

**CITY OF FALCON HEIGHTS**  
Falcon Heights Task Force  
City Hall  
2077 West Larpenteur Avenue

**AGENDA**  
January 10, 2017  
7:15 P.M. to 9:30 P.M.

- I. Call to Order
- II. Review Meeting Minutes
- III. Adoption of Participation Agreement
- IV. Community Meeting Plan
- V. BREAK (5 Minutes)
- VI. Community Dialogue Assignment\*
  - a. What Problems Need to be Remedied?
  - b. What Healing Needs to Occur?
  - c. What is Going Well and Should Be Sustained?

\*What do we propose as draft, provisional statements of community values around safety, inclusion and welcome, and equity? (The drafts will be open for public discussion at subsequent community meetings.)

- VII. Updates
- VIII. Next Meeting – January 31, 2017
- IX. Adjourn

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**CITY OF FALCON HEIGHTS**  
 Falcon Heights Inclusion and Policing Task Force  
 City Hall  
 2077 West Larpenteur Avenue

**MINUTES**  
 December 13, 2016 at 7:15 P.M.

1. CALL TO ORDER: 7:18 p.m.

ROLL CALL:

ANDREWS	X		JOHNSON-POWERS	X
BALLENTINE	X		LEEHY-CO CHAIR	X
COLOND	X		THOMPSON	X
DEMERATH	X		WADE	X
JOHNSON	X			

STAFF PRESENT:

MAYOR LINDSTROM	X
CO-CHAIR/COUNCIL MEMBER GUSTAFSON	X
CO-FACILITATOR QUICK	X
CO-FACILITATOR MORRIS	
ADMINISTRATOR THONGVANH	X

Announcement about order of items to cover during the meeting. Everyone was in agreement.

Meeting minutes from the last meeting were approved with no changes. Reminder about homework: take the IAT, complete readings/videos then take the IAT again.

Draft Participation Agreement

Clarification was stated about the word "community" in that it does include the media where members are to speak as individuals and not for the task force. Reminder that these meetings are open to the public but participation is restricted to members of the task force. This was followed by a discussion about expectations and tracking progress of the task force. Some suggestions:

- Adding a statement to the agreement to track progress
- 3-5 goals for the task force
- Attaching milestones to the agreement

There was agreement that the time was too early to establish goals and that more input was needed from the community. Many avenues would be needed for community members to express themselves. Some are hesitant to attend a community meeting. Emails can be sent to City Hall where they can be compiled. Members will need to be thinking of different ways to engage the public.

Two changes will be made to the participation agreement: Milestones to track the group's progress and connections with the community includes the media. Participation agreement will be signed by members at the next meeting if there are no changes.

#### Proposed Work Plan

Discussion of the work plan was started with a list of topics including, community values, policing outcomes, policing in other cities, recommendations around a culture of inclusion and policing, community check-ins and on-going check-ins. May 2 is the date to finalize and make recommendations to the council. Recommendations and actions can implemented sooner than May 2. Some actions will go beyond May 2. Members were reminded to gather data and let that take us wherever it leads. Avoid starting data collection with preconceived ideas about the outcomes. Be prepared for a broad spectrum of ideas and ask probing/open-ended questions to obtain more insight from the community. Data gathering will probably be more qualitative than quantitative but the numbers are important and we need to know what is driving the numbers.

The community needs to know how to contact the task force. Members will need to decide how available they will be to the community. Other suggestions for community engagement were through a mailing to residents, Roseville Review, or neighborhood liaisons.

There was further discussion about feelings within the community and built up tension over the recent shooting. Will the community look to release this pressure in the short-term or will long-term solutions be implemented? Key questions to keep in mind are, "What is the problem that needs to be solved?" and "What needs to change?"

Many in the community have expressed the desire to end the contract with St. Anthony Police and this may be the recommendation the group makes but the decision needs to be driven by the community values. There are many varied opinions in the community. If the recommendation is to stay with St. Anthony Police can we trust their accountability process and can we wait for effective changes to be made. St. Anthony is a smaller department which typically can change faster than larger forces.

Break was taken and the meeting reconvened at 8:59 PM.

Sack presented an update on the Department of Justice program that was approved for St. Anthony. The city's letter to the DOJ expressed the desire to improve trust with community and pursue a long-term strategy for change. Presently the relationship with the task force is unclear. Avoiding overlap between the two groups would be worthwhile. Sack is trying to get the DOJ to look at the Falcon Heights data around residents and those who pass through the city. In other cities, the DOJ has made as few as 40 recommendations and as many as 200. Follow up from the DOJ is also included for a year or two. There will be focus groups, listening sessions and other venues to gather as much information as possible.

Members then talked in pairs to discuss the questions, "What is the problem?" and "What needs to be healed?" After this, members were asked to do this same exercise with 3-5 community members, gather common themes and send these to Sack before next Tuesday.

Reminder about the listening session from July 27 is online for additional community input.

Meeting adjourned at 9:46 PM.

#### Action Items:

Email comments from tonight and the community to Sack no later than Monday, January 9.

## Falcon Heights Inclusion and Policing Task Force

### Participant Process Agreement

This Participant Process Agreement is a complement to the charge given by the Falcon Heights City Council to the Task Force and to the guidance given by the City Attorney and city staff regarding open meetings laws, communication with the public and media and others on behalf of the task force, and other policies governing City of Falcon Heights bodies. This agreement documents the mutually agreed principles that the Task Force members have adopted for their participation, process, and engagement with one another. The Task Force members also acknowledge and embrace their accountability to the broader community. A separate Work Plan lays out the proposed goals and planned activities to build momentum and accountability in its work.

#### *Active participation*

The Task Force will have many meetings because we have ambitious goals, and the work requires a high level of sustained work and commitment. Members are expected to fully participate in all meetings, to arrive prepared by having reviewed the relevant materials, and to remain at the table to hear the full discussions in order to make informed judgments when decision making occurs. Should a Task Force member feel unsafe to express themselves or feel that an unusual burden is being placed on them to defend or represent a view or group, he or she is welcomed to step out of the meeting and consult with one of the facilitators.

The expectation is that each member will attend at least 75% of all Task Force meetings. In the event that illness or another demand occasionally interferes with participation, members are encouraged to provide their input to a co-chair in advance of any meeting they will be unable to attend, and must accept that the group will proceed with decision-making in their absence.

#### *Community connections*

While meetings are open to public observation, participation in Task Force discussions will be restricted to members, unless the co-chairs set aside time for an invited guest or other input.

In conjunction with the Task Force meetings proper, there will be series of facilitated community dialogues in which any members of the interested public will be encouraged to provide their perspectives to inform the work of the Task Force.

Task Force members speak for themselves, not on behalf of or as representatives of other groups. Members are very strongly encouraged to communicate actively with their connections in the community, to keep them informed about the deliberations and to seek their input.

### *Learning environment*

The Task Force has responsibilities to articulate community values, guide well-informed understanding of issues, and craft meaningful and sustainable solutions. To accomplish those goals, members are expected to strive to bridge gaps in understanding, to seek creative resolution of differences, and to engage thoughtfully in sharing their knowledge and learning with one another. Task Force members agree to be active learners where values and experiences diverge, to view those differences as a source of strength and opportunity for their own learning. Members will also strive to not overburden some members with the responsibility to educate, explain, or do most of the emotional labor of the group's work on difficult issues.

