson.

3 And again, please remember to say your name, your  
4 community and spell your last name.

5 MS. DIXON: And we're not going to ask questions  
6 because we want to hear from you. Thank you.

7 MS. TAQI: My name is -- can you hear me? My  
8 name is Tahira Taqi, T-a-h-i-r-a T-a-q-i.

9 I was raised in Tulsa and I have experienced  
10 multiple forms of discrimination, which has led me into my  
11 work right now being an inclusion and diversity consultant  
12 across the state; I am actually certified. I'm one out of  
13 a thousand in the US that is certified in unconscious  
14 bias, and so I actually -- when it was mentioned earlier  
15 on one of the panels -- that if there was bias in arrests.  
16 I can say that there's no if; it's a fact. There is bias.

17 And when it comes to bias -- and these are tests  
18 that have been done since the 1990s -- it has been shown  
19 that, across the US, 76 percent of people have a bias  
20 towards a preference of White people over Black people.  
21 76 percent. And that's because of the culture. That's  
22 because of the way we're talking about race; that's  
23 because of the way we're not talking about race and these  
24 issues.

25 And it's going to infiltrate police forces. It's

1 going to infiltrate our city councilors. It's going to  
2 infiltrate the leaders that we have in the community. And  
3 I can say, in the work that I do, when I go to talk to  
4 businesses and talk to organizations, they just want to  
5 check the box saying they've done the training.

6           There's a lot of work that still has to be done.  
7 And if you want to know how we support this, it can't just  
8 be about policing. We have to have support for mental  
9 health. We have to have the help for food insecurity. We  
10 have to have support for housing, for health care, for all  
11 different types of abuse. Because if you just focus on  
12 one aspect, all of this is systemic; it's all linked  
13 together. You have to focus on all of these issues.

14           The last thing I'll say is actually one of the  
15 biggest things that I have realized in my time living here  
16 in Oklahoma is White America has been raised to believe  
17 that Black lives matter less than while comfort, and that  
18 needs to change.

19           MR. HAYES: Thank you.

20           MR. TAYLOR: My name is Greg Taylor, G-r-e-g  
21 T-a-y-l-o-r.

22           And as a White person, I want to say,  
23 unequivocally, Black lives matter. Black lives matter.  
24 The blood of Joshua, the blood of Terence Crutcher cries  
25 out. The blood of these children of God that the attorney

1 Solomon-Simmons told us about, cries out from the ground  
2 of Tulsa and calls us to reconciliation. It calls me to  
3 repent for the sin of racism. It calls all White people  
4 to repent for the sin of racism. And I'm calling for that  
5 transformation of the police department. We believe in  
6 community firefighting; why don't we believe in community  
7 policing?

8 I think the apartheid in USA, the apartheid in  
9 Tulsa, needs to come to an end. It must be dealt with and  
10 I think it needs to be dealt with in serious ways like  
11 they dealt with in South Africa with the reconciliation  
12 and mission of Desmond Tutu. He who forms coalitions with  
13 and stands with people of color, with people of other  
14 religions -- other than the majority religions of America  
15 -- that face all kinds of discrimination so that we can  
16 fight against this injustice together.

17 I am a White person who believe the sky is blue.  
18 There is bias; there is racism. This nation was formed  
19 out of racism; I stand on that. I believe in it and I  
20 will fight with you against injustice. Thank you.

21 MR. THOMAS: Hi, my name is Jalen Thomas. That's  
22 J-a-l-e-n T-h-o-m-a-s.

23 I just have a couple of thoughts. The first one  
24 is partnering the development process of enforcement  
25 officers with that of social workers to create priorities

1 appropriately. (Inaudible.) They're one and the same  
2 thing, so that the dignity, as you referred to, the  
3 humanity that was referred to, is a priority amongst both.

4           Secondly, I think accountability measures and  
5 advisory boards, as mentioned earlier, needs to be led by  
6 people of color. Any type of accountability needs to be  
7 led and facilitated by people of color.

