

# City Council Special Called Meeting Transcript – 06/04/2020

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I am also convening concurrently the city council special called meeting set for 3:00 on this same day. We have with quorum. Councilmember harper-madison, are you here? Councilmember Renteria is here. Councilmember Casar is here, the mayor pro tem. Is here. Councilmember kitchen is here. Councilmember Flannigan is here. Councilmember pool is here. Councilmember Ellis is here. Councilmember tovo is here, councilmember alter is here. So we're going to proceed.

[3:04:50 PM]

>> Casar: Mayor --

>> Mayor Adler: Before we start --

>> Casar: Mayor, before you start, did you say that councilmember harper-madison is or is not here?

>> Mayor Adler: I do not see councilmember harper-madison yet.

>> Casar: I would ask that we wait two minutes or three --

>> Pool: There she is.

>> Harper-madison: I'm here.

>> Mayor Adler: Okay. Before we begin I note that the memorial in Minneapolis has just begun for George Floyd. And as we begin our meeting here I just wanted to take a moment as we're addressing

issues related to race relations and equity to acknowledge that George Floyd is being memorialized today and now in

[3:05:50 PM]

Minneapolis. In the chaos and emotion of last week and the important work to come, I'd like us all to just stop for a beat and reflect on this man, the being, the father who was lost. We just take a moment of silence in memory of his life and that our work here can be in part of tribute to him. Also to have in our thoughts the families of Mike Ramos and the people who were injured this weekend. Just a moment.

>> Mayor Adler: Okay. Colleagues, thank you. We have two items in front of us. We have item number 7, which is slated for action.

[3:06:51 PM]

Does anybody need to discuss item number 7 or can we pass that accepting grant funding and move on? Is there a motion to approve the grant funding in item number 7. Councilmember pool makes the motion. Is there a second? Councilmember Renteria seconds. Discussion?

>> Casar: Mayor, question. Aren't there people signed up to speak on the item. Would we have an usual not hearing those before we vote?

>> Mayor Adler: I was making an assumption that people were signing up here to speak to the other item but we can hold off. Let's remember to take action on that item before we leave tonight so that we're not taking any action tomorrow. So if you all would help me remember to do that, I would appreciate that. Okay?

>> Garza: Mayor, I think it would be important -- my

[3:07:51 PM]

understanding is it's accepting grant money, so could staff explain what 7 is?

>> Mayor Adler: Manager, is there someone here who could explain item number 7?

>> Acn Arrellano can sign in as well. This is grant funding and we've had it in the past and we can continue with it. It's just the acceptance of a grant. Acn Arrellano, do you want to add anything? He may not be on.

>> Mayor Adler: If we could get a further explanation from that if rey comes back on the line. We're not going to take any action on it now because I think the point is well

[3:08:51 PM]

taken and there are some people signed up and we can't be sure what they were signed up to speak about.

>> Hello?

>> Mayor Adler: Yes.

>> This is Karen Fitzgerald with APD. I'm the grants manager. Did you want me to give a summary?

>> Mayor Adler: That would be good.

>> Okay. So we're requesting a resolution that's going to allow APD to apply for \$430,685 in continuation grant funding from a state agency. The motor vehicle crime prevention authority, the focus of the grant is motor vehicle burglary, including theft of parts and motor vehicle theft. It's a continuation proposal so we're basically submitting the exact same budget and narrative that we did in 2019. All funds are will indicated for five positions, three sworn, two civilian. Specifically the grant will fund 80% of the base salaries of three detective

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positions and 100% of the base salaries and fringe benefits for an admin specialist and a neighborhood liaison. And the grant application is due next Friday, June 12th and the requested resolution has to be attached for the proposal for it to be considered valid. Unfortunately I checked, the grantor does not provide extensions on the application deadline, so if we don't have this resolution we won't be able to apply. Performance measureswise, each detective that's assigned to grant works about 600 cases annually and we've had this grant since I want to say 1997.

>> Pool: Mayor?

>> Mayor Adler: Yes.

>> Pool: I know a little about the original program. It used to be called the

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auto prevention act. I was working at txdot at the time. I happened to be in the vehicle titling and registration division. This was a really important program with the funding coming from the state at the time that helped to combat the loss of cars. Cars were being stolen and parts were being pilfered and stolen on the black market. So for the property of folks in our state who owned cars, txdot really relied on this program to be able to combat the auto theft. I think it's morphed into what it is now called, along with the fact that vehicle titles and registration had moved out of txdot and now it's its own state agency. This is a long-standing program, probably 30 years old. And from what I can gather, since we don't hear about it very much, it is doing the work that it was intended to do. I would urge approval to allow our staff to submit for this grant.

>> Thanks.

[3:11:56 PM]

>> Renteria: Mayor? And the reason I'm supporting this is that my neighborhood has one of the highest -- I believe some of the highest auto theft going around. We are so close to I-35, and people might not want to believe this, but there are groups of gangs out there that their whole purpose is to go out and steal a vehicle and break it down into parts and sell them out in the black market. So we're constantly always getting reports of vehicles being stolen out of our neighborhood here and out of our property. So that's one of the reasons why I have supported this grant. This is something that -- I'm lucky enough that no one wants to steal my vehicle, but if I did have one I'd be very afraid and would always try -- would keep it inside

[3:12:56 PM]

the lot because there are people out there that are stealing vehicles.

>> Mayor Adler: Okay. Any further questions for staff at this point? Yes, mayor pro tem.

>> Garza: Is it all grant money or are there matching city dollars in this program?

>> There is a match. It's about I want to say 28% of the total project cost. And we match using existing city personnel salaries.

>> Garza: Okay. I'll just add I'm interested to hear obviously from the speakers, but this is going to be an incredibly tough discussion we're about to have and part of that is changing the way we've done things in the past. So I'll just -- that's all I have to say about that.

>> Mayor Adler: Okay.

[3:13:57 PM]

Anything else on this? We'll pick this item up at the end of the discussion tonight --

>> Harper-madison: I'm trying to teeter between the video and the phone.

[Echo on the line].

[3:15:08 PM]

>> Mayor Adler: We can't hear you.

>> Harper-madison: I will text you.

>> Mayor Adler: Okay. Councilmember harper-madison just wanted to echo Delia's concern and looked forward to the clarity. All right. So now we're going to go

[3:16:08 PM]

through the council and give everybody a chance to talk for a minute or two, then we'll recognize the chief to open and then we'll go through the speakers. Does someone on council want to speak? Councilmember pool.

>> Pool: I've already made my remarks at work session and the statement I put out on Monday so I want to use my brief amount of time to offer for the record comments from two district 7 residents that I got who weren't able to be here today and make one last point briefly at the end.

[3:17:11 PM]

So the first writer was a young man who walked his letter to my door on Sunday and he wrote this. This is a little excerpt from what he wrote. Yesterday I attended the protest at the capital building and police headquarters. The events were scary and confusing. It didn't feel like a safe environment with extreme vitriol demonstrated by all parties involved on this larger issue of policing and citizenry. I would like to see my city officials, particularly non-law enforcement leaders, to do what they can on this situation engulfing our populous. And then I got an email from our good friend Roy Whaley who can't come to speak to us today so this is the second of two I want to read. From Roy, I didn't sign up to speak tomorrow so as not to take time away from others. Of all the thing I have to say, this is the most important.