To facilitate an open and collaborative discussion, members agree to: speak to their interests and concerns; ask questions and promote group learning; actively listen and be open to changing their mind; contribute to discussion without simply re-stating positions; and be mindful of how long they speak and ensure that all voices are heard. Members are asked to speak their own truth, keep an open mind, and not make assumptions about others' views or what groups or views do and do not represent. Members are expected to communicate concerns, interests, and ideas openly and to make the reasons for their statements and any disagreements clear. Where there are conflicts, members are asked to address their concerns directly to the person(s) with whom they have concerns, in the meeting or soon afterwards. Alternatively, they may request the assistance of the facilitators.

Trust and risk-taking are essential to discovering opportunities to affirm inclusion in the community, strengthen connections, and to promote and sustain reform. Task force members request and grant permission of one another to try on ideas, to ask questions, and to have misunderstandings. Members agree to assume the best of one another, to give credit where it is due, to take risks by sharing what is really important to them, to be ready to change their minds, to admit mistakes, and to attempt to remedy misunderstandings. Trust will be strengthened by a combination of genuine caring, open communication, consistency between word and deed and over time, and competence in speaking from a well-informed place.

### *Consensus orientation*

Task Force members are diverse in terms of identities, life experiences, and interests. This is a rich asset for creative problem solving and for the legitimacy of the Task Force, provided that members listen actively and openly, speak for their own views, and sustain a commitment to exploration, learning, and finding solutions.

If members have serious reservations with a proposed outcome or approach to decision-making, they should express and explain their reservations and make every effort to craft an alternative that is mutually agreeable. The group will reach consensus on an issue when it agrees upon a proposal and each member can honestly say all of the following: I believe that other members understand my point of view; I believe I understand other members' points of view; and whether or not I prefer this decision, I support it because it was arrived at openly and fairly and it is the best solution for us at this time.

The group will strive for consensus, on the principle that engaging different views and perspectives produces better informed, more transformative solutions with greater legitimacy and staying power. To the extent that the Task Force generates consensus, members agree to support and advocate for those decisions.

### *Information*

Task force members may want additional information to guide their deliberations, for example in the forms of data, an issues brief, a consultation with a content matter expert, or a consultation with a person who can provide a missing and crucial perspective on the problem or implementation of solutions. Members will convey those requests to the city administrator, preferably as soon as they recognize the need. The city administrator will work with the design team to try to find resources to address the need.

### *Facilitation*

Facilitation will be provided by Ken Morris and Kathy Quick, who are part of a larger design team which includes skilled individuals who are helping with overall process organization, finding resources, and facilitating the community dialogues. The purpose of facilitation is to support the Task Force to engage in creative, courageous deliberation that generates meaningful and sustainable progress on high-stakes issues. The facilitators will advocate for a fair, effective, and credible process, but remain neutral with respect to the specific substantive outcomes of the deliberations. The facilitators will work with the co-chairs to create an overall process design and agendas for each meeting; facilitate meetings (or parts of meetings) as requested by the co-chairs; provide support for members; identify and synthesize points of

agreement and disagreement and provide guidance to discover creative, sustainable problem-solving; and monitor and support compliance with this participant process agreement.

We the undersigned agree to abide by this participant process agreement for the Falcon Heights Inclusion and Policing Task Force.

\_\_\_\_\_  
Randy Gustafson  
Co-Chair and City Council member

\_\_\_\_\_  
Date

\_\_\_\_\_  
Melanie Leehy  
Co-Chair

\_\_\_\_\_  
Date

\_\_\_\_\_  
Peter Lindstrom  
Mayor

\_\_\_\_\_  
Date

\_\_\_\_\_  
Kay Andrews

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Date

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Jim Ballentine

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Date

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Jay Colond

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Date

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Peter Demerath

\_\_\_\_\_  
Date

\_\_\_\_\_  
Amy Johnson

\_\_\_\_\_  
Date

\_\_\_\_\_  
Dan Johnson-Powers

\_\_\_\_\_  
Date

\_\_\_\_\_  
Kate Thompson

\_\_\_\_\_  
Date

\_\_\_\_\_  
Michael Wade

\_\_\_\_\_  
Date



# **Falcon Heights Inclusion and Policing Task Force**

## **Community Engagement Plan**

### **Purpose**

To engage the collective wisdom of interested Twin Cities residents in better understanding and developing solutions for issues of inclusion and policing in the city of Falcon Heights. Members of the Falcon Heights Inclusion and Policing Task Force, will utilize this collective wisdom in developing recommendations for the Falcon Heights City Council. Additionally, the engagement process will develop the relationships and will to facilitate the implementation of the recommendations.

### **Overview**

The Task Force will engage interested citizens in a collaborative problem solving process that consists of five meetings. Participants will be encouraged but not required to attend all five meetings. Topics of the meetings:

1. Community Values
2. Implementing the Community's Values
3. Policing Recommendations
4. Inclusion Recommendations
5. Commemoration

Key elements of this Collaborative Problem Solving Process:

- Engage community in addressing problem by building trusting relationships.
- City must reach out to the community at large to be engaged and share their ideas.
- We must be intentional about reaching to community members whose voices are often left out.
- Use of an issue guide on inclusion and policing to inform participants dialogue and deliberation

### **Logistics**

Meetings will take place on Tuesday evenings from 7-9pm at \_\_\_\_\_.

1. Community Values – January x
2. Implementing the Community's Values
3. Policing Recommendations
4. Inclusion Recommendations
5. Commemoration

### **Meeting Details**

- 1. Community Values**

Participants will be gathered in groups of 8 to 10 people and seated in a circle (chairs, no tables). Task Force chairs will give a welcome, overview of the Task Force process and overview of the community engagement process. Lead facilitators will go over the process for the evening (conversation guidelines, etc.)

One to two facilitators will facilitate the conversation and take notes. Participants will be asked to answer the following questions using the circle process.

- a. Share your name your most important personal value and why.
- b. What values would you most like to see your neighbors and public officials demonstrate?
- c. When and why do you sometimes fail to live up to your own values and how could you work toward better living out your values?
- d. How would you like to see the City of Falcon Heights demonstrate the values that you would like to see your neighbors and public officials demonstrate?

## **2. Implementing the Community's Values**

Participants will be gathered in groups of 8 to 10 people and seated in a circle (chairs, no tables). Task Force chairs will give a welcome, overview of the Task Force process, overview of the community engagement process and discuss the themes from first meeting. Lead facilitators will go over the process for the evening (conversation guidelines, etc.)

One to two facilitators will facilitate the conversation and take notes. Participants will be asked to answer the following questions using the circle process.

- a. Based on our first gathering, we have identified these values in the circle as important values. Please share your thoughts about these values.
- b. What do you think will keep us from honoring these value --- what would be the challenge for us to realize these values in our community?
- c. What would it look like for the City of Falcon Heights to live out these values --- meaning, how would we implement these set of values in our system?

For question c. participants will be instructed to write their ideas on index cards – one idea per card. Facilitators will then help participants to group similar cards together and generate a title for each category. Each circle will deliberate over the suggestions and share one final list with the large circle.