8           Thirdly -- this is kind of a mouthful, so I'm  
9 sorry -- the institution, typically, will prey on our  
10 apathy to deal with the moral and cultural deficits  
11 present when it comes to officers. And what I mean by  
12 that is, I have a friend, for instance. He was just  
13 employed to be a police officer, and I love him to death.  
14 But he knows nothing about what it means to serve Black  
15 people, to serve marginalized people, to serve people that  
16 don't have the experience that he does.

17           And what happens when you put someone in a  
18 position of security -- someone that's supposed to secure,  
19 guard and protect people that they don't understand and  
20 who may have experiences that are not consistent with  
21 theirs -- the difference will be denied and it will be  
22 neglected. And a lot of the times the differences will be  
23 used against the marginalized.

24           And so, I understand that any and everyone should  
25 be able to police any type of community; White people

1 should be able to police Black communities and this, that  
2 and the other.

3           But if someone is seeking to be employed as a  
4 police officer and they're unwilling to acknowledge that  
5 deficit, I don't think they should be employed. And I  
6 think that the training processes and the development  
7 processes need to reflect that accountability, because we  
8 don't want people policing people that they don't  
9 understand, have sympathy for, and aren't willing to,

10           MR. HAYES: Thank you.

11           MR. JOHNSON: First, I would like to say to the  
12 Crutcher family, thank you all for having the fortitude to  
13 present a forum such as this. I want to say thank you to  
14 my city councilor, Councilor Vanessa Hall-Harper for being  
15 the queen that you are and for doing what you do. I'll  
16 tell you all who I am, but first right now, I am Joshua  
17 Harvey Presley. I am Joshua Barre. I am Eric C. Harris  
18 and I also am Terence Crutcher. The reason for this is  
19 simple; what we are dealing with is systemic racism.

20           Now, let me tell you something. I've been a  
21 truck driver for 40 years. Let me drive out here right  
22 now and kill somebody. The first thing they're going to  
23 do is to make me take a drug test. That's what the police  
24 officers in Tulsa, Oklahoma need to start doing; they need  
25 to implement that.



1           We know what was in -- what they alleged was in  
2 Terence Crutcher's body; but what was in Betty Shelby?  
3 They never asked that question. Let me just say this,  
4 unless you have a complexion for the protection, you don't  
5 get no connections. Did y'all hear what I said? And I'm  
6 going to deal with this pink elephant in the room.  
7 Everybody in here that don't look like me; I want you all  
8 to know that I thank God that you all have the courage to  
9 come and sit in a forum like this. It takes courage.

10           But let me say this to my Caucasian cousins.  
11 It's going to take some more of y'all that look like y'all  
12 to start thinking like us, because until y'all understand  
13 how we feel, it's going to continue to be the same.

14           I want y'all to just think about one thing. How  
15 many Black officers have killed Caucasian males in this  
16 city? It don't happen. Did y'all hear what I just said?

17           I've lived in Tulsa 58 of my almost 60 years.  
18 And I've got my first time yet to know of a Black officer  
19 that shot some little White boy. It don't happen because  
20 Black officers know that if I kill a child, my law  
21 enforcement career is over. I got to go tomorrow and fill  
22 out a resume for McDonald's and start flipping hamburgers.  
23 I don't get to wear no badge no more. I don't get to  
24 carry no pistol no more.

25           Let's just call this thing what it is, y'all.

1 And the training is the same, but what is it that  
2 Caucasian male officers are always killing our Black  
3 children? Why is that?

4 MR. HAYES: Thank you, sir.

5 MR. JOHNSON: Chief Diamond, I just want to ask  
6 Chief Diamond one question. Did you ever witness any  
7 racism as the Chief? And, if you did, how many did you  
8 fire?

9 MR. HAYES: Sir, before you sit down, could you  
10 say your name and spell it for us?

11 MR. JOHNSON: My name is James L. Johnson, Sr..  
12 And also, let me say this real quick; y'all listen to me.  
13 I need 30 seconds.