[3:18:12 PM]

No more beanbags fired into the crowds. It's unbelievable that anyone has to be told this. Deal with this situation, please. And then get to the real work needed for social and racial and environmental justice for all. Make real change. Sacrifice your careers for this. Don't just say a bunch of words and follow up with window dressing actions. To deal with racism we all must look inside ourselves to see where it's lurking, hidden behind our liberal self-perceptions. Not bigotry. I don't believe any of you are bigots, nor am I, just imperfect. It's inevitable because of the sewed we're raised in and live in. No matter how much we try, the blind spots are still there. I do my best and pray for help wherever it may come. Please do the same. With love or at least as much as I can muster in these times. Roy Whaley. So to close I just want to reiterate something I said

[3:19:15 PM]

on Tuesday. People feel like they're being policed when they should feel like they're being protected. And I want to emphasize this point. The police are one visible part of the reform we need to look at and work on, but I'm committed to rooting out the inequities that are system-wide. And if we do that then we build trust and resilience in Austin. It's hard and it's necessary. Tuesday I focused on community policing. Done right that approach helps build the resilience that we so need, but we must build trust. We do that through personal connections. That's the basis for the peace that we are all so desperate for and that's the Austin way. We have to stop the militarization in -- militarization in our police department. That's the culture change we desperately need, and focus fiercely on building resilience. Thanks.

>> Mayor Adler: Thank you.

[3:20:16 PM]

Councilmember Renteria.

>> Renteria: Yes, mayor. Growing up here in Austin, it was -- in the 50s, '60s, the racial hate was in the open. We lived in a segregated city and it was written all over the wall. No colored here, colored only over here. You couldn't sit at the counter. You couldn't sit at the front of the bus. That's the way I grew up here. And in the '70s we started in our community, our brown community, a little seven-year-old boy or eight-year-old, can't remember his exact age, he went to the little local grocery store -- he lived in Santa Rita, right where Juan in a million is at. And he went in the grocery store and stole one loaf of bread because he was hungry

[3:21:17 PM]

and a police officer saw him running and killed him. That was the kind of -- that was a time when that was it. We were not going to tolerate it. We went to the street, we demonstrated. We had another father that called a police officer and he was having trouble with his son, and he ended up getting shot by the police officer. These are the kinds of things that have been going on year after year. I tried doing community policing. It worked in my neighborhood. I tried to promote it all over the city. And when I got elected I tried to implement community policing here in Austin. And every time we got close there was always somebody that had to mess it up in the police department by shooting someone or throwing them out of the car. And these things have to stop. We need to go ahead and immediately adopt the eight

[3:22:18 PM]

policies that Obama was talking about yesterday. The eight policies that he advocated for, and I'm sure, mayor, that you heard it because he reached out to all the mayors of all the city. And we cannot wait. We need to implement these policies, ban the choke holds and the strange guylation holds. Require deescalation. Require warning before you shoot. Exhaust other means before you shoot. Ban shooting at moving vehicles. We ended up losing Michael Ramos and he grew up in east Austin and he was a boxer when he was younger. These are the things we need to do that, require comprehensive report, you know. We need to adopt these policies immediately that shows the citizens of Austin that we really are concerned and we really want to --

[3:23:21 PM]

we're really going to change. And if we implement these policies immediately, the next day, and then come back and we'll work on the training process that will be needed that my colleague, Natasha brought up, these are the kind of things that we really need to start doing now. We cannot wait. I'm so fed and sick and tired of all this. I demonstrated so many times in our streets of Austin over police brutality. I'm -- over 50 years of marching out there. How many years more do I have to do to March to protest to have this stop? We need it to stop and stop now.

>> Mayor Adler: Okay. Councilmember Flannigan.

[3:24:22 PM]

>> Flannigan: Thank you, mayor. This weekend revealed the sad truth, one that many people already knew and others unfortunately treat with denial. We discovered that Austin is broken. For years the divisions in our society have grown into giant canyons of distrust and despair and what we witnessed

this weekend is just the tip of the iceberg. In the lbgtq community we sometimes forget that stonewall was a riot against unfair and brutal policing led by trans women of color and commemorated in June and celebrated with festivals and parades, but we don't need parades right now, we need answers. We need justice, we need reform, we need it now. That includes changes in leadership and changes in the budget. Tonight I listen and for as long as it takes and for as

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many meetings and hearings I'll listen, but more importantly I commit to getting this work done without delay. Work that includes dismantling white supremacy in all its forms and for the long list of names we must say like George Floyd, Tony Mcdade and Mike Ramos. Black lives matter. And I can't breathe. With that I defer the rest of my time to the community being directly affected.

>> Mayor Adler: Thank you. Mayor pro tem.

>> Garza: Thank you, mayor. I've thought a lot about what I would say in two minutes and it's been incredibly hard so forgive me if I read most of my comments. This wouldn't be the first time I have been in a room with our chief, albeit virtual right now, and

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expressed my disappointment in APD leadership. It's not the first time I expressed to a group that I was an early supporter of chief Manley, but have become incredibly disappointed in what felt and feels like complete disregard for the reform efforts this council has consistently tried to implement. And it's not the first time I have expressed to a group that my faith in our police leadership has been shaken. I know that these are incredibly tough times for our city and for our officers. These conversations about police accountability are always hard and possibly harder for me because of my public safety background and because of the fact that there are members of my immediate family who have answered the call to serve their communities as police officers. My family has friends who have answered the call to serve in the Austin police department and those friends

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are people that look like me and some of them are born and raised east austinites. I know all these people to be honorable and to be great public pants, but I also know our police officers behave as they are trained to, as they are allowed to by their leadership. Councilmembers are in an incredibly tough position. It's something we know when we take this job. We are rightly expected by the people that puts us in these seats to call for change. I truly believe there is a space for our community to demand police accountability and police reform while understanding the complexities of the police department. But



our community needs to hear now more than ever that our leaders are listening. This council can pass resolutions all day everyday, but they mean nothing if APD leadership continually chooses to

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ignore that policy direction. We must pass immediate reforms and work on larger institutional problems, but we need to know that these calls for change are being answered by our police department. We must listen to our community demanding change and I am prepared to do everything in my power to ensure that change. There really is no alternative. Thank you.

>> Mayor Adler: Thank you. Anyone else wish to talk. Councilmember Ellis.

>> Ellis: I know this is a difficult day to discuss this issue, but incredibly important. What we have seen this weekend should not be reflective of Austin, but sadly it apparently is. It is also a side of Austin that has experienced

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disproportionately by community members of color and that must change. This city council has begun work to address allegations of racism, homophobia and a culture of overpolicing in certain parts of our community while underpolicing in others. The tactics referred to as less lethal are clearly not non-lethal. Three members of our community have ended up in the hospital with their lives forever changed by the events of this weekend. And the so-called bean bags are not that at all because this is not a game. Who are making these calls. We have some standing respectfully and others ready to shoot and they're standing right next to each other. I stand with our community in anger and disbelief and I promise to be an ally and amplify the voices of people in color here in Austin. And it absolutely breaks my heart to see this right here at home.

[3:30:27 PM]

I am here to listen to those who have signed up to speak today and who have emailed and called us over the past few days and I ask tough questions about the processes being followed or broken within the very same police department. And what we need to do as a council to ensure that all in Austin have their first amendment right to peaceably assemble. We must ensure that violence against our citizens never happens again. And to the people who were injured this weekend and their families, I kneel with you because black lives matter.

>> Mayor Adler: Thank you. Anyone else wish to speak? Councilmember Tovo.