## **3. Policing Recommendations**

Participants will be gathered in groups of 8 to 10 people and seated in a circle (chairs, no tables). Task Force chairs will give a welcome, overview of the Task Force process, overview of the community engagement process and discuss the themes from first two

meeting. Lead facilitators will go over the process for the evening (conversation guidelines, etc.)

Task Force members will give a 30 minutes overview of their draft recommendations, based on the list produced in our last two gatherings, on policing in Falcon heights.

One to two facilitators will facilitate the conversation and take notes. Participants will be asked to answer the following questions using the circle process.

- a. What are feeling about these recommendations?
- b. What concerns do you have about the recommendations?
- c. What changes would you suggest to the recommendations?
- d. How do you feel, this will affect police community trust in Falcon heights?

We anticipate revising the meeting plan based on experience at the previous meetings.

#### **4. Inclusion Recommendations**

Participants will be gathered in groups of 8 to 10 people and seated in a circle (chairs, no tables). Task Force chairs will give a welcome, overview of the Task Force process, overview of the community engagement process and discuss the themes from the previous three meetings. Lead facilitators will go over the process for the evening (conversation guidelines, etc.)

Task Force members will give a 30-45 minutes overview of their second draft recommendations on policing based on the feedback from the 3<sup>rd</sup> circle conversation.

One to two facilitators will facilitate the conversation and take notes. Participants will be asked to answer the following questions using the circle process.

- a. How do you feel about the recommendations?
- b. What concerns do you have about the second draft of recommendations?
- c. What final changes would you suggest to the recommendations?
- d. How do feel that this will affect police community relationship in Falcon Heights?

We anticipate revising the meeting plan based on experience on the previous meetings.

#### **5. Commemoration**

This meeting will take place after the City Council has acted upon the Task Force's recommendations. The purpose of the meeting is provide closure to the process, celebrate the progress that has been made, identify further next steps, and possibly commemorate the life of Philando Castile.

Participants will be gathered in groups of 8 to 10 people and seated in a circle (chairs, no tables). Task Force chairs will give a welcome, overview of the Task Force process,

overview of the community engagement process, discuss the themes from the previous meetings, and review the Task Force final recommendations and City Council action. Lead facilitators will go over the process for the evening (conversation guidelines, etc.)

One to two facilitators will facilitate the conversation and take notes. Participants will be asked to answer the following questions using the circle process.

- a. How do you feel about the Task Force and community engagement process and the outcomes?
- b. The City Council has acted. What do you think are the next steps for the broader community?

We anticipate revising the meeting plan based on experience at the previous meetings.

**Responsibilities**

<b>Task</b>	<b>Responsible Entity</b>	<b>Notes</b>
Develop issue guide	Facilitation team	
Print issue guide	City	
Develop list of organizations to invite to the conversations	City and Facilitation team	
Develop flyer to invite organizations to the conversations	City and Facilitation team	
Distribute flyer to invite organizations to the conversations	City	
Provide light refreshments	City	
Provide meeting supplies	City	Markers, name tags, note cards, etc.
Recruit and train small group facilitators	Facilitation team	
Analyze meeting notes	Facilitation team	

**What Brought You Here Tonight? What Do You Care About Very Much?**

- To hear what my fellow citizens are thinking. I care about the quality of policing in FH.
- I wanted to know more about the response so far from Falcon Heights City Council. It would be good if the Council would be more open about what they are doing.
- I am a Falcon Heights resident. I have white privilege and want to hear first-hand for myself what my African-American friends and citizens are experiencing.
- Fair policing practices. Stopping frequent traffic stops that can be racially motivated by systemic racism in our society. Being a centrally located suburb to St. Paul/Mpls, I want our city to welcome all who drive through, visit, and live here. Earlier this summer I got an email from the city "warning" me about an event at the fairgrounds. It was specific to "Soundset" which could expect more African American attendees. I felt it was very coded and discriminatory. As a resident, car shows are more inconveniencing than rap music.
- Racial and economic justice.
- I care about disparities in policing based upon race and socio-economic status. I care that the kind of policing that prevails in our city contributed to the death of man who, from all that is known at the present, did nothing that could justifiably result in his death. All of this, by the way, in the presence of a woman and a child passenger.

I believe that the killing of Philando Castile makes the community less safe, both for the officers in patrol and the general public. We have seen in Dallas and Baton Rouge how such events motivate retaliation from unstable individuals. I can only imagine how much extra security will be required for the State Fair and anticipate that at least some disruption will occur, similar to that at the Governor's mansion.

I do not wish to demean or disparage any officer. I further have no ill will toward the officer involved in the shooting, which appears to be the result of fear rather than malice. It is the practice and pattern of policing that must be changed.

I care that the actions of a St. Anthony police officer, who is not subject to our city's supervision or control, have fixed an image of Falcon Heights as equivalent to Ferguson and Baton Rouge, LA.

- I want to know that steps will be taken to prevent similar tragedies in the future.
- Justice for Philando. That this NEVER happens again we need to change the current policing system in terms of training and policies- we DON'T need to wait to get the "facts" of this particular incident to change things NOW. We need action IMMEDIATELY.
- Falcon Heights acting as a model for how to handle a tragedy such as this- real response.

- I care about our community; I work towards and am passionate for equity. I want to know how to be meaningfully engaged in addressing the community and creating solutions. This is a problem that needs to be addressed here.
- White supremacy and racist policing.
- The tragedy that happened a block from my home.
- Having real conversations about what is happening in our country.
- To hear what people are saying (FH residents).
- Concern. Desire for voices to be heard and concerns expressed. Finding ways for FH to really become a city of change. Using our resources in Falcon Heights (money, people, brains, and creativity) to bring change about.
- Thanks for doing this listening session! Effective and frequent/regular communication about events and issues such as the recent one that affects Falcon heights residents and broader Twin Cities Community as well
- Justice for Philando.
- I am concerned that an act of violence was committed in our community and resulted in an innocent person's death.
- The disproportionate stopping and ticketing of people in our community. I've had to meet my friends of color in other areas of the metro because of the threat they face in coming to this community.
- A man died violently after a routine traffic stop in our neighborhood- part of a pattern of racialized policing that ends in tragedy too often.
- I care about this community and I want it to be a welcoming community not a community that people-especially people of color- are afraid to visit. I want our city to set the example of change and reform.
- Racial justice in our community. Everyone treated with dignity and respect.
- I am here because tragedy has put our community into the nationwide spotlight on the questions of race. I would like to be part of a response that does acknowledge racial bias and its

role. I would also like to be part of a solution- a model going forward that begins through reflection and training begins to acknowledge the flaws in the current system.

- The Murder of Philando Castile
- It was my nephew who was killed and I do care.