14 MR. HAYES: Spell your name first and then we'll  
15 give you 30 seconds.

16 MR. JOHNSON: Okay. J-a-m-e-s L. J-o-h-n-s-o-n.

17 Let me just say this right here. I would be dead  
18 today had it not been for Officer Cleon Burrell, his  
19 supervisor, and Trooper Johnson. About 20 years ago,  
20 because I looked like the nigga that they thought that  
21 they were looking for -- because that's what they said to  
22 me. They pepper-sprayed me, handcuffed me, threw me in a  
23 paddy wagon and told me, Nigga, you lay in there and die.

24 Had it not been for Cleon Burrell and Trooper  
25 Johnson, I would be dead today. I would be you all's son.

1 I would be just like them. But, by the grace of God for  
2 that night -- I believe I was born for this night to say  
3 what I'm saying tonight.

4 MR. HAYES: Thank you, thank you, thank you.

5 And before I call up the next five names, I'm  
6 going to read written testimony that I received.

7 Again, if you want to submit written testimony,  
8 there's a form called an incident information form in your  
9 packets or you can go to the sign-in desk and get one.

10 A community member was arrested for the first  
11 time for riotous behavior. They only asked police  
12 officers for their badge number and, as soon as they did,  
13 they were handcuffed and taken to jail. The only reason  
14 they were able to survive this strife because they were --  
15 they had the funds necessary to hire an attorney and knew  
16 some people that were connected. And I'm sure that sounds  
17 like a story for a lot of people, but I wanted to share  
18 that. I was asked not to share the name, but I wanted to  
19 put that out there.

20 So the next five names are Darryl Bridge (sic),  
21 Carl Starr, Arlando Jasper and Jeanette Wilson -- Williams  
22 or Wilson.

23 MR. BRIGHT: Is that Darryl Bright?

24 MR. HAYES: It might have been.

25 MR. BRIGHT: It is.

1 MR. HAYES: Again, I apologize if I mispronounce  
2 your name or it was spelled differently.

3 MR. BRIGHT: To Joshua's family, Vanessa Hall-  
4 Harper.

5 MR. HAYES: Go ahead.

6 MR. BRIGHT: And also to Dr. Tiffany Crutcher for  
7 doing due diligence on this issue.

8 You know, for many, many years we've been going  
9 around in circles and insanity. One of the things that  
10 are very clear to those of us who are activists, is that  
11 you cannot use the same level of thinking and  
12 consciousness that created the problem to get you out of  
13 the problem. And we have begun that process today.  
14 Unfortunately, the power structure in Tulsa, Oklahoma does  
15 not understand that by design. It's a power relationship.  
16 They are not there and have proven, over the years, all  
17 the way back beyond the 1921 massacre, before statehood,  
18 before this became Indian territory and the first African  
19 set foot on this land. We are still dealing with the same  
20 issues.

21 That speaks volumes of the system, and the moral  
22 authority of this system should be the mayor, but he has  
23 abdicated his role. He is not the moral authority. He  
24 has not earned that name. So, as we look at breaking down  
25 the cycles of the equity indicators -- all of the

1 indicators are actually after the fact. They are crazy.

2           Literally, child mortality here in Tulsa,  
3 Oklahoma, which is three times that of Whites -- that's  
4 death. They're talking about how many died; how many  
5 committed suicide?

6           So when we look at all the things that are in the  
7 equity indicators, they have the same source. They are  
8 only indicators; they do not tell you the root cause. And  
9 we know what the root cause is: Racism, institutionalized  
10 by those whom have discriminated, marginalized, killed and  
11 set in motion things that have shortened our lives in our  
12 community.

13           So when we talk about this, it cannot just lay on  
14 one entity. We must do it because we've got to stop the  
15 killing; we've got to stop that abuse, that mentality.  
16 But we've got to be able to walk and talk and chew  
17 bubblegum at the same time.

