NAACP LEGAL DEFENSE FUND

AND THE TERENCE CRUTCHER FOUNDATION

PUBLIC HEARING ON TULSA EQUALITY INDICATORS REPORT

AND RACIAL DISPARITIES IN POLICING

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

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

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

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

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

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

Through the Equality Indicators Report, we learned that African-Americans are five times more likely to be victims of use-of-force by law enforcement.
African-Americans are three times as likely to get arrested and are African-Americans are twice as likely to be racially profiled.

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

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

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

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

I would like to recognize and thank the following organizations: The NAACP Legal Defense Fund; The Terence Crutcher Foundation; The American Civil Liberties Union,
ACLU; The Northside United Coalition of Clergy; The United League of Social Action; and attorney Damario Solomon-Simmons.

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

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

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

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

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

REVEREND TURNER: Let us pray.

Oh, God, our help in ages past, our hope for the years to come, our shelter from the stormy blast and our eternal home.
Lord, we bow before you; we pray to you, seeking God, the help for this city. Lord, we know that you did not create racism. You did not create injustice; these are man-made. For God, we pray tonight that You create leaders. Rise up and empower leaders to fight this terrible original sin of America: Racism.

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

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

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

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

MS. DIXON: Good evening, Tulsa. How is everyone
My name is Monique Dixon. I serve as the Deputy Director of Policy and Senior Counsel at the NAACP Legal Defense and Educational Fund, and we would like to thank all the co-sponsoring organizations for inviting us to support this effort tonight.

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

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

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

We have a very close relationship with the Crutcher family -- I acknowledge them this evening -- and
with attorney Damario Solomon-Simmons. We have been watching very closely your efforts here in Tulsa.

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

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

We waited for nine months. We watched you in City Council hearings and on Livestream every week. Many
of you went to your local officials, asking for public
hearings, and then after waiting for that long, we're
really delighted to be here tonight to get the ball
rolling. This is not a substitute; this is just a way for
us to get the conversation started.

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

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

And here's how we plan to use it: We'll use it
to submit to your elected officials so that they will
understand and hear some of your concerns, as well as your
solutions. We will also share it with leaders at the
Tulsa Police Department so that they can inform of any
policy changes. And to make available to the general
public -- as I've shared -- people across the country.
doing these types of hearings, and it's very encouraging
to take this and show other cities what is happening in
similarly situated communities.

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

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

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

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

MR. HAYES: Good evening, everyone. Thank you
all for coming out. I'm really happy to see a packed
Just a few housekeeping things: If you are sitting or standing, looking for a seat, there are still seats in the center row towards the front; so please fill them in. Don't be shy.

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

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

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

We will be calling individuals up in groups of five. There are two mic stands in the center aisles; you
can stand at either one of them and wait your turn to speak. If you do not feel comfortable, again, you can fill out the incident report form, and those will be given to me and I can read out your question or your comment. So I would like turn this over, as we begin, to Melanie Poulter; start with her opening remarks and we can get the panel started. Thank you.

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

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

We're going to talk a little bit more, I think, about the justice indicators. But we have a handout
showing some information about that in Tulsa, arrest rates and use-of-force rates. So the Equality Indicators Report is meant to be an annually updated report so that we can continually monitor how we're doing, in terms of trying to alleviate inequalities. The next report is actually scheduled to be released next month, in April -- late April. I think that's a good introduction to Equality Indicators.

MS. DIXON: Okay. Thank you so much.

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

REVEREND DAVIS: So is it my turn?

MS. DIXON: Yes.

REVEREND DAVIS: Can you hear me now?

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

From that meeting, we organized around issues that directly affect our community, including having
specific training for law enforcement and transparent and accountable law enforcement structure in this city. My job right now is to talk about the community indicators -- the Equality Indicators -- and, specifically, how the Commission for Community Policing was formed.

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

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

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

MS. BELLIS: Hello. I'm Laura Bellis. I'm the
Chair of the City's Human Rights Commission, as well as a
member of The United League for Social Action.