### What are the key problems that concern you?

- I don't want to invite friends who are people of color to travel to my house in Falcon Heights when it means they run the risk of being killed.
- Fair policing. What is the city doing about it? What does research show?
- Dehumanizing treatment of people of color in our community by the SAPD. Likelihood that this officer will not be prosecuted or convicted.
- Racial profiling by police. Escalation of violence by police officers when engaging citizens.
- Cynicism by police- for example, lawyer for officer making statements to press, using "broad hose" to cover racial profiling. Lack of training for police to avoid violent conflicts.
- Observed racial profiling during arrests police stops.
- Do we have biased policing? It must stop , if so. (Was there a "real" cover feeling that Philando Castile could have been a suspect or...just harrassment?) ACLU did an excellent study of racially biased police stops in North Minneapolis. Can you ask them to look into the statistics, not just here but all Ramsey County Policing? Thank you!
- Why were often profiled.
- Racial injustice. Helping our police deal with their fear. Hateful people.
- Systemic racism.
- Racial targeting for traffic stops. Police training- de-escalation and cultural sensitivity.
- That Larpenteur is known for frequent traffic stops for minor infractions- so much so it's regularly noted in local newspapers in such a way that normalizes this attitude. It's clear these stops don't affect citizens proportionately, and it's clear there is racial bias involved. It is not ok. That I feel such pain and sadness that I pay taxes to a city that allowed for such a wrong, tragic death.
- I am concerned about reports of disproportionate traffic stops based on race. I'm concerned about lack of training in de-escalation.
- Police brutality (lack of appropriate training?). Racist cops!



- Too militaristic policing tactics. Better training needed. Policies that hurt minority groups. A need for greater trust across the board. Overt, visible progress needed.
- Police action should be better than they are with AA.
- Implicit bias of our police force and their denial of this problem- which leads to the disproportionate police stop and ticketing of people of color.
- The Philando situation.
- The African Americans have a real, not imagined, fear of what might happen if stopped by police beyond what white Americans would likely have. With all circumstances of a situation being the same with the exception of an individual's skin color, the outcome is far more severe, in a statistically significant way, for non-whites.
- I am now afraid that when my black son starts driving he will not be safe..and that until he does he will not be safe...I no longer feel safe here...
- Fear, lack of trust, lack of relationships of knowing others.
- White guilt or embarrassment at this incident per cops without personal commitment over long-term to deal with embedded white privilege in their own lives and context.
- A concern is that the Council will hesitate to act when it could act clearly and definitely to negotiate out of our current relationship or to reject the style with policing we currently have, to obtain change from the St. Anthony PD if they are willing to make necessary changes. Specifically, we need to end the "broken windows" policing model that seems to prevail, in contrast to the community policing model which other departments are using. Beyond that, there's a need to address the reliance on race and low income as indicators for traffic stops to initiate further investigation. By income, I mean targeting vehicles based on age and physical condition; the stereotypical equipment violation. These minor stops are expanded by officers in the hope that they will find more find more serious violations- drunk driving, no driver's license, no insurance- or maybe a bigger arrest for drugs, warrants, felon in possession of a handgun, etc. We may have to wait years to be able to see the investigative materials from the shooting, in the event that the officer is charged with a crime. If the officer is not charged, we'll have the reports sooner, but that is still months away with no fixed date. If there is a grand jury convened, their records will not be open at all.

- We don't keep better data on police action? How do we hold our police and our citizens accountable for safety? That so many issues on policing have been so prevalent? More so that more hasn't been done, conversations had sooner.
- How can a predominantly white community in a predominantly white state break through white supremacy.
- Racial profiling. Poorly trained officers- officer Yanez's attorney states he reacted to "the gun". He was legally carrying- this cop can't handle this type of situation?? I can't trust the SAPD. I can't honestly tell my children the cops will always help them- that isn't right!
- It feels hopeless and it feels there is very little communication. And when black people speak up, they are discounted.
- I am concerned that the SAPD approach to "broken windows"/ "Stop and search" policing creates a climate of us vs. them that makes conflict more likely and citizens and police alike less safe.
- It is possible we have too much law enforcement patrolling Larpenteur and Snelling and ticketing people who are poor. This can cause a spiral of problems for people who cannot afford to immediately replace a headlight.
- A rush to judgement in a very emotional situation. Please wait until the investigation reports are done.
- Of course racism but here are some examples to support the racism I see: When a bus is stopped to see if everybody paid- black people are the main target and who the people go to first. The only people I have seen stopped are African-American. I do not believe that our community police depts. are racist, they are just people with that, we have built in racist (and sexist, bias etc. thoughts- but that's another cause) thoughts.
- Not knowing history/context around policing contract. Not putting accountability measures in place for SAPD is moving forward. No historical data. Is there a strategic conversation happen in addition to immediate response? Balancing urgency and strategy moving the communities forward. Our city contracts key and critical services to at least 3 cities- St. Anthony, Roseville, and Little Canada. Wondering, when was the last time we revisited this as a community council from a strategic perspective? Main cornerstones to community, can our city work with these divides? Schools be effective in community without police ties? Again- question being when did we last visit/discuss these historical decisions?
- Inequality.

- Police oversight given that Falcon Heights has contracted policing to St. Anthony Village.
- Having Falcon Heights establish criteria/guidelines about how policing is to be done and how officers are to be trained and supervised.

### What Ideas, Suggestions, or Possible Solutions Would You Like Explore?

- There needs to be a way for people to air grievances with the police in a way that they are really heard. Invite SAPD and Geronimo Yanez to apologize for their actions. In order to move forward, SAPD really needs to acknowledge the harm that they have done and ask for forgiveness. New Zealand has found healing through the Waitangi Tribunal- it is time for us to move forward together. This can't be done by forgetting the past (or the present).
- Implicit bias training- repeated and in depth- for all police and city administrators. Action and training in schools. Racism is learned at an early age. Memorial to Philando Castile- permanent reminder for all.
- How can we promote conversations between black and white (and other minorities) in our community in Falcon Heights? Coffee gets together?
- A study of policing trends. Update training and equipment such as body cameras. End fund raising goals based on minor infractions. Additional outreach events (today is an example of one type!) to bring our community together. Thank you. Continuing open forum discussions to establish shared and community values. Establish ongoing community education to combat implicit racism and bias, perhaps through our schools. Police patrols on Larpeteur for safety rather than generating income i.e. red lights, stop for right turn on red, texting. Establish a permanent memorial to Castile; generate education funds for low income students.
- Continuing open forum discussions to establish shared and community values. Establish ongoing community education to combat implicit racism and bias, perhaps through our schools. Police patrols on Larpeteur for safety rather than generating income i.e. red lights, stop for right turn on red, texting. Establish a permanent memorial to Castile; generate education funds for low income students.
- Conversations/training with our police force. A strong indictment by our city against racial profiling.
- Allow protests and continued reaction and feedback. Change in the system that allows or encourages frequent traffic stops for minor infractions- this disproportionately affects low income families and easily allows police to give in to their racist bias or learned stereotyping. Publically making changes or react to future studies to be a force of change- to make Falcon Heights a good example rather than let things disparate and hope to forget.
- When you study how law enforcement should be done in a city our size, please address the two different populations served and policed. 1. Visitors through the cities 2. Residents of the city