18           Therefore, we have to begin to look at these  
19 silos they have put us in, in terms of what is happening  
20 to us. Because it all stands for the same thing and it's  
21 racism, and it's a power relationship to keep us in check.  
22 The status quo is here because someone is benefiting from  
23 it; it's not us. And the mayor -- we cannot rely on him  
24 to be a change-maker. He's doing exactly what he's been  
25 elected to do. The system is perfectly aligned to get the

1 results it's getting. You've got the police department;  
2 it doesn't stand outside of the system. It's part of the  
3 City government; so guess who's at the top.

4 MR. HAYES: Thank you, sir. I'm sorry, but I  
5 want to get to everyone.

6 MR. BRIGHT: All right.

7 MR. HAYES: Thank you.

8 Please state your name and spell it for us.

9 MR. STARR: Carl Starr, and I've been an activist  
10 involved in civil rights and I've been in law enforcement,  
11 also. And what got me to want to be interested in the law  
12 is I was involved in a civil matter, where my brother and  
13 I were wiretapped by -- just by coincidence; those agents  
14 were related to the FBI.

15 So after that, I moved down to Texas and I  
16 started studying the law for myself at the encouragement  
17 of the ACLU and the National Guard Lawyers Guild. And I  
18 learned it. I learned enough about the court, myself, pro  
19 se, because it's law for all; it's not just for people  
20 with degrees or things like that.

21 And so, if you study for yourself -- you really  
22 want to be a civil rights activist, you've got to learn  
23 some law. So I did lawsuits and I was successful on about  
24 half of my lawsuits.

25 I filed about ten federal lawsuits, and on of

1 them I was (inaudible) for a person who wasn't able to go  
2 before the court. And that's something that's very rarely  
3 used, but we can use it. But we have to break these bonds  
4 that -- even some attorneys will keep you down from law  
5 for all. And so, that's my testimony today. I'm willing  
6 to work with anybody here that's normal. (Inaudible due  
7 to audience laughter.) We can do it; we can do it  
8 together.

9 MR. HAYES: Thank you.

10 Arlando Jasper? Okay. Jeanette Williams?

11 Jordan -- I do not want to mangle your last name but it  
12 begins with an M and an A.

13 UNIDENTIFIED SPEAKER: She left.

14 MR. HAYES: How do I say it?

15 UNIDENTIFIED SPEAKER: She left.

16 MR. HAYES: Oh, thank you.

17 Keisha Jones? Jeez. Julie Skye? Okay. Sheila  
18 Jackson? Richard Baker?

19 MR. BAXTER: Baxter.

20 MR. HAYES: Baxter, my bad. Terry McGee. Tracie  
21 Chandler? LaToya Rose, Rosa Hernandez and Vanessa Adams-  
22 Harris.

23 UNIDENTIFIED SPEAKER: Harris.

24 MR. HAYES: Harris. Again, I apologize.

25 MR. MCGEE: Terry McGee. T-e-r-r-y, McGee,

1 M-small C-capital G-e-e.

2           Thank you, everyone, again, for being here,  
3 especially my councilor.

4           I actually intended to ask this question to  
5 Melanie Poulter; I see she's still sitting here. I didn't  
6 know if she was gone or not. She actually represents  
7 Community Service Council. As an ex-board member of  
8 Community Service Council -- I think I was probably there,  
9 20 years -- maybe, 15 to 20 years. We were Helpline, but  
10 then it became 211. I was the 211 advisor for seven  
11 years; I had to resign because I was (inaudible.) Those  
12 were some complicated adventures. And my council became  
13 -- my councilwoman. I brought her down to Community  
14 Service Council for two reasons. One, to meet the new  
15 director for Community Service Council, which I had never  
16 met before.

17           It was kind of ironic. Once I learned who was  
18 the director -- who he actually was -- what I should say,  
19 where he actually came from prior to coming to CSC. If  
20 I'm not mistaken, he used to be the superintendent over in  
21 Sapulpa and, if I'm not mistaken, he got fired for  
22 discrimination. I could be wrong; put that out there.  
23 (Inaudible.) -- in the parking lot. It was funny how he  
24 became the director. And to be quite frank, I liked him.  
25 He was doing all the right stuff and doing all the right



1 things. They brought in Tulsa University, sharing with us  
2 all this information about housing. And I thought, Man,  
3 he earned the vote. I looked right now -- well, let's  
4 just say, he doesn't work there any more, if I'm not  
5 mistaken.