>> Tovo: Thank you, mayor. I wanted to start by thanking all of the community members for

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joining us today at what is really an emotional and pivotal time in our city. Most of you know in the last several days we've received lots of phone calls. We've received more than 8,000 emails at this point. And today we have more than 300 people who have signed up to speak. And to all of those who are participating in any of those ways in this conversation I want to thank you. I want to thank you for reaching out. I want to thank you for speaking your truth, for sharing your concerns and your hopes and your ideas for how together we can forge a more justice and equitable Austin. My heart, like all of yours, is with the grieving family of George Floyd and the far too many women and men of color who have suffered the greatest injustice of a violent death at the hands of police. And along with you I'm outraged and demand

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accountability for the officers involved in George Floyd's death. And also in demanding a full and transparent investigation of the death of Mike Ramos here in our own community as well as a fuller understanding of the events that had transpired over the last weekend. To those individuals who were seriously injured here in Austin, I apologize. I apologize that you were injured when you came downtown to be present, to raise your voice, to give voice to valid concerns. And I send my deepest wishes and most sincere wishes for a full recovery. You know while our community is experiencing the shock and trauma over what has transpired in our community as well as those across the nation, the reality is several of you have already said today is that these events have already -- have really only shed a light on what was always there in Austin as well as every community, a deep and

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corrosive history of systemic racism that we as a society and I an individual have a responsibility to acknowledge, to dismantle and to eradicate. I support meaningful police and criminal justice reform here in Austin while also supporting those officers who are serving our community with fairness, courage and dignity. I support the reforms of this council has called for with regard to police training and protocol and I know that systemic racism and inequities exist across all of our systems. Those systems that are creating barriers to housing, to health care, to education and jobs and more. So for those participating in today's meeting I commit to you for today and as long as it takes I will be present to listen and to learn from you and from my colleagues and from the community organizations involved in this work. And as importantly to join with you in thoughtful action.

[3:34:32 PM]

>> Mayor Adler: Councilmember kitchen.

>> Kitchen: Thank you. I want to join my colleagues and be very clear to everyone.

[Inaudible]

>> Mayor Adler: I have Ann freezing up on my screen. You may need to come back, Ann. Councilmember alter, do you want to speak?

>> Alter: Yes, thank you. So I want to start by thanking the thousands who have emailed my office as well as the hundreds of people who have called to share their experiences and perspectives with us and let you know that I'm listening. I've seen many of the videos and photos of the last week and I have a lot of serious questions that demand

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answers. It's clear that as a city and a community that we have a lot of work to do. I want to be here today and moving forward to listen as we work together to identify our next steps. For me I'm approaching these issues not only as an elected official, but also as a mother. I'm thinking of the mothers of Mike Ramos and George Floyd and the mothers who worry every single day, every single time their kid walks out their door. In our community in our are country, no parent or child can have this pervasive fear when they leave their home. I believe we can make change when we have honest conversations and follow our words with action. We have many different conversations ahead of us in the coming days, weeks and months. I really appreciate the time and care that each of you have put into the thoughts you're sharing with us today. It's my hope that Austin can

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be a leader in moving us forward as a country. We are all here to create a community that is fair and just, where ever austinite can feel safe. Thank you for being here today with us.

>> Councilmember Casar.

>> Casar: The last 24 hours I've had the chance to speak with Brenda Ramos, Mike's mom. I've had the chance to speak with Edwin Ayala. You never get used to those phone calls. I'm glad that Levi is alive and Justin Howell and others that have survived, but many have suffered real, real

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harm. Mike Ramos should be alive too. That's why people are out protesting. People don't want to be out protesting in a pandemic. It's that people feel like they have to they feel like they have to so that our government will respond and it's up to us now to respond. And unfortunately we now not only have to respond to the police killings, we also have to respond to how the police handled this weekend. People shouldn't be in the hospital for attending a demonstration. It's unacceptable. So I appreciate that speakers will be coming to share their stories today. I wish that you didn't have to, but once you're done testifying the ball is clearly in our court. I share the disappointments in leadership shared by the mayor pro tem. We've got to make transform transformational change from top to bottom. We have to realize that police enforcement can'ting our primary tool for dealing

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with social problems in our city. And along with my colleagues we have to start making immediate change and I've been talking to colleagues about some of that being as soon as our next voting session next week. That means banning, explicitly banning the choke holds that killed George Floyd and Eric Garner. It means not allowing tear gas and use impact munitions to be used against people just expressing their first amendment rights. It means adopting some of those eight can't wait and just getting all of them done as councilmember Renteria mentioned, as soon as our next voting session. That means all of us on the dais here trying means Austin trying, try the best we can to be who it is we say we are.

>> Mayor Adler: Thank you. Councilmember kitchen.

[3:39:36 PM]

>> Kitchen: Can you hear me now?

>> Mayor Adler: Yes.

>> Kitchen: There's a number of things that I want to say to add my voices -- to add my voice to what my colleagues have said. First off, I just -- I want you to know, I want everyone to know that I am -- I am trying to think of the right words, but I am greatly disturbed, I am appalled. And very saddened at what happened this past weekend in Austin. As I said a few days ago -- I think as others may have said it is absolutely unacceptable that people are injured by the police in our city. That cannot continue, we can't have a situation where that even becomes a possibility again. And we all are due, all are due an open and transparent

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and complete review of these incidents and we need accountability. I would also like to say that I do respect and say thank you to the police officers who serve our city honorably. I do believe that we have failed in our society by -- often by not investing in our people and ending up with social problems in our criminal justice system and our police officers. But it is necessary, it is absolutely necessary and not for debate that we hold our police officers and our police department and our police leadership and our chief accountable for their actions. And that's what we do. We support our police officers and we support those who honorably serve our city. When we hold everyone

[3:41:38 PM]

accountable for meeting the highest standards. This is a city -- we should be the best in this country. And we are far from it as we can see. We hold -- we support our officers when we hold everyone accountable for meeting the highest standards because that's what we expect of our city, that's what we expect of our police and that's what they respect of their -- they expect of their department. So I am absolutely committed to work with all of you, to listen today. I know it must be very, very hard, I know it is very hard, for people to come and talk with us about what happened to them, what they saw happen. And it is very difficult and I appreciate so much you continuing to speak out. So I am absolutely committed to listening today and then

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I will use all of my heart and my mind in collaboration with you and with my colleagues for fundamental, immediate change. And I appreciate the kinds of things that councilmember Casar has mentioned and others have mentioned. We can do this. We can do this, we have to do this and we must immediately make change. And so thank you again for being here and sharing with us. I know it's not easy.

>> Mayor Adler: Thank you. Councilmember harper-madison, do you want to go before or after me?

>> Harper-madison: You're the chair. I'll let you make the call.

>> Mayor Adler: I'll go first and then let you close. It's really clear that this is the moment to stand against institutional racism and systemic inequities. We have to rise to this

[3:43:46 PM]

occasion, we have to deliver accountability for wrongs and dismiss the wrongs of justice. Real change is uncomfortable. That's okay. We must lean in to have real action. I believe that we cannot have our police shooting into crowds of protesters. The right to protest and disrupt cannot be fraught with fear of injury. That issue that led me to join with colleagues to set this deliberation and conversation today to talk about how we do demonstration in this city because we know that they will continue over time. We do not have to choose between encouraging expression and keeping everyone in the community protected, demonstrators, police officers business owners. We have to start seeing each other as part of one

[3:44:47 PM]

community who rise and fall together. We should not follow any voices that suggest otherwise. We should not follow any voices that suggest that questions and criticisms of police stack ticks and protocols are somehow -- at that time ticks and protocols are somehow indictments of individual police officers or anything other than the hope that in Austin we can have a police force, we can have a relationship between police and the community that looks and feels like the Austin that we aspire to be. The protests that have played out locally since George Floyd's killing have focused our attention on Mr. Floyd's senseless death, the killing of Mike Ramos here in Austin and of other black people whose interaction with police have

[3:45:48 PM]

turned fatal with regularity. People have been joined together because things have to change. They're demanding accountability and this council hears that. I heard someone say recently that they were tired of living in unprecedented times, which was a funny way of stating that it's hard to overstate how complicated a moment like this is in our industry. We are finally, it seems, ready to take on institutional racism and the difficult conversations that that entails. I believe that we're finally ready to make things better. I want to talk about the demonstrations. I am the cheerleader on covid and the virus. I am alarmed that in our community our daily average of hospital admissions is increasing and I'm concerned about that impact on

[3:46:50 PM]

populations of color that are most susceptible to this virus. I want as many black and brown people as possible here to experience the more equitable future that we are going to build together. That means being smart and prepare for the choice to go out into the crowds during this pandemic. Your heart calls you out to protest and to the degree you can please maintain as much distance as possible. I believe in protest. I agree with my friend and mentor, the president of houston-tillotson, who just said to her

huston-tillotson community to stand shoulder to shoulder as warriors, warriors who must be smart and strategic, denouncing violence. Warriors who recognize that violence is not smart and in no way strategic. Violence neither eradicates or dismantles

[3:47:52 PM]

anything besides hard won progress. Violence is not the way. I also want to call out the moments of race relations that we have -- moments of grace that we have witnessed, both from the protesters and police. There were people picking up trash on I-35, strangers comforted one another. Tens of thousands of dollars -- tens of thousands of dollars have flowed from the community to make businesses whole again. Protesters have used their bodies to disrupt daily life for comfort and to demand the attention of the broader community. Yes, protests are disruptive. They're meant to be. By interrupting business as usual, protests also disrupt patterns of thought and policy in important ways. Many of our bends and arcs towards justice have been the result of protest.