- Equality and unity
- Training for our police depts. (and all community services). Try and educate them on seeing no color on duty. I am a blonde, white, 18 year old girl who has speed and driven down Larpenteur almost every day for the past 6 months- a few times with a headlight out and 1 time with a break light out. Not once have I been stopped, or even questioned. My dad speeds every day down Larpenteur for the past 7 years, never has he been pulled over- yet has passed police. (and I come here tonight to find out that this is famous in the black community of a street to avoid.)
- In the short term, police training, tactics, and protocols need to be thoroughly examined to find a way to eliminate race bids. In the long term, we need to focus on the school system and other societal institutions that are not equal in their funding or equality of services in minority and lower socio economic areas of our communities. "Separate, but equal," still, sadly exists.
- We need to determine the right policing model for Falcon Heights.
- Police community conversations.
- Quarterly or at least semiannual meetings for the police to explain to the community how policing is done and to make the community aware of crime issues the police are facing and how they are dealing with them...and how the community can help.
- Who knows best practices in non-violent, community-based policing? Can we institute these, like, yesterday? How to measure compliance with a new regime (to protect and serve). And what happens afterward in the criminal justice system that no one is held accountable for such events.
- Keep talking, listening (interaction). That will lead to action. Involve leaders in the wide variety of community organizations to combine to develop relationships of respect and trust. (schools, churches, city officials...)
- 1. I would like to take classes, preferably in person but online would be ok, to learn steps citizens can take to decrease inequality. 2. A memorial art piece may be appropriate. 3. I would like short, mid and long-term action steps identified that would help our community move toward equality. 4. I would be willing to vote a tax increase for improved public safety.
- Continued-to begin and continue, dialog with police, residents and falcon heights governed. Diversity awareness- police- FH governed community members. Community/Police/FH

governed task force to consider policing options. Examine contract with police to determine next steps.

1. Keeping racial demographics of police stops, and tickets (i.e. gathering statistics) 2. Implicit bias training for all police/city hall officials. 3. Creation of a citizen/police council. 4. Memorial to Mr. Phil.

- What police dept. is going to want to patrol Falcon Heights? NONE. You need to work WITH the police.
- Sever ties with the St. Anthony Police Dept.- Deplorable!
- Somehow we have to learn how to do things differently. I'm not sure how to do this. Stop profiling blacks and other minorities. Stop the nuisance stops (tail lights, cracked windshields, etc.) or give out warnings instead of making it more and more impossible for people to drive.
- While police do a fine job working with many problems, it's obvious, nationwide, that we need a different line of police training.
- I need justice. Police should be in custody.
- Police on bikes. Set a standard for safety that does not include investigative stops. My safety does not rest on a broken tail light. A system that does not view our fellow humans as "dregs". "Dregs of society" was the language used by the police chief in the annual report appearing of the SAV City webpage. Make a memorial.
- 21st century policing recommendations of the community oriented policing (cop) compiled by the Dept. of Justice. Campaign zero cans recommendations.
- We need to all begin with reflection- I too have biases-what am I going to do to fight them.
- Whatever community we contract for police should agree to training and a commitment to acknowledging and finding solutions to current flaws in the system.
- I think there should be a citizen task force to study current police policies, best practices and make recommendations to change SAPD policies and to seek a contract with a different tone.
- Continue these conversations, not just about policing, but about all things important to our community so we can make a change before tragic things happen. Make available resources and ways we as citizen can do more even in small ways to unite all people. More than just one ice cream social a year on cultural awareness. Don't wait for people to come to evening meetings. Go to your demographic, be available at different times, supply child care, go to

different institutions, "trouble spots" to educate yourselves (police, city representatives, etc.) and others. Education, education, education! Transparency. Give your citizens a chance to support change in our city (financially, by volunteering) again and again we are not aware. We all want to make this city soar.

- We need to re-assess the actions of the police in our community. We need them to protect us but be fair to everyone who lives in Falcon Heights and those who pass through.
- I request that the city of Falcon Heights protect and maintain the memorial to Philando Castile as a place to remember his tragic loss of life and for we members of the Falcon Heights community to feel and express our emotions.
- Terminate contract with SAPD IMMEDIATELY. Put out RFP for new police force that is a national model, and emphasizes: cross-cultural competence, communication skills, mediation, and de-escalation; and de-emphasizes weapons training, and will not tolerate "bulletproof warrior" training. Our community should endow a scholarship or summer enrichment fund for Saint Paul or JJ Hill youth- to help fill the gap in their lives left by the death of Philando Castile.
- 1. Anti-racism training to be offered to Falcon Heights community including cross-cultural communications, white privilege, systemically embedded white privilege in housing, education, transportation, employment. 2. Citizens police academy offered soon to train people and then start a police-citizen review board.
- Campaignzero.org. Protect the memorial. Listen to the demands of Black Lives Matter.
- Definitely agree statistics need to be kept. Also agree with identifying how Falcon Heights can hold SAPD accountable. City providing benchmarks and clear strategy on next steps. Accountability/Community engagement team must be thoughtfully created. Make sure the right people are at the table in working groups.
- Policy- from the top of the P.D.- back off the cheap traffic stops- concentrate on observed unsafe conduct, driving and non-driving- in addition to/as part of peace keeping. St. Anthony needs to participate in data gathering on race and use of force- they did not participate in the 2003 study- with other agencies and on their own. Body cameras- front and rear view. Policy first- training second- study/analysis always. My idea- working with our natural constituencies in policing- the University Police and State Fair Police. My dream- an advanced program at the university for bachelor's level and above for police science and administration. Two memorials there: one for the citizens unjustifiably killed by police and one for the officers killed in the line of duty.

- Immediately terminate SAPD- I am a resident and expect my opinion in this to matter! Any new policing should be done on foot-bike- the cops need to know the citizens. Community involvement/awareness of how police complaints are handled. Keep statistics on races pulled over/ ticketed/infractions.
- For our police...St. Anthony or a new dept. Training: Tools for de-escalations, tools for dealing with the mentally ill, awareness that you (the office) might be influenced by an unconscious bias, education on constitutional rights: you can't detain someone for a vague/general suspicion (which is unfortunately often influenced by skin color) probable cause. Body cameras. If we value good policing we need to budget accordingly.
- Suggestion: There needs to be more interaction between citizens and police. Get the police out of their cruisers to talk to residents and get to know them on a first name basis. Hold "get to know" sessions between citizens and police who ideally should be residents of our own community. DO NOT DELAY in doing this. Delay only increases frustration and anger.
- Stop policing minor infractions that don't threaten safety (e.g. tail lights, tinted windows, etc.) Stop policing for profit. Better and different training models especially with regard to use of deadly force. Collect data on race, ethnicity, etc. More and stronger anti-bias training. I'm willing to serve to work on these changes.