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

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

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

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

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

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

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

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

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

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

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

MR. HAYES: Can you talk in the microphone?

MS. WEBB: Sorry.

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

Now, what do you say to the argument that some people make
that, of course, use-of-force rates are high. Black people are more dangerous. Can you take care of that one?

MS. POULTER: Absolutely.

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

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

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

MS. DIXON: Thank you for that.

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

MS. POULTER: There are a couple of good reports
that I can mention. Recently, just in November of last year, the US Commission on Civil Rights, released a report -- and I can tell you the title of it -- Police Use of Force: An Examination of Modern Policing Practices; again, this released in November of last year -- is one. Another one is from Palgrave Communications. It was just released in June of last year, titled Resolution of Apparent Paradoxes in the Race-Specific Frequency of Use of Force by Police. Those address both use-of-force concerns, as well as criminality and comparison to arrest rates.

MS. DIXON: Thank you.

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

REVEREND DAVIS: Well, both of us will probably answer that because we've both talked about it. I think they need to start over again with those recommendations. I understand that the mayor wanted to make sure that certain issues were addressed and to set forth his agenda, which is good; it's wonderful. The expectations are high and, as Laura said, on the 77 on their own, are great.
But if you're talking about measurable goals, they are not, because some of them have to do with we're going to try harder. How -- how do you measure trying harder? Those are some of the things that say we need to have a statistician, or someone familiar with data to, in fact, come up with some more -- less than 77, and clearly define goals associated with those six pillars in the President's Task Force on 21st Century Policing. So that's what I would recommend.

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

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

You have to be willing to identify that that's an issue first, which, the numbers speak for themselves. But
you, again, ask individuals and any on the force -- you're going to hear, Well, yeah, we don't discriminate in policing; we go out and we practice what we do.

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

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

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

MS. WEBB: Reverend Davis, you were talking about community policing. How would the experience of somebody
on the north side -- how would their experience of the
police be different if there were actually community
policing in place? How would it change people's
relationship with the police?

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

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

Procedural justice means you don't rush in. You
step back. You give a person a chance to give you the
whole story. I was talking with a policeman who told me
that, Well, I thought implicit bias meant that once I went
through training, I wouldn't have implicit bias again.
And I said, No, do you know that can't be? Everyone has
implicit bias. Then why do I need to get trained on it if everybody has it? Because you need to learn how to manage your implicit bias and know what the triggers are.

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

Amen?

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

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

So the data that we used for this section of the report came from the Tulsa Police Department. These are their arrest data, their use-of-force data, and they're not pushing back on the data source we used. But their concern is that for our data -- for our purpose -- we looked at use of force per the total
population by race. So, use of force experienced by
Blacks per 1,000 Blacks in Tulsa; use of force experienced
by Whites per 1,000 Whites in Tulsa. This is the way we
pretty much did the entire Equality Indicators Report.
Everything is turned into a rate like that to equalize
different population numbers.

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

So that's why we chose to do that indicator in
that way and, actually, the research selections I
mentioned earlier also talk about why that is a valid and
appropriate way to look at that piece of data. And if
you'd like to look at your handout that shows this data,
use of force is on one side of the handout. And we
actually show here the data both the way that we presented it in the Equality Indicators Report, as well as the way that the FOP prefers to show this data.

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

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

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

MS. WEBB: Anybody can do this. When we're talking about the arrest part, I've heard there are places in Tulsa where young people live in low-cost housing, 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 --
REVEREND DAVIS: And that's not the same.

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

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

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

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

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

So at this point now, we are going to invite the
Presley family to the front.

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

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

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

Losing my son was the hardest thing I've ever had to face, and I'm still facing it to this day. But the hardest part about it was not knowing what had happened; not knowing how or why he had been put in the position
that would ultimately end his life.

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

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

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

I watched as they tried to apprehend him for no
reason. And when he ran from them, they changed their
minds -- out of what appears to be pure laziness -- and
instead, decided to follow him out to the cars. I heard Officer Steven Douglas instruct Nigel Harris to hold back and to let Joshua run his ass out; an officer spoke those words. Later, in his report, Officer Douglas stated he did not want either he or Officer Harris to get exhausted. And that he thought if they let Joshua run himself tired, he would be easier to secure.