[3:48:57 PM]

My message to every black person in this community who is anguished by recent events, every mother who sees her own child and Mike Ramos and George Floyd is

this: I want these protests to mean real change and I want you there to see it. Councilmember harper-madison.

>> Harper-madison: Thank you, chair. And thank you to all my colleagues for sharing your heartfelt words. Although I've been given permission on multiple occasions by people in our community to cry again if I need to, I went through a pretty great deal of embarrassment about crying in front of you on Tuesday so I'm going to try not to do that again today. But I will say that your words are inspiring and I

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feel like they're heartfelt. But I would feel like we would be remiss to take one more minute of this meeting and not have our police chief not show his face. Chief Manley, I implore you, when these people come before you, if you can do it for my colleagues, when these people come before you to share their words with you, I want them to look at you when they do it and I want you to look at them. I implore you to please turn your camera on. The other thing I would say is I'm concerned about rumors I'm hearing about pro provokeateurs taking the

[3:50:58 PM]

moment from what should be communities of color to recognize the lives lost too soon, a very long list of black and brown people. Turns out there's some white people on that list too and I'm not disregarding them for a moment, but today what we're talking about is how black lives matter. Black life matters! If that's not why you were out here demonstrating, if you're a person who would take advantage of this opportunity to push your agenda and it's not about black life, then dadblast it, shame on you! But I want to encourage people who may find themselves alongside these people, do not let them sway

[3:52:02 PM]

you or confuse your mission if your goal was to talk about the importance of black life. Don't let people who think this is a party, who think this is lollapalooza out here and they're having a great time, don't let those people confuse you and don't let them get you in trouble or get you hurt! If you don't know that person, don't deal with them. If somebody is trying to hand you something and encourage you to do something you otherwise wouldn't have done without them handing you that thing and telling you to throw it, I am begging you do not let these people confuse you and the mission right now. And I'll go on to say this, if I may. I'm going to try to be

[3:53:03 PM]

brief. I already said it. The time for us continuing to talk -- and this is certainly not a slight against any of my colleagues. I'm just saying I'm tired of talking. And I'm tired of feeling bad. I don't think it's intended to sound like this, but when you say you must feel so bad right now. You must be so sad right now. We should all be that mad or sad. Any black or brown or marginalized person, we should all feel sad and mad and demand that we stop talking. The outcry for justice, we didn't answer it. When the outcry wasn't

[3:54:03 PM]

answered, here we are right here, right now in Austin, Texas, saying since the day this beautiful city was founded everything was wrong because not everybody was included, right now, right now at this moment it just so happens it's the loudest it's ever been. But it's not a new sound. There are just some folks who were able to ignore the sound, who were able to gaslight people and tell them that their concerns weren't valid. Well, time to show up! No more time for talking! No more time for talking in circles for sure! It's time to listen to the people. I can't wait to listen to the people who are coming here



to tell us their truth because the truth of the matter is they've been telling this their truths for generations, hundreds of years of people saying this

[3:55:04 PM]

is my experience. And in the modern day era of being able to click on these traumatic ass videos -- by the way, people, be careful what you share. Please be careful. The continuation of trauma doesn't make me feel any more compelled to speak my truth. I was already telling y'all my truth! Be careful. And please be gentle with people who are already dealing with present traumatic stress disorder. There's no post, it's right now, it's everyday! And as we navigate that space I want folks to know we heard you, we see you. We're about to hear from more of you. And we know that what you're

[3:56:04 PM]

going to tell us is the truth and we need to hear you. We need action! We need justice! And we need it right now! Somebody reached out to me to tell me that my words as of late made them feel uncomfortable, that they were too aggressive, not ladylike. Two things. I never told y'all I was a lady, and I don't care about making people feel uncomfortable. We need to get it together and we need to do it right now and we have to do it as a community bound by the recognition of the truth, and that's all I've got, to be honest with you. It's taken everything I have to stay in my chair and not cry. And I just -- I will close

with this: Thank you to

[3:57:06 PM]

every person who took the time to share your truth with us today. I will keep my camera on even if my kids come in, even if my dog barks. My camera is on because I want you to know that I see you and I hear you and I don't want you to for one moment not believe that we see and hear you and that your words, your actions, you standing up, it is what's pushing us forward to do things that are extraordinarily difficult, but the time has come. And with that I'll close, thank you, chair.

>> Mayor Adler: Councilmember harper-madison, thank you. Thank everybody on the dais. We're now going to recognize the chief and the manager, if they want to say something, and then we'll go to speakers.

[3:58:07 PM]

After speakers we're going to recess the meeting until tomorrow. After speakers we're going to try to vote on item 7 and then we'll recess the meeting until tomorrow. Manager, did you want to say something?

>> I would. Mayor, councilmembers and community, we are here to listen today because over the last past weeks and months our city and broadly our nation has again been forced to confront the tragic loss of human life. Our community has expressed a range of emotions and many are justifiably outraged, sad, anxious and for some even fearful for themselves and their families. And while we all are rightly disturbed by much of what we've seen, I've also witnessed the strength and courage on the part of our city to face these issues head on and continue to have these difficult conversations that are necessary to confront our deeply troubling history of inequity, and I personally struggle with

[3:59:08 PM]

the complexity of this moment and realize that our feelings can't and shouldn't be limited to one or two choices. I believe we can condemn the disgusting abuse of power, authority, and trust by some officers while at the same time respect and appreciate those who choose policing as a calling and treat others with the dignity and respect we all deserve. I also acknowledge that for far too many in our community, lived experiences left them feeling hopeless, afraid, and convinced that nothing will ever change. I want everyone in Austin to know that I am committed to continuing the hard work, adding the difficult conversations, taking the appropriate actions and finding a way forward that rebuilds that loss of trust while improving our police force reflective of the community values that Austin holds dear. Today is about listening, tomorrow we will have a

[4:00:08 PM]

comprehensive discussion about the tactics that were used last weekend. But with this, I'll pause and pass it over to our police chief.

>> City manager, thank you, mayor and council. I, too, take this as a very important and momentous time, a time where we need to reflect on what brought us here, and unfortunately it's what's brought us to this point so many times before, and that is, things involving police and community relationships

(indiscernible) In Austin an area we've worked on so far. I do struggle to watch that video in Minneapolis. I, along with many of my peers, and police chiefs, and rank and file members across this country immediately spoke out of what we saw. Because that does not reflect

(indiscernible). Policing is not perfect. Men and women are in very

[4:01:10 PM]

dynamic positions day in and day out. We treat we train them to the best of our ability. The momentum we have right now is to look at our interactions

(indiscernible), to identify areas (indiscernible) Better and differently --

>> Mayor Adler: Chief, it's hard to hear you. Can you get closer to the microphone?

>> I'm sorry, is this better?

>> Mayor Adler: Much better, thank you.

>> Okay. Do I need to start all over?