**Thank you for coming. What is the #1 Take-away That You Want to be Sure the Council Gains From Your Participation Tonight?**

- The Council needs to put measures in place to heighten accountability during this time (to SAPD)- perhaps additional reporting, creating metrics that need to be reported on, etc. Better communication with residents. The issues with police and contract MUST be addressed, but this is only one contracted services and I wonder if we need to address strategy behind this. Do we really not have data on stops? SAPD should provide that to us ASAP. I think that is all for now. I want to contribute at this time and can in several ways.
- I'm too emotional to speak, but I was stopped in my lot because my vehicle wasn't "registered in the area". I had a company vehicle at the time. I'm 85% sure it was Yanez who pulled me over, but didn't think twice about it until the death of Philando. I have always felt safe in my apt (have lived there for almost 3 years), but now every time I walk outside, I have my head down, I'm ashamed to live across the street from where it happened. I NEVER look police in the eye when they pass me. FYI I'm half Black half Latina. I've never heard the stories I've heard tonight about avoiding Larpenteur/Snelling. I've never feared for my life/safety. Now I do. And it's appalling to know it's been a pattern for so long and I've been living in a false community/environment. Before this incident, I was so proud to tell people I live in Falcon Heights. I hated when online the website would try to change my address to St. Paul! I told all my friends I wanted to buy a house in Falcon Heights/Roseville. Now I want to move out of this "Minnesota Nice" environment, and to a place where I'm not afraid to live my life in my own skin.
- Action and change needs to begin. Do not wait for BCA to address the systemic problems of policing, racial profiling, implicit bias and too many citations for minor infractions. I also support a memorial.
- Do something and be transparent. Transparency means: using social media, issuing requests for opportunities not just in newsletter, go to schools, go to sports/community events, don't just be honest- offer info.
- Action is super necessary.
- I expect the memorial to remain and a permanent memorial to be erected.
- Justice for Philando. No justice, no peace.
- That my cousin gets justice by all means, and the contract gets terminated or we don't believe any of these words.
- The moral, ethical pressure is on. Act now.

- I am very concerned that a member of the board stated she had no idea what was going on Larpenteur. I've been a resident for 19 years and knew it was happening within 6 months of moving here. I saw the Council looking tired and I "get" that but we need more action. Please access your residents who clearing can assist. We need to be a model for the nation. I also have concerns about asking only Falcon Heights to speak. This should have been a time for anyone to speak. I do appreciate the meeting.
- Take bold moves! Do it quickly! If you focus on the broad issue of racial injustice in city policing you do not need to wait for any more information. You know what has been going on.
- I think that is obvious that the contract with the SAPD needs to be analyzed thoroughly. This must be done while still keeping the public's safety in mind. This analysis may or may not determine if any changes need to be made. The work group that is being formed to study this issue must be comprised solely of Falcon Heights residents. I do not want Black Lives Matters, Professional protestors or other people who do not live here making decisions on how we run my city. Both sides of the issue need to be represented on this task force; not just the side that was presented in this listening session. I'm not sure how we engage those who are on the other side of the issue. I suspect some were present tonight but afraid to speak up as I was.

Email Response to the City:

Dear Pete and Joe - The two of you came to mind tonight, and I wanted to send you a quick note to let you know how grateful I am to you, everyone on the city council, and the Falcon Heights staff for all the care, time, and effort you have put in during these difficult past few weeks. During a time when tensions are high, I appreciate the open manner, listening ears, and careful deliberation that I have seen from every city official that I have interacted with. Thank you—I'm so grateful for the wonderful people who run our city with vision and skill.

I have lived on Albert Street the past 41 years and grew up on Idaho and Lexington so I have a long history of driving the Larpenteur/Snelling streets. The very unfortunate police shooting in July was the first controversial incident I can recall in my 58 years of driving this corridor. First of all, in my opinion, we should for sure not form a conclusion until the investigation is completed and then understand that a single incident does not automatically call for wholesale changes to another wise successful system.

While I'm moved to deep sadness and sinking pain, watching your 7/27 council meeting, I'm so grateful for the public access to the video and what is going on. Thank you to the speakers, to the council, to you and your staff for having this online.

As a resident from a nearby city, Roseville, I urge calm and reflective thought on this matter after all of the facts are in. As a CCW permit holder, I will tend to blame Castile for not keeping his hands on the steering wheel and letting the officer direct the situation. At the same time, I can sympathize with Castile, but do not agree with his actions. The facebook video only shows one side and that was after the events took place that lead up to the fatal shooting. Be well and your city is in my prayers for a just decision, not a knee jerk reaction to the protesters who have their own agenda in this matter.

My husband and I are very new residents of Falcon Heights and at the urging of some of our neighbors (because 2 of our neighbors did attend and others did not want us to experience the lifetime of wrath we would receive for sharing a different opinion) we DID NOT attend the session. Just a bit about us; I work at the City of St Paul in Planning and Economic Development (former banker, non profit housing developer and currently work on the housing team in PED) and my husband Jeffrey works at St Paul Harley Davidson. We both ride Harley Davidson motorcycles and we moved to Falcon Heights from the Merriam Park neighborhood of St Paul on April 15. Philando Castile's uncle Clarence is a colleague and friend of mine; my nephew is a deputy sheriff in Stearns County and a new father to a bouncing baby girl. I watched the tape of the session last night and it was clear to me folks in attendance are/were not willing to listen or hear both sides or wait for an outcome of the investigation. Many of our neighbors talk about what happened and the majority of folks we have talked with believe everyone needs to

take a step back and wait for the outcome of the investigation versus jumping to conclusions. We have not lived in the community very long but we have had nothing but positive experiences with the St Anthony police (granted we are white folks but my husband does have 3 tattoos - shirt and legs - which seems to be scary for some of our neighbors!). The police have stopped and talked with us when we are walking our small well-mannered dog; they waive at us; we have witnessed them stopping folks on Roselawn from our large kitchen window. Last Friday, July 29, we hosted my God Daughters groom's dinner at our home for 47 people which looked like a meeting of the United Nations (her now husband is from Dominican Republic; she is a school teacher in New York city and he works in the medical field in New York city) and most of the guests flew in and the majority do not speak English as their first language. I did let our immediate neighbors and police know we would have many cars, cabs and people coming and going that evening. We did not have any issues and they loved the community. Also, I have had several interactions with Falcon Heights employees and they have been nothing but courteous, professional, responsive and helpful. The end of the tape of the meeting was the most disturbing because of the lack of respect shown to the city by some folks was appalling. We get it but..... So, if there is anything we can do to help out we can and will (mostly me because my husband works until 7:00 pm M - F). Thank you for the work you do. Let me know if I can do anything and sorry if this was too much info - others need to feel comfortable voicing how they feel but are not comfortable when the environment is one of hostility. Thanks.

I did not speak at last Wednesday evening's listening session for residents but I have given much thought to all the statements and suggestions that were put forward since. I first settled at my present address on Hollywood court in 1973, so I can claim to be one of the city's longest residents. During that time, I have had good relationships with the police departments that have represented and provided protection to our city, that is up until the recent shooting of Philando Castile just one block from where we live. To be quite frank with you my regard for and trust in the SAPD took a nose dive after that event and as I found at the meeting this was the almost unanimous feeling of those present, whites as well as African Americans. Respect for and trust in the police who patrol our city, whether it be the SAPD or another force is going to have to be restored if we want Falcon Heights to be the City we are all proud of and love to be residents of. Here is how I believe we must tackle this task:

1. Bring citizens and police together so that we can talk, we can share our concerns with them and they can share their concerns with us.
2. As was suggested require that the police patrol our residential streets by bike or on foot. Residents will respond kindly when our officers make themselves more visible and approachable in this way. (When I lived in London, the English ``bobbies`` did their beat on foot and most of them did not even carry a firearm. We all felt they were very approachable for help in serving our needs for direction, assistance and emergency.)
3. Police and residents should get to know each other to the extent possible on a first name basis. (It would help greatly if officers lived in our neighborhoods.) I have made it my responsibility in the past to stop and talk to officers when they were patrolling Hollywood Court. (Since the shooting I have

only seen one police cruiser on Hollywood Court and that was a SPPD vehicle not a SAPD one. I find this most unsatisfactory. Makes a person suspect they are avoiding us on purpose.  
4. Let the officers know that we want to help them in their work and that the more we can find ways to do this in unthreatening ways the better. We must be transparent with them and they must be transparent with us even if this makes both us and them feel vulnerable. I believe patrolling on bike or foot will help immensely in the restoration of respect and trust. 5. F.H. City Council needs to respond to the African American community as soon as possible if they have not already done so, even before any indictment of the SAPD officer is handed down. You should state clearly what you plan to do within your jurisdiction. Further delay is compounding the frustration the African American community is feeling. If I can be of help further in any way in this process, please let me know.