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

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

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

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

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

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

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

The video answered all my initial questions, but
it raised even more. Why was my son chased by the police when he had done nothing wrong? Why was he approached by, no less than four officers, who surrounded him, knowing he was not in a stable mindset? Why did they treat him like a wild animal instead of a human being he was? Why did they joke around while my son pled for his life? Why is a Black man, who was doing no harm to anybody, pose such a threat to warrant the police intervention? Why is a Black man's life less important to Tulsa Police than the bank's front door? Why is a Black man's life less important to Tulsa Police than any officer's comfort? Why is a Black man's life something to laugh about? Why would you laugh about it; what is funny? He's dying. He's dead. He's gone. There's no more Joshua. The police killed him. 27 times they tased my child. 27 times.

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

It's true, the officers are human like the rest of us, but their choices must be met with consequences when the injustice ends life and destroys family. Of course, all lives matter. But Black lives are the ones no
one seems to be concerned about except for the families
they are being taken from.

People should be concerned about Black lives.

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

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

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

My son was 25-years-old; an unarmed Black man who
died at the hands of Tulsa police. But he was so much
more than a statistic. He was a son. He was a nephew.
He was a father of a little boy 4-years-old. He had
compassion. He had love. He was an active member of drug
court, trying to get his life in order. He made us laugh.
But most of all, we love him. We miss him and we still
gonna love him and we still gonna miss him and our lives
will never be the same. Our family will never be the same. And no family should have to go through what we have.

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

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

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

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

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

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

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

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

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

But then, once we get to measurable goals and
objectives -- they were talking about committees -- they
took the words right out of my mouth. I don't know if there needs to be a committee; all I know is that there needs to be some form of accountability because when we come up with an action plan, we can solve these goals and objectives.

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

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

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

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

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

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

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

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

So their minds need to be renewed and other
things that need to happen with the police in this --
everywhere -- that perpetuate injustice against people.

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

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

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

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

It's not a question, actually, that anybody here
could answer. But I wanted to put that question out there
because it was submitted.

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

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

Thank you. Oh, and you have three minutes.

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

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

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

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

MR. GURGANUS: Is it on?

MR. HAYES: There we go.

MR. GURGANUS: Okay, okay.

I think you're right along with some kind of civilian oversight board. These have been tried and there are a few -- they call them civil service police boards in some other cites. And it needs to have teeth.
I would like to see more insight into police training -- actually, what goes on to develop their mindset? And also, the police manuals. The public is pretty ignorant of what these are and after these tragedies, you know, and the District Attorney comes out and says, Well, they're following procedure. As if there's some secret manual for shooting down people. But I think you're spot on the right track on that.

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

I would also like to point out that, in so many of the news media reports on these police shootings around the country -- you know, in a court of law, you couldn't testify what somebody else thought and what somebody else believed. But often, you see the reports still reporting that the policeman said he thought someone was reaching for a gun or the policeman said he felt like his life was threatened. The wording of the media reports simply say that the police thought he had a gun or thought or felt like his life was endangered. And these statements are self-serving and really are not known to reporters. I
I think it poisons the public's opinions and also potential jurors.

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

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

MR. HAYES: Thank you.

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

MS. DIXON: No, thank you.

MR. HAYES: Thank you.

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

I would also like to point that we have the timekeeper right there and it will give you warnings as your time goes down. When you see the red sign, please stop. We're only asking, not because we don't believe your comments and stories aren't important, but because we
I want to respect everybody's time and get out of here at a reasonable, you know, time. Because people still have things to do tonight like go to work and all this stuff.

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

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

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

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

Christina Simmons has always been a law abiding citizen, who has (inaudible) during childhood and a career that ended while incarcerated.
I'm hopeful that this movement today will propel future endeavors, and I'm confident that you will make an appropriate impact.

MR. HAYES: Thank you.

No questions?