>> Mayor Adler: No.

>> I will wrap then, I think -- I'll wrap with just saying that we are committed, the Austin police department, to serve our community, to serve them rightly, and appropriately, and to look for opportunities to improve. And I look forward to hearing the comments, and to look for

[4:02:12 PM]

opportunities again to make improvements in those areas that need improvement. Thank you.

>> Mayor Adler: Council member harper-madison?

>> Harper-madison: Sorry. I just wanted to say, as a follow-up, there's an event that's taking place this weekend at (indiscernible) University. It's going to be hosted by Austin coalition. It will have black and brown voices to lead the conversation, which while we can appreciate all the voices of all of the allies, sometimes it's important to recognize when you need to take up space, and when you need to listen. So this will be an opportunity for black and brown people to take up space, and everybody else to listen. So there's going to be an event this weekend at till it son university. I want to tell other folks who

[4:03:13 PM]

might go out this evening or tomorrow evening or Saturday evening, there will be a time and a place and a space that we carefully curate in a way that we are being mindful about the message, the goals, and the agenda. And it will be a place and a space for us to lead the conversation and other people to listen. If folks are looking for a way and a place and a time, I encourage you to take the opportunity on Sunday at HT to let your voice be heard. I don't have all the specifics in terms of time and everything, but I will promise you that before this meeting is over, I will make certain to share it on my page, I'll make certain

that the city is sharing the information, but there will be a place and a space and a time for us to have our voices be heard,

[4:04:14 PM]

and for anti-racist allies to listen. I'll bring whatever details I have later. Just please keep that in mind, folks.

>> Mayor Adler: Okay. Thank you. We're going to try to get to the speakers. Councilmember alter?

>> Alter: This is actually a procedural. I'm hearing some speakers have been cut off from the speaker line, and they're having trouble calling back in. Does staff any advice on folks being able to re-access the line? They were disconnected and then they're having trouble calling back in. Who should they contact? Can we get some guidance on that?

>> If they have been disconnected, many of them are e-mailing me and I'm giving them the information. But I'll also provide it to 311.

>> Mayor Adler: Will you say

[4:05:14 PM]

that out loud again?

>> I don't want to give the number out.

>> Mayor Adler: Okay.

>> But many of them are e-mailing me, and I'm providing that information. And I will also provide it to 311.

>> Mayor Adler: Great. Thank you.

>> Alter: Thank you.

>> And for anyone listening, if they are in the queue, they need to press 0 to be admitted.

>> Mayor Adler: Okay. I think we're prepared now for you to recognize speakers. As we discussed, colleagues, the first 20 speakers are going to get three minutes, there's been invited testimony that will be given similar time, and thereafter speakers will have one minute. And we have about 334 speakers that signed up yesterday. I'll now turn it over to the clerk and the others to take us

[4:06:14 PM]

to the speakers.

>> Okay. Mayor, we will begin with the Spanish speakers. So if the interpreter can be admitted. And each caller will get two minutes. The first Spanish speaker is Karina Sanchez.

>> [Speaking Spanish].

>> Translator: Good afternoon.

[4:07:29 PM]

I am calling because ... I've been here for 12 years, and I'm calling for the community of the 70 million. That's the only foundation that's helped us.

[Speaking Spanish].

>> Translator: I'm asking for this help, because this is the help that we need. We need help to be able to pay our rent and to pay for our food.

[4:08:34 PM]

That's it.

>> Gracias.

[Speaking Spanish] Cindy Perez.

>> [Speaking Spanish].

>> Translator: I'm Cindy Perez. And I've lived in Austin for one year. I'm on the call today to ask for the city to help and support us with the \$70 million to the R.I.S.E.

[4:09:43 PM]

Directly to us. This is for food. We count as the community as well. This is the moment to help us all, and it's very difficult for us because of the pandemic. We ask for you to invest the \$70

[4:10:45 PM]

million in the foundation R.I.S.E. That would be it. Thank you.

>> Maria Lopez.

>> [Speaking Spanish].

>> Translator: I've been living in Austin for 13 years. I'm calling to ask you to please as a favor to invest in our community. Because there's a lot of people that need it more than the police.

[4:11:52 PM]

This is the only fund that's been helping most of the families. That they don't have any money to move ahead. The families, and those DACA young people that didn't receive any help. They work and they study, and that's why -- they study, and that's why they don't have jobs. We're asking for this help of the communities and the families that are helping Austin to grow more and more. It's our only way to move forward. God bless.

[4:13:03 PM]

>> [Speaking Spanish].

>> [Speaking Spanish].

>> Translator: I've lived over 12 years here. My family is living in Travis county, and I'm giving them a voice. They're here in the city of Austin, our community. Please put the \$70 million in the R.I.S.E. Foundation.

[4:14:09 PM]

To be able to move forward. It helps us a lot. With the rent, our bills and our insurance. To help our parents that are far from here with some money. Because we've been affected by this pandemic. So we can move forward.

[4:15:13 PM]

Austin has the power. The police needs it, but the community needs it more.

(Indiscernible) Not the police. Please, I know you're hearing my voice.

[Buzzer]

[4:16:13 PM]

May god bless and take care.

>> Mayor?

>> Mayor Adler: Would it make sense for the translator to let the speakers know that we have approved the 70 --

>> I'll go ahead and do that.

>> Mayor Adler: Okay.

>> [Speaking Spanish] .

>> Muchas gracias.

>> Thank you so much. God bless.

>> Mayor Adler: Okay. You can proceed.

>> That concludes all of the

[4:17:14 PM]

Spanish speakers, mayor.

>> Mayor Adler: Okay. Please continue with the next ones on the list.

>> The next speaker is Edwin Ayala. You have three minutes.

>> My name is Edwin, and yesterday marks the one week of my little brother's 16th birthday. And on Saturday, he had just left Saturday morning, he left his Jersey Mike's job, work, to

(indiscernible) His car. And after work (indiscernible), he was shot with a beanbag. I'm sorry.

[Crying] (Indiscernible) Twice to the body. He underwent surgery that night.

[4:18:14 PM]

We didn't even know until he got transported to children's. When my mom heard, we drove to the hospital. I said on the car ride there, my mom got lost, we couldn't even find the place because she was just so in shock. And by the time we got to the hospital, they told us -- they said that he had a puncture in his head, and the risk of internal bleeding wouldn't be known until they got into surgery. So we didn't know, they started the surgery at 11:00, we didn't know, we thought he was going to die.

(Indiscernible) Risk of being punctured. It was the hardest decision, it was so painful.

[Crying] I was there with my mom. We prayed all night.

[4:19:19 PM]

And the fact is, the doctors thought it was a rubber bullet, so they left it in there for hours. He got shot around 7:00. They left the, quote unquote, rubber bullet. Once they got in there, they found it was actually a beanbag. This beanbag had a larger surface area than a rubber bullet that actually created a very large wound, a very large hole essentially on his forehead. Not only that, but it had penetrated the skull, it had ruptured -- it had fractured it. It indented into the brain and left a large contusion which is much more dangerous than a concussion. His prefrontal cortex is

(indiscernible). He has problems right now managing his emotions because that part of his brain is damaged. His cognitive abilities will have to be assessed in the months coming. We hope he'll recover.

[4:20:20 PM]

We thought he was going to die.

[Crying] He's such a smart guy.

(Indiscernible) When they shot him. And because of the nature of the, quote unquote, beanbag, the risk of infection was so large, he was on multiple antibiotics. He still is. The surgery was around seven hours due to the complications. They had to get a backup surgeon. He's going to have a scar down his forehead the rest of his life. But they told us that hopefully

[4:21:22 PM]

we are hoping for a good recovery. The fact is, these beanbags are not innocuous, they are not less lethal if they're shot at the head. If what we suspect is going on, because in the video, he was on a hill, and there's no way you can miss shooting at the head. You know? They were aiming above his head, where the bullet would go down into it. It hit him in the forehead. We just want to know the truth. We just want as much transparency from the police to know what happened.