6           So, again, kind of ironic with this  
7 institutional racism, how it keeps staying in place. And  
8 the point of my question is -- if I'm not mistaken during  
9 the tenure as a board member at Community Service Council,  
10 they did a study in terms of disparity, discrimination and  
11 racial profiling. And what was stated was, was that  
12 Blacks was eight times -- it may have been a Black male --  
13 was eight times more likely to be stopped by the police  
14 than a White. Every time it was repeated, it was always  
15 eight times more likely to be stopped by anyone else. No,  
16 more likely to be stopped than a White.

17           My question is what happened to the data that was  
18 collected by Community Services?

19           I don't know if Melanie or one of them can  
20 explain what CSC is in a nutshell, but I'm just going to  
21 give you a quick blurb. Community Service Council goes  
22 and they raise all this money, you know, every year and  
23 they need organizations to figure out how to spend it.  
24 That's the community services. Whether these community  
25 schools -- something can be implemented.

1           So, anyway, that's a vital organization and I'm  
2 thrilled to death to see them here today and I'm so proud  
3 to have them aboard with us. Thank you.

4           MR. HAYES: Thank you. Mr. Baxter?

5           MR. BAXTER: My name is Baxter, B-a-x-t-e-r. My  
6 hat says, Negro Spiritual. I'm a justice-involved person.

7           I was sentenced -- and let me just give you the  
8 fast version -- I was sentenced to 121 years in prison for  
9 trafficking drugs. The police conducted an illegal search  
10 and seizure of my vehicle. My case was dismissed and  
11 then, at the preliminary hearing -- for everybody here who  
12 knows law, then the DA filed an appeal immediately. Then  
13 the police came back and changed their story six different  
14 times, so they put the case back on me. And I have sat in  
15 David L. Moss for a total of two years, until I was --  
16 that 121.

17           But I studied law in the library day and night  
18 until I received justice. I came home, went to TCC, took  
19 a paralegal course, and became a paralegal. During that  
20 time, I filled out an application to Ms. Jill Webb and she  
21 allowed me -- she was at the Tulsa Public Defender's  
22 office -- and I had my first internship at the Tulsa  
23 Public Defender's officer.

24           During my time in incarceration, I would write my  
25 thoughts down and, you know, I would write them down in

1 poems and rap poems and stuff. And so, I'll give y'all  
2 one. It's not titled or anything, but I'll try and get  
3 it.

4 I see corruption, destruction, injustice and  
5 crime; protected by the badge and the State seal same  
6 time. I'm just a nobody from nowhere; can I speak my  
7 mind? Or should I just keep quiet for them to give me  
8 some time? Reading police reports, I see falsified. The  
9 DA and the witnesses together coincide on the stand with  
10 the plans to send you on an long ride. Judges hear and  
11 they know it but that don't give that they lying. PDs and  
12 attorneys play both sides of the fence. That's offense  
13 and defense; the shit don't make sense. Everybody versus  
14 you, you lose, no contest. Their word against yours, no  
15 evidence. Guilty as charged, damn. No need for trial?  
16 If you exercise your rights, you get Green Mile'd Made a  
17 deal with the devil, yeah, watch him smile.

18 500 South Denver, Tulsa Courthouse. That's a  
19 good segue into what Mr. James Johnson was saying. 500  
20 South Denver, tomorrow, Tulsa Courthouse between the hours  
21 of 3:00 and 4:00, there's going to be -- 3:00 and 5:00, a  
22 rally for Ms. Pamela Smith and talk about the injustice  
23 that she faces. Thanks.