MS. DIXON: Thank you so much.

MR. HAYES: Thank you.

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

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

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

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

I'm tired of children in elementary school and middle school starting down the criminality pathway and
get incarcerated through car chases, and, much like what
this mother just told you, they don't call you. They have
your child in there and they interrogate your child. They
steal your child and they keep your child incarcerated.

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

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

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

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

Thank you very much and I hope we get something
done about our kids.

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

   Thank you, Ms. Harper.

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

MS. DIXON: We'll hear from Drew Diamond first.
   Just state your name and spell it for the record, please.

MR. DIAMOND: Drew Diamond, D-r-e-w D-i-a-
   UNIDENTIFIED SPEAKER: Use this one.
   MR. DIAMOND: Okay. So I started out with my
   battery low, although my age -- you know, it's -- for many
   of you in this room with me -- some of you over the past
   50 years. It's hard to believe, but when I took the oath
   as a Tulsa police officer, it was 50 years ago. I was 12.

   Our sense tonight is -- when we were all putting
   this together, and that we shouldn't have to be doing
   this, number one. It's necessary and it's been necessary
   over the years because of the reality, and the reality is
   this: Racial biased policing is the reality. And if

you're not Black or Brown, you probably won't believe
Many of you have heard me say in the past that driving while Black and driving while Brown in the City is a reality. We know what that means and that people who might now know what that means are White. And so, understanding what this conversation is about -- and what I want to let you know is that the practice of what the police will call aggressive policing -- and we'll tell you that pretext stops and aggressive policing is necessary to keep you safe, you know.

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

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

I'll talk later on about my world of community policing, but let me tell you this: Everybody who's experienced this in this room, but I'm saying this -- that
when you're stopped for that -- for that no turn signal or
that slow-rolling stop and stuff -- all that stuff, you
know. You've got an ordinance violation, but here's the
reality.

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

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

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

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

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

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

MR. SOLOMON-SIMMONS: Law is my ministry; justice
is my passion. I'm attorney Damario Solomon-Simmons.
That's D-a-m-a-r-i-o S-o-l-o-m-o-n S-i-m-m-o-n-s.
You know, it's extra special for me to be here
with you tonight because this is my hood. My mama, my
in-laws, my grandmama live right around the corner. We've
been in this neighborhood over 60 years.
In that time, we've seen Skatet ime Tulsa, Dillons, North and Main, Keith's Barbecue, Skyline; we've seen them all come and go. But one thing that's stayed constant is the discrimination in policing in this neighborhood. And that's what we're here to talk about tonight.

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

Before I talk about those cases, I would like to recognize my colleagues from my law firm, Riggs Abney. I have David Riggs, our firm founder. Please stand, David. Kym Hecken kemper, and I saw another one of my colleagues, Joe Lang, walked in. These individuals work very closely with me on these cases.

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

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

Anything besides true policy change in accountability and enforceability is -- you are ratifying the illegal conduct of police officers. Period. I don't want any more press conferences, any more speeches. We need policy changes; we need accountability. And we need enforcement. So, let's go here.

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

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

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

June 7th, 2000. Former Senator -- Oklahoma Senator, Maxine Horner, had to pass a racial profiling bill. Why? She said, quote, My constituents continue to get stopped for no other reasons than their race, and
that, if they question on the basis of the stop, they will sometimes get, quote, roughed up by officers.

All this occurred in 2000.

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

Now, her husband, Dwight Jackson, was a police officer. She filed suit and got a monetary settlement.

You can look up that case, Jackson vs. City of Tulsa.

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

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

March 14th, 2001. The Tulsa World reported, after looking at TPD data from 1996-2000, quote, Tulsa
police use pepper spray and other types of force more often on Blacks than Whites. Police used force on 414 occasions. Of course, force was used on Blacks 197 times, against Whites 172 times. In other words, African-Americans comprised 47 percent of the use-of-force victims in the City, but only at the time counted for 15 percent of the population.