[Crying] The pain that I'm feeling is nothing compared to my mom. The pain is so much worse. Because a part of his brain that controls emotion is damaged. So whenever he feels even a little bit of pain, his brain

[4:22:24 PM]

goes into overdrive and it makes him tense up his body, which makes more pain.

[Crying] It's so hard being with him. We can't leave him. He's my brother.

[Crying] He's in so much pain and I can't help him. We really do just want as much transparency, and footage to be released. And I'm asking for anybody that was there to contact us. To provide us with the footage. From the police as well. Because we want to know the truth. We just want to know what happened. And they can't be using beanbags on people.

[Crying] They're so dangerous.

[4:23:33 PM]

The infection, the pain. The doctors said it would have been better if it was a rubber bullet, because the puncture wound would have been smaller and the risk of infection smaller. The surgery would have been shorter. His neck had whiplash damage. His neck hurts him more than his head. He can't even eat, because of his neck. He's strong, but he can't overcome this without help and support.

[Crying] And I'm right here with him, but it's so hard. It's so hard for the family. We can't even imagine what he's going through.

[4:24:35 PM]

All we ask is transparency. Just the truth. To know what happened.

>> Edwin, thank you for talking with me earlier today. And thank you for sharing your story. Everyone here is heart broken that there's nothing we can say to make it better.

>> [Crying] Please, please, you can't be using these. He was so close -- the velocity that it hit him was like a 100 kilometer baseball smashing into his skull. He has a titanium mesh plate now.

(Indiscernible).

>> This is Leslie. I was going to ask, do you have

[4:25:36 PM]

someone with you? Do you have someone there with you? Do you have someone there with you? Maybe we could try to make sure there's someone there with Edwin, please.

>> It's so hard.

>> Make sure there's someone with Edwin, please.

>> He's the kindest, most responsible 16-year-old I ever knew. He was so kind. He still is. He's in so much pain. He has emotional triggers. We can't even mention his friends, because he starts to cry.

[Crying].

>> Mayor Adler: Edwin, our prayers -- our hope is with the conversation that you have

[4:26:37 PM]

started here this evening, that the speakers that are going to speak tonight, and with the presentation tomorrow, we'll get hopefully some answers. And some directions.

>> We just want the truth.

>> Mayor Adler: Okay.

>> That's all we want, the footage, and people to come forward if they have more information.

>> Edwin, don't hang up yet. Edwin, don't hang up yet. We said we weren't going to ask questions right now, but I'm going to ask my colleagues to let us ask a couple while you're on the line. Manager, chief, I want to know what we are doing to make sure this does not happen to a single person ever again. I want to hear from both of you, what we are doing, to make sure this never happens to anyone.

>> I will speak to some

[4:27:37 PM]

immediate changes. To our deployment for the protests this week, and that is that the use of the beanbag munition not be used in a crowd situation. It is still an appropriate

(indiscernible) In many other circumstances, and so it is still approved for use. However, in crowds

(indiscernible) So I think that's probably the most correct answer I can give regarding these circumstances.

>> Manager?

>> Council member, we've already begun a review of obviously the events of last week and making sure that we can be fully accountable and transparent for everything that happened. But we're also including in that more immediate review of those policies and procedures. That was really initiated by the leadership of this council back in December with the resolution,

[4:28:37 PM]

but we're not waiting for the initiation of that, we're already starting that process.

>> Well, it's just not enough. I've seen the video of Levi and he wasn't in a crowd. He was standing by himself. So changing the policy for crowds would not have changed this. The answer is insufficient. And we're going to keep on asking questions. But it is insufficient.

>> Mayor Adler: There will be a lot more questions on this. Let's continue to let the people who have signed up to have a chance to speak. Councilmember harper-madison?

>> Harper-madison: Thank you, mayor. Thank you, Edwin. And I'm sorry, truly. I wish I could give you a hug. But in the absence of that, I'll say that it's you and your

[4:29:39 PM]

family right now, and

(indiscernible) And other folks on the line, we are -- we're just people up here. And we're doing the best. But we're not immortal, right? And so to hear somebody share this kind of really personal, really painful, really emotional testimony you just shared is sometimes really hard. And so I just wanted to let everybody know, you, Edwin, and anybody who might come up after you, if we mute our camera, it's not because we're not listening, and it's not because we're not present, it's because we are mortal, and sometimes we're expected to be extraordinarily

(indiscernible) And graceful. So if we turn off our camera, it's not that we're not listening. Sometimes we just have to take a minute to compose ourselves. So thank you for sharing. My office and I will be in

[4:30:39 PM]

touch.

>> Mayor Adler: Let's continue on with the next speaker, please. I want to make sure that we get a chance to hear from all our speakers. Before midnight, if we can.

>> The next speaker is Kathy Mitchell. You have three minutes.

>> Hello?

>> Mayor Adler: Yes, Kathy.

>> Okay. Sorry. I am simply here today to channel a video that many people put time and energy into collaborating on, that will allow you to see kind of all in one place a number of the key issues that you should attend to. And I'm just going to leave it at that. Because it's almost a

[4:31:40 PM]

three-minute video and I believe it is ready for your viewing.

[Video playing]

[4:35:06 PM]

.

>> The next speaker is Samuel kirsch. You have three minutes.

>> Hello. This is Sam. Can you all hear me?

>> Yes.

>> Hello?

>> Mayor Adler: Yes. Please proceed.

>> Okay, thank you. First of all, I want to thank mayor Adler and the city council for allowing me to speak today. So I was peacefully protesting on Sunday, may 31st, in solidarity with black lives matter. When I was near I-35, police started using what I believe was smoke grenades, which is when I started running away. While I was on the grass, while I was running away, I was shot with what I believe to be either a rubber bullet or a beanbag. I was hit in my face.

[4:36:06 PM]

If I were not wearing sunglasses at the time, I have no doubt in my mind that I would be blind right now. I immediately hit the ground and was dragged away by fellow protesters and I was rushed to the hospital. There was blood all over my chest, and my hands. It felt like a war zone. I did not know what was going on, and it all happened extremely quickly. The damage that I took was a very large laceration due to the cut from the sunglasses, from the bullet hitting them. I suffered a broken nose. I believe it was also five or six broken bones near my upper cheek and the bone supporting my eye. I also have

hopefully temporary retinal bruising. I have to undergo another surgery in a week. That surgery is risky, because I

[4:37:08 PM]

will be getting multiple titanium plates to support my eye. There's a risk for the -- for my body to reject those plates. There's a risk for infection with those plates. There's also a risk of going blind from the surgery, because when they do the surgery, they have to make an incision in my lower left eyelid. And there's also a significant risk, I was told by an ophthalmologist, of permanent vision loss, either temporary or -- either partial or permanent, even if the surgery goes well. I'm currently unable to eat anything except pureed food, I have to drink through a straw. I have double vision, I have no depth perception, I am in enormous pain, both physically, emotionally and soon to be financially. And I would like to thank some of those councilmembers that

[4:38:09 PM]

have called out the police chief for not showing his face, and for not having sufficient answers to using these, quote unquote, less lethal rounds on people, protesters. I think it was wrong in any scenario. So I'm open to any questions if you have them. And thank you for allowing me to speak today.

>> The next speaker is Brently Donnel. You have three minutes.

>> Hello, councilmembers. Can you all hear me?

>> Yes, they can hear you. Go ahead.

>> Okay, great, thank you. Yes, my name is Brent Donnell, I'm a member of the newly formed

[4:39:12 PM]

group street (indiscernible) Austin.