24 MR. HAYES: Thank you.

25 Please say your name, then spell it.

1 MS. HERNANDEZ: Hi, my name is Rosa Hernandez,  
2 R-o-s-a H-e-r-n-a-n-d-e-z.

3 I have a couple of things I just want to say.  
4 First of all, I had a family -- well, my stepfather, who  
5 was undocumented, was pulled over right outside his house  
6 -- well, right out side his apartment a couple of years  
7 ago after getting, you know, home from work. He had just  
8 gotten paid and he got paid in cash and he got followed  
9 home. Police pulled him over. He had a bunch of cash in  
10 his car and cocaine got planted in his vehicle. The cops  
11 asked him, What is this? He said that, you know, That's  
12 not mine. And then, also from the cash, they assumed he  
13 was a drug dealer. He got booked into David L. Moss and  
14 then got deported. This is a Black and Brown issue.

15 I also want to make a statement about an employee  
16 at the County Clerk's office. Her name is Bonnie Kukla  
17 and she is a member of the KKK. And this is the issue,  
18 that we -- Bonnie Kukla is a member of the KKK. There  
19 have recently been articles that have been circulating all  
20 over social media that people have come in her defense,  
21 defending her because it's her right, her First Amendment  
22 right. Is it really a First Amendment right to protect  
23 somebody who advocates for the murder and lynching of  
24 Black people? Is that really a First Amendment right?

25 So, these are the people that are making

1 decisions and are working in our system. If we keep  
2 having these people in our system and don't vet them, what  
3 are we doing? How are you pro-immigrant? How are you  
4 pro-Black? How are you pro-diversity? (Inaudible due to  
5 applause) -- turn a blind eye to.

6           Also, Mayor GT Bynum has refused to make -- well,  
7 you know, all sorts of statements -- take sides because he  
8 says he doesn't take sides on national issues or federal  
9 issues. He's told me and a bunch of other -- or a couple  
10 other immigrant activists that he doesn't make statements  
11 on those kinds of issues. Whenever we have tried to talk  
12 to him about a couple of issues that we have with the  
13 jail, I mean, he's very informative. He likes the  
14 limelight; he likes all that kind of stuff. But when it  
15 really comes down to implementing the things that our  
16 community needs and that Brown and Black people need,  
17 whereas, (Inaudible due to applause.) Really? He's not  
18 making the statements that our people need. All right.  
19 Thank you.

20           MR. HAYES: Thank you.

21           MS. CHANDLER: My name is Tracie Chandler,  
22 T-r-a-c-i-e C-h-a-n-d-l-e-r. I am a community activist  
23 that tells it like it is, because it is what it is until  
24 it isn't anymore and I am working on the anymore.

25           I am challenging the mayor and the City Council

1 to prove that you love Tulsa and that you want Tulsa to  
2 reach its fullest potential. If you really love Tulsa,  
3 then you will have Omar Neal come back and do his police  
4 accountability. It was stated earlier that you get  
5 respect if you are a policeman. He was a policeman. He  
6 was a mayor. He has done many training for police  
7 officers on accountability.

8 I attended the workshop that they had right in  
9 this very room. I didn't get a chance to write the letter  
10 to the mayor that I had planned to write. So Mayor, this  
11 is my letter to you and the City Council. If you really  
12 care about this, Mayor, you will have him not one, not  
13 two, not even three times; you will have him here multiple  
14 times. Not just for the police but for every organization  
15 that has control in this city. This man is dynamite and  
16 he needs to be here.

17 And the other thing is, again, another way to  
18 prove that you care about Tulsa and want to see it reach  
19 its fullest potential, so that we can become more  
20 economically viable, is that you will have the hearings  
21 with the subpoena power that has been asked for. We need  
22 accountability. Accountability without teeth is nothing.

23 MR. HAYES: Thank you.

24 Go ahead.

25 MS. ROSE: Okay. Good evening. Okay. All

1 right. Good evening.

2 I am LaToya Rose, spelled L-a capital T-o-y-a  
3 R-o-s-e.

4 I would like to thank our councilwoman for being  
5 here and for helping us organize and vocalize. And I  
6 stand here as the first cousin of Terence Crutcher, as  
7 well as Deandre Lloyd Armstrong-Starks. And I stand here  
8 as a native of Tulsa, a third-generation Black Wall Street  
9 entrepreneur, a dreamer, a builder and a doer.