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

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

April 12th, 2008. An unarmed and tiny Black boy
was walking past two TPD officers when, without provocation or justification, one of the officers slammed him to the concrete and beat him in the face. As a result of the beating, the boy suffered a blowout fracture to his eye requiring corrective surgery. He also sustained permanent hearing and vision impairment. The boy was not prosecuted for any crime. His mother and father filed suit and received a cash settlement. Just see the case of Everett vs. City of Tulsa.

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

        August 12, 2012. The Tulsa World reported their analysis of the addition of e-tickets by TPD showed that African-Americans were more likely to be issued e-tickets than any other race. The study, which analyzed e-tickets issued from 2007-2012, found that African-Americans were 28 percent of e-tickets issued in that time period, despite the fact African-Americans only comprised 16 percent of the population. Further, the study found that
African-Americans were more likely to be issued more than one ticket per stop. My time is getting low so I'll try to wrap it up.

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

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

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

I ask you, would that type of (inaudible) kicked out in a White medical practice be tolerated in Tulsa?
Absolutely not.

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

Do I have more time? I have more.

MS. HALL-HARPER: Take your time.

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

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

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

September 16th, 2016. A day we all know, unfortunately. Right up the street, Terence Crutcher, an
unarmed African-American male, was shot and killed by TPD officer Betty Shelby while his hands were in the air, walking away from her at a safe distance. She had many officers with her. To date, no officer has been held accountable for anything that happened with the shooting, the tasing or the investigation, despite the fact that Terence was tased with his hands up. Despite the fact that he was tased after he was shot. Despite the fact that you can see on video that TPD officers, when they had potential eyewitnesses, they didn't identify them. They didn't ask their names, their witness statements. They told them to leave. Despite the fact that the first supervisor on the scene -- he didn't find out why Betty Shelby shot an unarmed man. He told her, Don't say a word because people are going to be upset because of the color of his skin. Despite the fact that Betty Shelby should've went straight downtown to be interviewed -- she went back to her division with all her buddies and friends to talk about the incident. Despite the fact that Betty Shelby took three days before being interviewed -- TPD took three days before they interviewed her, and then they show her the interview -- the video before they interviewed her.

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

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

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

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

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

The evidence I've outlined demonstrates with outstanding clarity the long held practice and pattern of racially discriminatory policing by TPD, despite the clarion calls from multiple generations of African-
American leaders and other concerned citizens, like yourself tonight.

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

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

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

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

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

And I told the mayor what I told every other mayor. I say if you want the kind of community policing -- the kind of community policing you put in place
starting -- I actually started before I became Chief, when
I was the north side manager before it became Gilcrease.
That if they wanted to do that, all they had to do was
write an order to the police chief and say, in the next 90
days, put on my desk the plan to implement community
policing.

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

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

And so, the sense of it is how to do this -- all
that stuff was laid on their desks. The Police Chief has all that stuff. I mean, they know this; we've had this discussion and what they do is, they patronize us and pat us on the back and say, we're going to get there, just hang on.

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

They have a highly trained, well-organized police organization; it's being misused and it's time for that to change. This is just about some organizational stuff.

Everybody in this room knows that this is about lives. And then the Black Lives Matter emerged two-and-a-half years ago, remember the Governor of this State put up a big sign down at the Capitol that said Blue Lives Matter. And a couple of the FOPs around the State put up signs that said Blue Lives Matter. If they were community police departments, if they understood their oath, if they understood what was going on, those billboards would have said, We agree, Black lives matter.

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

I was curious to know if there have been cases involving racial discrimination filed by police officers
and what you can say about that.

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

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

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

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

Unfortunately, a lot of the changes have fallen back.

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

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

MR. DIAMOND: You know, we hear that.

Is this mic still ---

UNIDENTIFIED SPEAKER: It's on.

MR. DIAMOND: Okay, you got it.

You know, when I was leading the effort and
making an effort to hire minority officers, at that time mostly African-Americans and women -- and we were making progress. The object of the exercise was not to make the Tulsa Police Department all Black or all women or -- it was all almost all White.