(Indiscernible) When emergency services cannot reach location for whatever reason. Several of our medics were injured, including one who now will have to undergo major surgery in her hand. She was escorting Justin Howell to police as she was instructed to do, via 911, and had her hands in the air, and was shot directly. In her hand. We also treated about a dozen very severe head wounds from beanbag rounds, and a couple hundred mucous membrane irritants from both gas and pepper spray. I would like to say that ems commander Wesley Hopkins was fantastic to work with, the moment that he knew there were experienced medics on the ground, he had established

[4:40:13 PM]

communication with us within minutes. And his actions really helped us to respond quickly to a lot of things. I did ask him to pass my information off on Saturday morning to unified command. I know he's done that a few times. And unified command never reached out to work with us, to protect life. Thank you very much for having me on to speak to you today, and for the actions that you'll take moving forward to ensure that this doesn't happen again.

>> Next speaker is routine farsat. You have three minutes.

>> Hello.

[4:41:14 PM]

Can everyone hear me?

>> Yes, go ahead.

>> Hello. Okay. I've participated in the protest all weekend. At no point in time did I commit an act of violence or property damage. On Saturday I was beaten with batons, maced three times, tear gas and had multiple shots fired in my direction. On Sunday I was maced twice, had many shots fired at me and I witnessed what I can only call a massacre Sunday night. I have witnessed countless, heinous, violent, criminal acts from many APD officers, committed against peaceful civilians. The tactics of the police were appalling. Literally exactly like a gang. They would provoke the crowd, and when someone threw a plastic water bottle from 30 to 50 yards away, the officers would retaliate by shooting and macing peaceful protesters standing on

[4:42:14 PM]

the front line. That's exactly how a gang retaliates. I spoke with officers who swore they cared for our cause. And knew that APD has trigger-happy and racist officers. Yet when they witnessed these heinous and violent crimes, they did nothing. For that, they are accomplices to the crimes committed by the other officers. I believe every single officer who worked the protest either committed one of those crimes or witnessed one of those crimes being committed and did nothing. I witnessed a counterprotester run over a peaceful woman protester on her motorcycle and fall off his bike and attack a protester and get immediately swarmed by protesters to be detained. And then to the position of the motorcyclist, beating protesters out of the way who had detained the man, let him get on his bike and ride away. There is video evidence of this happening. I witnessed -- I'm going to say it, it felt like a massacre

[4:43:15 PM]

Sunday night. Shortly before it began, I noticed one of the officers holding a weapon with live ammunition who looked quite excited being out on the line. I started to inform the officers on the line, and I was informed by two other protesters that if he shoots anyone tonight, he scoffed and said no. Outraged I ran up and down the line yelling at the officers to tell their sergeant. Little did I know the sergeant was standing on the line silently. I only found out after I asked one of the officers where his sergeant is, at which point in time he pointed to the man standing right next to him. I pleaded with him, I begged him to do something about it. I told him what was said and brought the two witnesses of the officer in question's comments to confirm the accusation. Some officers just shook their head in disappointment on hearing one of their officers said that. They knew the officers in their department that think that way, with that mentality. He told me -- the sergeant told

[4:44:16 PM]

me he can't do anything unless I show him evidence that the officer in question said that. I said this isn't a court of law. People could die tonight. Then the sergeant went to the officer in question, spoke with him briefly, then approached me and the two witnesses. One of the witnesses asked if he denied it, and the sergeant said, of course he denied it. It was clear he didn't believe the officer either. He told me he could do nothing about it, and walked away. Moments later the shooting started. I was standing approximately 15 yards away from Justin Howell as he was shot in the back of the head while running away. I was looking right at him when it happened. Right at his face. I saw it go from (indiscernible) To cold, and that moment keeps playing in my head over and over again. Chief Manley claims a protester standing next to Justin threw a backpack and water bottle at police. I demand chief Manley release

[4:45:16 PM]

the video from the camera. I've seen high-quality footage of that moment from someone recording in the crowd. It is clear that there is no projectile in the air going towards that APD line. A clip from the video was in the compilation Kathy shared with us today. We ran Justin to the medics. And I went back out to the east side of the southbound access road and hid behind a tree, recording live on Facebook, at which point in time officers on the I-35 overpass behind me opened fire directly at me, specifically. I believe between 8 and 12 rounds were fired and landed within less than two feet of me. Within a matter of seconds. I'm thinking it must have been a coordinated effort between multiple officers to shoot me in the back, while I was recording. One of the shots were so close to hitting me in the back of the head, that a piece of the bark broke off the tree and hit me in the face. This just minutes after I witnessed Justin get shot in the

[4:46:16 PM]

back of the head. That moment also plays in my head over and over again. I witnessed more than one officer wait until medics got close and what seemed to be a coordinated fashion aiming their weapons at the medics and protesters carrying Justin and opened fire, striking one of the medics who had very CLl high-visibility tape from three feet away. Not only that, but she had been in communication with the police line who requested they carry Justin from the medic staging area toward police officers firing into the crowd. Those brave medics followed orders. That medic, the lead medic, the one who spoke with APD today, she gave me permission to say this, last night she said she would speak at this meeting today and that she wanted to speak at this meeting today, but she told me this morning, she told me she couldn't do it because she had nightmares all night last night. And her anxiety was too high to speak today.

[4:47:17 PM]

I hope that one day she is heard, for she has many, many stories of over the weekend. APD should have to pay for the therapy of every protester and medic in need, straight from their budget. Sunday night was nothing short of a massacre. People being peaceful, people running away, all facing nearly sustained fire from police in front and behind for several minutes. It was like they were shooting fish in a barrel. I believe it is imperative that the city of Austin follow the lead of the city of Minneapolis and seriously consider and debate the entire police department and replacing it with an entirely different law enforcement institution. Minor reforms will not do the trick, what I've seen over the weekend was a massive culture pro throughout the entirety of APD. And no officer is willing to

[4:48:17 PM]

stand up against another officer. Probably because they fear for retaliation against them by their fellow officers. It is disgusting. Please do something. Please help us. Thank you.

>> The next speaker is Chris Harris. You have three minutes.

>> Hi. I'm here to advocate for justice for the Ramos family, the Ayala family, the martin family and all the families impacted by recent police violence in Austin, for the firing of the officers involved and the police leadership in accordance with the letter that you received from the advocates following the death of Mike Ramos. I'm also here to call for divestment from police and investment in the community for

[4:49:17 PM]



direct assistance so many need to make it through this pandemic and recession. The traumatic stories and police violence over the past two weeks that have shocked the conscience of this city, this nation and the world are all too familiar to us. This violence demands not another study or another round of training or another piece of tech or another layer of civilian oversight, but a fundamental restructuring of how we define and protect public safety and demand that we defund police. The mayor of Los Angeles announced yesterday they'll be cutting the police budget between 100 and \$150 million this year, representing an 8% to 12% cut, and investing that money in communities of color. In New York more than 40 city council candidates are asking for a \$1 billion credit to the NYPD (indiscernible). This is just a start.

[4:50:18 PM]

And the decades of scholarship and practice, like Angela Davis, and more must be recognized for leading us here. Organized people of color

(indiscernible) Budget cycle after budget cycle have fallen on deaf ears, so listen now. Now that we all see how the institution of policing is across this country, including our own city, the institution protects horrific violence by those in employ against black people regardless whether it violates policy. It's important that city policies change to reflect the values of this community. It's also clear we can no longer, especially with current police leadership, count on policies being enforced, or hope for reforms to improve the interactions officers have with people. We just have to drastically reduce those interactions.

[4:51:19 PM]

We have to divest from police, invest in the health, housing, education and opportunity that will improve safety for all, and ultimately create new community based approaches to addressing the conflict and harm that guide us toward a future free of police patrols and state violence. Thank you.

>> The next speaker is -- one second. Sorry. David Johnson. You have three minutes.