10 And I've been gone for 13 years, and while I was  
11 gone, my cousins were brutally murdered by the hand of the  
12 police. And being out and about, as I called it, I knew  
13 it was time to come home and make changes. And so, the  
14 Black Wall Street Exchange was born. We launched it in  
15 February of this year, and the goal is to promote and  
16 obtain global justice. And, so I'll read.

17 Police injustices become fatal more often than  
18 not because of the lack of implication our deaths as  
19 minorities, specifically African-American and Hispanics,  
20 affect society economically. During an epidemic of  
21 financial illiteracy, specifically our lack of life  
22 insurance policy payouts, which is a major issue that each  
23 household here can change.

24 I'll ask now, if you own your own life insurance  
25 policy, will you please raise your hand? Because your

1 fateful day is not if, but when your transition happens.  
2 And we hope it doesn't happen with the hands of the  
3 police. If you don't care about your life, then why  
4 should they? African-Americans and Brown families,  
5 unfortunately, we are the modern day negro. Because nine  
6 out of ten times, we're uninsured relating to our own  
7 life, which translates to the system of oppression as a  
8 lack of self-worth.

9       Unfortunately, many minority households -- we're  
10 striving every day to meet our basic necessities, let  
11 alone being fully invested in our insurance and economics  
12 of our community. But think about this, y'all. Just like  
13 the economic injustices of the Black Wall Street, Little  
14 Africa and the Tulsa race massacres, currently we are  
15 fighting each day just to simply make it home in one  
16 piece. These massacres, unfortunately, have affected the  
17 way that our community -- how we're treated by police and  
18 our government, as well as it's affected the unity of our  
19 community policing.

20       I'll say this and then I'll go. The wealthy and  
21 the powers that be -- change. Then, and only then, will  
22 our officers take their time with each traffic stop, house  
23 call and warrant search. They won't be so quick to pull  
24 out their gun and shoot us if they have to compensate if  
25 -- Black people, Brown people -- for our lives.



1 MR. HAYES: Thank you.

2 MS. ADAMS-HARRIS: My name is Vanessa Adams-  
3 Harris, V-a-n-e-s-s-a A-d-a-m-s hyphen H-a-r-r-i-s. I'm  
4 Muscogee Creek and African-American. I'm from Oklahoma  
5 and this won't be the first time that I've made this  
6 request.

7 So on behalf of the citizens here in Tulsa, on  
8 behalf of those people who believe in the dignity and the  
9 respect of others, and have the integrity for their worth,  
10 we ask the Chief of Police, Chuck Jordan, please resign.

11 That is the work of reconciliation, is processing  
12 all of the atrocities that have been done to this room.  
13 And in order for there to be true leadership and true  
14 change, it has to be courage and bravery as an example to  
15 those who are expected to follow. And it would behoove  
16 the Chief of Police -- in honor of his own family and his  
17 own legacy -- to resign.

18 And if all of our citizens, who say they care and  
19 who say they believe in what this conversation is about  
20 tonight, in support of those people who are on the front  
21 line, then call first thing in the morning. Call all day  
22 long and ask for his resignation. Thank you.

23 MR. HAYES: Thank you.

24 So that will conclude our public comment portion  
25 of the agenda. I want to first say thank you to the 36th

1 Street Event Center for having us. I want to say thank  
2 you to all the volunteers that helped make all of this  
3 possible here today. And I want to thank -- on behalf of  
4 the NAACP Legal Defense fund -- I want to thank our local  
5 allies in this: The Terence Crutcher Foundation, The  
6 United League of Social Action and the ACLU of Oklahoma.

7           And I want to finally invite someone you all know  
8 up to the stage: Dr. Tiffany Crutcher of the Terence  
9 Crutcher Foundation.