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

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

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

This sense of only Black officers can patrol Black neighborhoods is a terrible mistake; it's awful. Democracies can't work that way; racial justice can't work that way. If a White officer cannot work in a Hispanic neighborhood or a Black neighborhood, an Asian neighborhood, any neighborhood -- that person should not be carrying a badge.
MS DIXON: Chief Diamond, you mentioned in your comments -- and I'm paraphrasing some -- that you can't change the heart of a police officer, but you, as Chief, are able to change their behavior. So this question is for both of you. How can you change the behavior of police officers? What policies and training should be in place?

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

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

When you do that, then you begin to change the
policy. We change training; we enhance the training. The policy and the language in the Tulsa Police Department's racial-biased policing policy is language that I wrote and used. Now, I wrote it in after I retired and I wrote the book on racial biased policing and principal response, which had the model of policy; which had that language. This language in the Tulsa Police Department policy is good language; I like it. I wrote most of it.

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

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

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

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

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

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

MR. DIAMOND: I want it fair for everybody.

(Inaudible due to applause.) And they can do what they
want with it. They can hand them -- and I did hand them
the operational plan for how to reorganize the police
department around the kind of policing that you want.
Heck, they can go on the Internet and copy it, you know, I
mean. You know, so this sense of there are cities out
there that do this and get it much better and do it right.

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

We're pushing for 600 officers; we have 790 now.
Anaheim, California, when I started to work with them in
1994, they had 425 officers. They now have 427. They
expend significantly less money on public safety; they get
much better outcomes because their officers work and are
assigned to -- the entire city takes this on -- and the
beats are designed around the neighborhoods, and they're
designed around permanently-assigned officers into those
neighborhoods. And they're supported that way. This exists. It's real. And so where do we go? We go visit other cities that -- I gave the mayor a list of cities that he can go to visit. He can go visit one of those cities.

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

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

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

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

My name is Chief Amusan -- can you hear me?

Good. I don't have to yell.

Short history: In 1991, I helped form on the TU campus, the Pan-African Student Alliance. I also formed
the Harambe Brotherhood, which is a community
organization.

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

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

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

Long story short, I wanted to do everything
people said we don't do. Black people don't care about
the community; they kill each other. Look at all the
stuff that's going on in their community. They need to
take accountability, take responsibility. We were doing
exactly that.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

You've never seen (inaudible due to applause.)

introduce of drugs into someone else's community. You've
never seen us retaliate for all the heinous crimes against Black people in this country. I have never seen it.

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

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

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

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

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

MR. HAYES: Okay, thank you.
And again, please remember to say your name, your community and spell your last name.

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

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

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

And when it comes to bias -- and these are tests that have been done since the 1990s -- it has been shown that, across the US, 76 percent of people have a bias towards a preference of White people over Black people. 76 percent. And that's because of the culture. That's because of the way we're talking about race; that's because of the way we're not talking about race and these issues. And it's going to infiltrate police forces. It's
going to infiltrate our city councilors. It's going to 
infiltrate the leaders that we have in the community. And 
I can say, in the work that I do, when I go to talk to 
businesses and talk to organizations, they just want to 
check the box saying they've done the training. 
There's a lot of work that still has to be done. 
And if you want to know how we support this, it can't just 
be about policing. We have to have support for mental 
health. We have to have the help for food insecurity. We 
have to have support for housing, for health care, for all 
different types of abuse. Because if you just focus on 
one aspect, all of this is systemic; it's all linked 
together. You have to focus on all of these issues. 
The last thing I'll say is actually one of the 
biggest things that I have realized in my time living here 
in Oklahoma is White America has been raised to believe 
that Black lives matter less than while comfort, and that 
needs to change. 

MR. HAYES: Thank you. 

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

And as a White person, I want to say, 
unequivocally, Black lives matter. Black lives matter. 
The blood of Joshua, the blood of Terence Crutcher cries 
out. The blood of these children of God that the attorney
Solomon-Simmons told us about, cries out from the ground of Tulsa and calls us to reconciliation. It calls me to repent for the sin of racism. It calls all White people to repent for the sin of racism. And I'm calling for that transformation of the police department. We believe in community firefighting; why don't we believe in community policing?