My husband and I attended the listening session last Wednesday evening but left at around 9:00 pm. I have since viewed the video and am very disturbed by the way the council, mayor and you were treated at the end. You were accused of horrible things that none of you deserve. Please know that you have the support of many residents of Falcon Heights even if the ones who attended all spoke negatively. We left the meeting because the people from outside the community had taken over the microphone. I guess people like us who feel we need to wait for the findings of the BCA before making any decisions should have spoken up earlier. I am emailing you to let you know that we support what you are trying to accomplish. Our concern is that justice is served. We also question if any other police department would even consider contracting with Falcon Heights after all the bad press. We were also impressed by the woman, Melanie, who spoke at the meeting. I believe she is a Community Relations Representative (not sure if that is her title). She is great! It might be helpful to contact the Dallas Police Department for recommendations on how they deal with situations like this. I just happened to be reading a book on leadership by the former mayor of New York City, Rudy Giuliani. He might be a good resource person to contact also. Please know that we are keeping you all in our prayers for protection and wisdom.

As a resident of Falcon Heights, I am tired of seeing the shrine for Castile. It is time to remove it. There is no need to put this guy on a pedestal. He was not a saint. I am also concerned that the police have not been patrolling the neighborhoods as they use to. Without police officers doing their job and have routine traffic stops, I'm afraid we'll see an influx of petty crimes and speeding on residential streets. Let's give our police department a pat on the back for doing their job. There is absolutely no way I want my tax dollars or any other money to build a memorial for this guy.

We have lived in Falcon Heights for about 18 years. My email is not to condemn either side from the current incidence. Both my wife and I feel it was an unfortunate incidence on both sides and there were probably errors made on both sides. We feel bad for both sides as each side has had their lives and their families' lives drastically altered for the rest of their lives.

What I do want to say is that our experience with the St. Anthony police department for the time we have lived here has been nothing but stellar. We had the pleasure of meeting members of the police department as well as the Chief of police during his retirement ceremony when our son, Austin, got the citizenship award for Falcon Heights. During that meeting it was expressed how good of job that police department was doing for Falcon Heights. My wife and I couldn't agree more. We believe they still are a great police department. During the fair, we appreciated what the police do to keep traffic off of our street. We live on Snelling Drive North which is a dead end and people think they can park there sometimes during the fair. The police make sure to keep it clear for us to get in and out. We always talk to them as we walk by, too, thanking them. We also appreciated the patrolling they were doing of Falcon Heights previous to this incident. Unfortunately, we have understandably noticed that the police are no longer patrolling Falcon Heights. With that, we are on the local community email notification system, and seem to have noticed an increase in car thefts and break-ins being mentioned on this website. We are concerned that this may have to do with the absence of police from the area. This is a bit of a concern for us. I know there is a meeting tonight. Unfortunately, we cannot make that meeting. I know many are calling for Falcon Heights to break off their agreement with St. Anthony. My wife and I don't believe this is the correct course of action. We support the St. Anthony police department and don't feel the entire department should be condemned for what has happened. We think it is up to the courts to decide what happened during the incidence. We would also like to express our gratitude to the St. Anthony police department and the current police chief there.

I concur with my husband's support of the St. Anthony Police Department. Although the recent shooting is problematic, we agree that the past history of the department has been exemplary. While an investigation is necessary and retraining implemented where it is deemed appropriate, we support the continued alliance with the St. Anthony department. We do not feel that either St. Paul or Roseville will give us better coverage in our community. I work Wednesday nights and am unable to attend the meeting. If documentation is needed in another format, please indicate where we should be sending our feedback.

Is this meeting for Falcon Heights resistant's or for anybody and will the press be here? I have talk to people and most of them don't want to come to city hall because they don't want their names and address known if they disagree with what some people thing. Maybe we should wait till all the facts are in. Sack how about the officer's family how do thing they feel there is two sides to everything the longer this goes on it only shows how unprepared our city really is to handle problems.

I am writing you to let you and your officers know that I support you and thank you for all the service you have provided to Falcon Heights. I cannot imagine the pain your officers must be going through right now, hang in there. I have just sent this letter to my mayor and all council members letting them know of my support. I just wanted to write you to share my support for the SAP department. The day after the shooting I posted this on Facebook..."I am a resident of

Falcon Heights, MN. I have high regards for the police who traffic my streets and wave when they drive by, volunteer at events at my child's school, hand out candy to kids (& parents) on Halloween, come to our block parties to meet us, knock on my door to tell me my dad has passed away and offer to sit with me and also pull me over to give me a ticket for not wearing my seat-belt. I also heard the fear in my officer's voice on the video. I have been with friends of color and been stopped for no apparent reason (not in Falcon Heights), but this goes beyond police. I have noticed that we are being watched in stores and people have crossed the street to avoid walking near us and I realize that it is way worse when a "white" person is not with them. There is so much prejudice in this world and too much hate. We like to jump to conclusions and blame each other for these tragedies, instead we should try and understand why and how it happened and learn from them. I am sending thoughts and prayers to all people affected by these tragedies, the victim's family and friends, all people of color and for all police officers, their families, friends and communities. I could never be a police officer and react on a moment's notice, they put themselves in danger every day. I also don't think a person should have to be scared of police because the color of their skin. I wish I had the answer!" I have gotten so many likes and people calling me sharing the same feelings. We are mad this happened in our community, however, it could have happened by any police officer of any force. I appreciate the small town feel of our officers and being able to get to know them. We would not have that with the St Paul Police. I believe this was an accident and we all need better training on tolerance and profiling. Firing the SAP would just be a knee-jerk reaction and not solve anything. I hope that Falcon Heights can let everything settle down and not let emotions control our reactions.