10           DR. CRUTCHER: It's been 902 days since my twin  
11 brother was gunned down by a police officer here in Tulsa,  
12 Oklahoma; right up the street, several hundred feet away.  
13 It's been 902 days, or a little less, since I've -- and  
14 every night I've had that visual of Terence in my head.  
15 Every night before I lay my head on the pillow, I've seen  
16 that visual of Terence lying on the ground with blood  
17 coming out of his head, like roadkill. It's been 902 days  
18 since no one has been held accountable and we've been  
19 fighting week after week after week after week trying to  
20 get this city to value Black lives.

21           Some of Terence's last few words were, God is  
22 going to get the glory out of my life. And tonight, God  
23 is truly getting the glory. (Inaudible due to applause.)

24           On behalf of the Terence Crutcher Foundation and  
25 the board of directors, the Terence Crutcher Task Force,

1 our attorneys and my parents, Reverend Joey and Leanna  
2 Crutcher, who could not be here because my dad had  
3 surgery. He wanted to come but we had to force him to  
4 stay home; that's how passionate he is about -- still to  
5 day this day, 902 days later -- seeing justice for his  
6 son.

7           The community has truly spoken tonight. You  
8 have. There's an African proverb that says, When  
9 spiderwebs come together, they can tie up a lion. But  
10 when I need this same community to do is to show up on  
11 next Wednesday, as the City Council again brings this vote  
12 to the table to host public hearings. We need for you to  
13 show up and show out.

14           And so, what we're going to ask you to do -- in  
15 your packet, there are emails, names and numbers of your  
16 City Councilors. We need for you to start blowing up the  
17 phone lines tonight, or the emails. We need you to shut  
18 the phone lines down at City Hall. We really need you to  
19 do it. We need you to spread the word. We need you to  
20 ask your neighbor.

21           If we're going to flood City Hall, then it's  
22 going to need more people So we need you to show up  
23 because we deserve this; our community deserves this. Our  
24 city deserves this.

25           We can no longer appease the status quo and stand

1 with the mayor as he says we're one Tulsa. We're not one  
2 Tulsa when Black lives don't matter. We're not one Tulsa  
3 when MLK stops at Archer. We're not one Tulsa when we  
4 have equality that looks the way it looks now. I'm asking  
5 each and every one of you; this is the call to action. We  
6 need the City Council to do what they are authorized to  
7 do. This is their authority; this is their job. They  
8 were elected to serve us. They were, they were.

9           And so, I just want to say thank you so much to  
10 our volunteers -- raise your hand. They were wonderful  
11 tonight. Thank you so much. I want to say thank you to  
12 all of our panelists that showed up; they did a phenomenal  
13 job. And I want to give a huge shout out to the NAACP  
14 Legal Defense Fund. Let's give them a standing ovation.  
15 They flew all the way in from DC and Baltimore to help us  
16 save this city. Thank you so much. Thank you so much.

17           I just want you all to continue to believe with  
18 me. We're not defeated. We got some bad news last  
19 Friday, but guess what? Those who believe in freedom  
20 cannot and will not rest. So we're going to be on the  
21 battlefield; we're going to keep fighting another day.

22           And to the Presley family, we're standing in  
23 solidarity with you and your family. And just know that,  
24 Mrs. Presley, my mom will be sending you to a retreat in  
25 May just so you can heal, like she had the opportunity to

1 heal with the Trayvon Martin Foundation Circle of Mothers  
2 Retreat. (Inaudible due to applause.)

3           And so, with that being said, I just want to  
4 bring Ralikh back up just to close out. Thank you all so  
5 much just for standing with us, and we're going to  
6 continue to fight. God bless.

7           MR. HAYES: So like Dr. Crutcher said, you have  
8 the contact information for your councilfolks. Get your  
9 phones out; start making your calls. That is what you  
10 need to do now. Make your calls now, tomorrow. Send your  
11 emails. If the line is busy, call back. If the voicemail  
12 is full, wait until it's empty; call back again. Show up  
13 on Wednesday.

14           Also, there is some food left in the room to the  
15 side; please help yourselves. I can't take it back to  
16 Baltimore with me, so please.

17           And thank you for having me and welcoming me to  
18 your city. Thank you for welcoming my organization and my  
19 team.

20           Good night.

21

22

23

24

25