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

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

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

I just have a couple of thoughts. The first one is partnering the development process of enforcement officers with that of social workers to create priorities
appropriately. (Inaudible.) They're one and the same thing, so that the dignity, as you referred to, the humanity that was referred to, is a priority amongst both.

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

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

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

And so, I understand that any and everyone should be able to police any type of community; White people
should be able to police Black communities and this, that
and the other.

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

MR. HAYES: Thank you.

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

Now, let me tell you something. I've been a
truck driver for 40 years. Let me drive out here right
now and kill somebody. The first thing they're going to
do is to make me take a drug test. That's what the police
officers in Tulsa, Oklahoma need to start doing; they need
to implement that.
We know what was in -- what they alleged was in Terence Crutcher's body; but what was in Betty Shelby? They never asked that question. Let me just say this, unless you have a complexion for the protection, you don't get no connections. Did y'all hear what I said? And I'm going to deal with this pink elephant in the room. Everybody in here that don't look like me; I want you all to know that I thank God that you all have the courage to come and sit in a forum like this. It takes courage.

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

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

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

Let's just call this thing what it is, y'all.
And the training is the same, but what is it that Caucasian male officers are always killing our Black children? Why is that?

MR. HAYES: Thank you, sir.

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

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

MR. JOHNSON: My name is James L. Johnson, Sr.

And also, let me say this real quick; y'all listen to me. I need 30 seconds.

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


Let me just say this right here. I would be dead today had it not been for Officer Cleon Burrell, his supervisor, and Trooper Johnson. About 20 years ago, because I looked like the nigga that they thought that they were looking for -- because that's what they said to me. They pepper-sprayed me, handcuffed me, threw me in a paddy wagon and told me, Nigga, you lay in there and die. Had it not been for Cleon Burrell and Trooper Johnson, I would be dead today. I would be you all's son.
I would be just like them. But, by the grace of God for that night -- I believe I was born for this night to say what I'm saying tonight.

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

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

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

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

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

MR. BRIGHT: Is that Darryl Bright?

MR. HAYES: It might have been.

MR. BRIGHT: It is.
MR. HAYES: Again, I apologize if I mispronounce your name or it was spelled differently.

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

MR. HAYES: Go ahead.

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

You know, for many, many years we've been going around in circles and insanity. One of the things that are very clear to those of us who are activists, is that you cannot use the same level of thinking and consciousness that created the problem to get you out of the problem. And we have begun that process today.

Unfortunately, the power structure in Tulsa, Oklahoma does not understand that by design. It's a power relationship. They are not there and have proven, over the years, all the way back beyond the 1921 massacre, before statehood, before this became Indian territory and the first African set foot on this land. We are still dealing with the same issues.

That speaks volumes of the system, and the moral authority of this system should be the mayor, but he has abdicated his role. He is not the moral authority. He has not earned that name. So, as we look at breaking down the cycles of the equity indicators -- all of the
indicators are actually after the fact. They are crazy.

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

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

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

Therefore, we have to begin to look at these silos they have put us in, in terms of what is happening to us. Because it all stands for the same thing and it's racism, and it's a power relationship to keep us in check. The status quo is here because someone is benefiting from it; it's not us. And the mayor -- we cannot rely on him to be a change-maker. He's doing exactly what he's been elected to do. The system is perfectly aligned to get the
results it's getting. You've got the police department; it doesn't stand outside of the system. It's part of the City government; so guess who's at the top.

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

MR. BRIGHT: All right.

MR. HAYES: Thank you.

Please state your name and spell it for us.

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

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

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

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

MR. HAYES: Thank you.

Arlando Jasper? Okay. Jeanette Williams?

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

UNIDENTIFIED SPEAKER: She left.

MR. HAYES: How do I say it?

UNIDENTIFIED SPEAKER: She left.

MR. HAYES: Oh, thank you.


MR. BAXTER: Baxter.


UNIDENTIFIED SPEAKER: Harris.