I'm sending you this for info please know I support the blue thanks for all you do to protect and serve stay safe have a blessed day. [https://youtu.be/Cu\\_jDGF5BWw](https://youtu.be/Cu_jDGF5BWw)

Dear Officer Yanez - I am writing to send my condolence about what happened during your car stop. It was a tragic ending for everyone and I can't begin to imagine your pain. Please don't blame yourself for the retaliatory shooting in Dallas. That was going to happen sooner or later. If not MN and LA it would be the next ones. A very sad reaction from an unstable person. I am a retired police officer from CA who grew up in Mpls, MN. I feel a strong kinship with you as a sister in law enforcement and a Minnesotan. All my family still resides in MN so I care deeply about the affairs of the state. I write to encourage you. I write because I feel badly for you and what you are now going through. I am sorry for the victim's family and those who loved him and knew him, as this is truly a tragedy for them. I am sorry that you are getting bashed and threatened to be criminally charged for a life and death decision you had to make in a split second. I understood immediately when I saw the tape and heard the woman say "he has a permit for it". I knew right then you reacted to the sight of a gun and shot for that reason and not because he was black. I knew because we as cops are trained that way. It is simple. If you see a gun, you tell them not to move. Unfortunately, many didn't catch that fact and simply assumed you killed him for no good reason and out of prejudice. I later read that he had been pulled over 52 times since 2002. I can't lie, that statistic saddened me as that seems excessive but it would take a review of the reasons for each incident to know if it really was because he

was a black man in a "white" neighborhood. But here is my point; Anyone who is pulled over that many times would know that you do not keep your DL and registration with a gun in the glovebox, and if you do, you tell the officer it's there and you certainly don't reach for it until the officer says it's okay to do so! Having been stopped so many times he should have known this. I am shocked that he acted so carelessly if he in fact reached for it as you told him not to. I don't care if he has a permit, that's not the point. Anyone who is going to carry a firearm needs to act carefully and responsibly and it appears he may not have. Tragic! Perhaps he was just sick and tired of being pulled over and reacted as such. I try not to judge until all the facts are in. These are racially tense times for police officers and I think you were prematurely judged by many. I was disgusted to read what your mayor said! How dare he make such a statement when he has no idea what was going through your mind at that time. Shame on him. I believe in you and want you to know I am praying for you. I know you did what you felt was the right thing at that time. Of course you will second guess after the fact. But the reality is, you didn't have the luxury to weigh your options at that moment. Be strong in your conviction for your truth, you thought of your own safety. Don't let people shame you into thinking you were wrong. No one, and I mean no one, not even another cop can ever know the fear you faced when you saw him reach toward that gun regardless if he meant to get his ID sitting next to it. I know why you shot that man, and it wasn't because he was black. I am very sorry you are going through this. But that too, is part of the risk we take when we wear the uniform every day. Thank you for serving your community, and best of luck as you traverse these muddy waters. I am praying for you.

My wife and I have an accepted purchase agreement on a home on Autumn Street, so we will be residents in the near future. I disagree with the people who want the St Anthony police contract cancelled. Sheriff Clark of Milwaukee County (a Black man) says that most crime in America is perpetrated by young, lower class Blacks. Why wouldn't the police be wary of Blacks? Bill Wilson, Executive Director of the Coalition of African American Pastors says that Black Lives Matters is a group of grandstanding thugs. Remember that the Minneapolis head of BLM said that the St. Paul leader was self proclaimed and had no official tie to the national movement. How many people who spoke against the police last night do you think know at least one police officer? How many of them would have been there if a police officer had been killed? I urge you and the council to act carefully and reasonably when considering this whole situation. I just wanted to write you to share my support for the SAP department. The day after the shooting I posted this on Facebook "I am a resident of Falcon Heights, MN. I have high regards for the police who traffic my streets and wave when they drive by, volunteer at events at my child's school, hand out candy to kids (& parents) on Halloween, come to our block parties to meet us, knock on my door to tell me my dad has passed away and offer to sit with me and also pull me over to give me a ticket for not wearing my seat-belt. I also heard the fear in my officer's voice on the video. I have been with friends of color and been stopped for no apparent reason (not in Falcon Heights), but this goes beyond police. I have noticed that we are being watched in stores and people have crossed the street to avoid walking near us and I realize that it is way worse when a "white" person is not with them. There is so much prejudice in this world and too much hate. We like to jump to conclusions and blame each other for these



tragedies, instead we should try and understand why and how it happened and learn from them. I am sending thoughts and prayers to all people affected by these tragedies, the victim's family and friends, all people of color and for all police officers, their families, friends and communities. I could never be a police officer and react on a moment's notice, they put themselves in danger every day. I also don't think a person should have to be scared of police because the color of their skin. I wish I had the answer!" I have gotten so many likes and people calling me sharing the same feelings. We are mad this happened in our community, however, it could have happened by any police officer of any force. I appreciate the small town feel of our officers and being able to get to know them. We would not have that with the St Paul Police. I believe this was an accident and we all need better training on tolerance and profiling. Firing the SAP would just be a knee-jerk reaction and not solve anything. I hope that Falcon Heights can let everything settle down and not let emotions control our reactions.

We are dismayed by the data that was recently released by the St. Anthony Department showing arrest statistics that clearly demonstrate racial profiling that has been going on for many years. My family lives just one block from Falcon Heights and we are saddened to hear that your community supports this type of policing. Also, given the large number of arrests overall it seems that perhaps the bulk of the St Anthony Police Department's budget is funded from ticketing. Another practice that is unfair to the public. The data showing that 38 percent of the people arrested by St. Anthony Police in the last 5 years have been black and in this year alone nearly half of the arrests were of African Americans puts a brighter spot light on the police encounter and killing of Mr. Philando Castile. Again, my family and the community of NW Como are disappointed in the city of Falcon Heights for contracting with St. Anthony Police Department, a department that apparently doesn't value all people equally which is clear through the tactics it uses to take advantage of black people.

We have lived in Falcon Heights for forty-four years, at 1572 Northrop Street. As we watched the community forum last week regarding the shooting of Philando Castile on Larpenteur Avenue, we heard much that fit with our own observations over the last several years. We believe that under the circumstances, the contract with the St. Anthony police should be terminated immediately. As was pointed out at the meeting, this question involves a contract, not a legal case, so there is no need to wait for a full investigation. Even if it turns out that the young policeman involved was not guilty of a crime, the incident shows sufficient deficiencies in training and policies that our city should end the contract. We hope that in the search for a new provider, you will emphasize excellent training and supervision, a culture of helpfulness and constructive engagement with people, and policies and protocols that fit such a culture. At your meeting, Sarah Chambers outlined a process that would seem well-suited to designing such a search.

Dear Mayor Lindstrom and City Administrator Sack Thongvanh - To quote Mayor Lindstrom in an interview that showed in today's (July 13, 2016) *St. Paul Pioneer Press* "It is a contract, so they are not employees of the city of Falcon Heights, and we don't have any supervisory oversight of the police officers." My concern, then, is what voice does Falcon Heights have in the service that we receive from St. Anthony Village police department? Perhaps these officers are not employees of the city; still don't we expect the same treatment by police officers of our citizens and guests that is expected of city employees? Does Falcon Heights have some input within the contract with St. Anthony in regards to training and experience of the police officers? Does Falcon Heights have requirements, such as training and experience of the police officers? I am hopeful that before a contract is signed with St. Anthony that the leadership of Falcon Heights has or will include a strong statement that police officers are to be educated and trained to address all citizens with care and concern; that all police officers receive regular training to strengthen their ability to connect with the citizens with whom they have contact; and that there is regular communication between the leadership of Falcon Heights and the leadership of St. Anthony police department. I am concerned as a white woman who has lived

in Falcon Heights for over 20 years that there are people living in our city who are fearful for themselves and their families. Falcon Heights is a first-rate community in which to live. Our neighbors should not live in fear of our police service. I encourage the leadership of Falcon Heights to carefully review the contract with the St. Anthony police department to insure that police officers are well trained to treat all citizens with care and concern.