MR. HAYES: Harris. Again, I apologize.

MR. MCGEE: Terry McGee. T-e-r-r-y, McGee,
Thank you, everyone, again, for being here, especially my councilor.

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

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

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

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

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

I don't know if Melanie or one of them can explain what CSC is in a nutshell, but I'm just going to give you a quick blurb. Community Service Council goes and they raise all this money, you know, every year and they need organizations to figure out how to spend it. That's the community services. Whether these community schools -- something can be implemented.
So, anyway, that's a vital organization and I'm thrilled to death to see them here today and I'm so proud to have them aboard with us. Thank you.

MR. HAYES: Thank you. Mr. Baxter?

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

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

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

During my time in incarceration, I would write my thoughts down and, you know, I would write them down in
poems and rap poems and stuff. And so, I'll give y'all one. It's not titled or anything, but I'll try and get it.

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

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

MR. HAYES: Thank you.

Please say your name, then spell it.
Hi, my name is Rosa Hernandez.

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

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

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

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

MR. HAYES: Thank you.

MS. CHANDLER: My name is Tracie Chandler, T-r-a-c-i-e C-h-a-n-d-l-e-r. I am a community activist that tells it like it is, because it is what it is until it isn't anymore and I am working on the anymore. I am challenging the mayor and the City Council
to prove that you love Tulsa and that you want Tulsa to reach its fullest potential. If you really love Tulsa, then you will have Omar Neal come back and do his police accountability. It was stated earlier that you get respect if you are a policeman. He was a policeman. He was a mayor. He has done many training for police officers on accountability.

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

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

MR. HAYES: Thank you.

Go ahead.

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

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

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

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

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

I'll ask now, if you own your own life insurance policy, will you please raise your hand? Because your
fateful day is not if, but when your transition happens. And we hope it doesn't happen with the hands of the police. If you don't care about your life, then why should they? African-Americans and Brown families, unfortunately, we are the modern day negro. Because nine out of ten times, we're uninsured relating to our own life, which translates to the system of oppression as a lack of self-worth.

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

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

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

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

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

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

MR. HAYES: Thank you.

So that will conclude our public comment portion of the agenda. I want to first say thank you to the 36th
Street Event Center for having us. I want to say thank you to all the volunteers that helped make all of this possible here today. And I want to thank -- on behalf of the NAACP Legal Defense fund -- I want to thank our local allies in this: The Terence Crutcher Foundation, The United League of Social Action and the ACLU of Oklahoma.

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

DR. CRUTCHER: It's been 902 days since my twin brother was gunned down by a police officer here in Tulsa, Oklahoma; right up the street, several hundred feet away. It's been 902 days, or a little less, since I've -- and every night I've had that visual of Terence in my head.

Every night before I lay my head on the pillow, I've seen that visual of Terence lying on the ground with blood coming out of his head, like roadkill. It's been 902 days since no one has been held accountable and we've been fighting week after week after week after week trying to get this city to value Black lives.

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

On behalf of the Terence Crutcher Foundation and the board of directors, the Terence Crutcher Task Force,
our attorneys and my parents, Reverend Joey and Leanna Crutcher, who could not be here because my dad had surgery. He wanted to come but we had to force him to stay home; that's how passionate he is about -- still to day this day, 902 days later -- seeing justice for his son.

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

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

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

We can no longer appease the status quo and stand
with the mayor as he says we're one Tulsa. We're not one Tulsa when Black lives don't matter. We're not one Tulsa when MLK stops at Archer. We're not one Tulsa when we have equality that looks the way it looks now. I'm asking each and every one of you; this is the call to action. We need the City Council to do what they are authorized to do. This is their authority; this is their job. They were elected to serve us. They were, they were.

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

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

And to the Presley family, we're standing in solidarity with you and your family. And just know that, Mrs. Presley, my mom will be sending you to a retreat in May just so you can heal, like she had the opportunity to
heal with the Trayvon Martin Foundation Circle of Mothers Retreat. (Inaudible due to applause.)

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

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

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

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

Good night.