>> Hello, everyone, my name is David Johnson. I'm with leadership and advocacy of justice. I'm also an Austin resident, a black man and incarcerated person. I participated in the protests this weekend as well, and Monday as well, and I can tell you that

[4:52:22 PM]

the first violence that I saw was when just west of city hall, a police officer snatched an umbrella out of the hands of a very small female, and when she turned to ask why, sprayed her with pepper spray in her face from about three feet away. The only thing I can say that's exactly what happened is because I was watching it with a clear lateral view. And I saw it all. While I was not surprised that the police department did something like that, and I would hope none of you hearing this would be surprised based on the ample data and evidence that shows that since the inception the Austin police department has been racist as hell. And I hope you wouldn't be surprised, even though all of you on the council today, and Mr. Mayor, you haven't all been here the entire time that Austin's been around, but you have been here long enough to

[4:53:23 PM]

have already heard these complaints, and these cries and these concerns. And so I want to lift up -- in this moment, I feel LE any pd is the big bully in town. And whenever we get beat up by the bully, we go to the parent's house and say, hey, your son is beating up on us, and the parents say, oh, well, that's not what they said. We don't have any proof, so we're going to trust our kid. Then the parents of the children who have been harmed, the people charged with representing the ones who have been directly harmed by this bully, or these bullies, they're a family of them, they then go to the parents and say, hey, please do something. No, we just think that people are bitter, and they're jealous, or they're just targeting

(indiscernible). If you have any proof, let us know. Well, to you, the council, I

[4:54:25 PM]

say, there is ample evidence. We have overwhelming proof. We have everything from a report that the city paid for saying, APD is racist as hell, to pretty much everything APD has done since its inception. Brian Manley is a coward and a racist. Fire him. If Spencer Cronk is not available or not up to the job of managing APD, fire him. Because at the end of the day the buck stops with the Austin city council. So earlier in the day we talked about making sure the money went into the R.I.S.E. Fund and I'm very glad you voted for that 70 million, but I need you to know if you are going to be consistent in listening to the people who are most directly impacted, then you will listen to us now, when we say, do not approve this grant, do not approve anything that puts more money into the hands of APD. Because all that is is financing a group full of bullies. And they are all bullies. Because even if 10 out of 1,000 are the ones who have done

[4:55:27 PM]

wrong, the other 990 are complicit because they've done nothing, because they've stood behind that blue line. They have cowardly chosen not to uphold the oath to which they have sworn, but instead they want to uphold their own self-interests and their fragile mail egos. I know there are women in the force, too, (indiscernible) So read about it. So I simply ask that the council today decide to listen to its people. Don't be the parent that always excuse your bullying son or your bullying daughter. Instead, do what good parents do, punish your children, restrict their access to resources, and take away their blank-blank poise. Because as long as you allow them to add their toys, as long as you allow them to have their budgetary ability, as long as you allow them to believe there is no recourse when they wrong us, they will continue to wrong us. So stop funding APD, and put the

[4:56:31 PM]

money into health care, put the money into harm reduction, put the money into direct cash transfers, put the money into affordable housing that isn't restricted for individuals who are just involved. By all means I would rather you throw the money into the dumpster than to give it to APD, because at least I'm not worried about a dumpster killing myself or my son. Thank you.

>> This is Mirna from the clerk's office. Just a quick statement to the speakers. If you have not yet dialed 0, please do so at this time. Thank you. The next speaker is Chavez Watson. You have three minutes. Chavez Watson?

[4:57:52 PM]

The next speaker is nitza deblotzi.

>> Hey there. Can you hear me?

>> Yes, go ahead.

>> Thank you. Good afternoon, my name is nitza and I'm a childcare provider in the east Austin community. I am here to discuss my disapproval of how Austin funds are being used to weaponize and used against Austin public citizens. As an educator I observed firsthand the fear black students have of law enforcement and I can remember this semester when one of my older students clung to my t-shirt when an APD officer was walking through the hallway and she was scared of him. She begged me to protect them. And that's when I realized that black kids see what's happening on the news. They recognize the fear and pain in their parents' voices. As they are forced to reconcile with this and have conversations about

[4:58:53 PM]

[indiscernible] Being murdered and conversations about in our own community Mike Ramos being shot by Kristopher Taylor of APD with no justice and only an attempt cover it up, the cycle of fear and resentment. And I'm here to say no more with everybody else. At the protest on Sunday, APD mobilized bicycles to forcibly assault one of my good friends. Before we could reach her, a swarm of police officers swarmed her and as the arresting officer threw her to the ground and that same day I watched as APD officers aimed the same non-lethal weapons that hospitalized others, aimed at civilians from rooftops to the chaos they were creating. Initially I planned on bringing my little sister to show her the strength of the community, I hoped it would be a beautiful lesson so the especially boyerment of standing up -- especially boyerment for standing up

[4:59:54 PM]

for what is right. And not only that, but recognizing as a black woman there there's a whole community of allies who will stand up for her when she needs it. A message that is rarely shared with our black youth. I can say that I watched families with kids run from the streets. I saw relief that I didn't bring her because I had never felt so unsafe in Austin, a city that I've lived in for 13 years. And I have taught for a year. At 2:30 APD tear gassed most of us standing in front of APD and they later lied to the media and the news saying that it was just gas or -- smoke bombs and it was non-lethal to the protestors. As we ran from the chaos I handed people in my community water bottles and wash cloths as we desperately washed chemicals from our mouths and eyes and the only threat was caused by the people who were armed, which was APD. This is why I'm asking you to defund APD. I'm asking you to remove

[5:00:57 PM]

officer Brian Manley, Kristopher Taylor and the officers who used unnecessary force on civilians. While looking at the budget I find it oppressive that black and brown residents already struggle to pay for emergency and health care while APD is granted over \$400 million.

[Buzzer sounds]

-- To use on weapons on its own citizens and we are asking for justice. That is not a society your children deserve and I am asking you for the first time in 400 years to stand up because black lives do matter and what you do today will reflect on the process of healing that our community desperately needs. I have met most of you in person and I shook your hands and I have looked you in the face and I know that some of you have good intention in your hearts so I'm asking you to stand up for my little center, stand up for me, for my mom, stand up for the people I love. Don't let this happen anymore. It's up to you and

[5:01:57 PM]

only you. You guys are the ones making the laws and you guys -- we are taken as violent when asking for more. Thank you so much for listening.

>> The next speaker is Lisa brown. You have three minutes.

>> Hello. My name is Lisa brown and I live in district 9 and I'm speaking outside against item 7. I'm a white person and I'm here supporting the demands of undoing white supremacy Austin grassroots leadership, the Austin coalition and others to demand that council fire chief Manley, defund Austin police department and invest in community resources that will truly keep us safe. My heart goes out to those who have shared the impact of these events on them and their family members.

[5:03:02 PM]

I cede the rest of my time to directly impacted people and people of color. Thank you.

>> The next speaker is Chivas Watson. You have three minutes. Chivas Watson? The next speaker is Diana Haggerty.

>> Yes. Am I able to be heard?

>> Diana Haggerty, go ahead.

>> Yes. Can you hear me?

>> Yes, we can hear you, go ahead. You have three minutes.

>> Wonderful.

[5:04:02 PM]

My name is Diana haggerty and I am a proud homeowner in district 5 and business owner within district 9. But I am today here as a mother, a role I share with several of you on the council. I think you will agree that the sacred thread of mother we all feel. And we heard super so many mothers, children already today. And I am the mother of four incredible daughters that I will defend with my life. The police response to the protest here in Austin rendered me confused and helpless and terrified as it has so many black mothers and mothers of color in countless situations. My heart is with those mothers who have had their children abused, injured and killed at the hands of police this weekend and for so many, many years' before. The past week in Austin has brought the feelings uncomfortably close to home

[5:05:03 PM]

as I have felt safe, sent my teenager to numerous civic engagements and been to almost every March since I moved here in 2007. I am crystal clear that since the recent events are so shocking to me and so many of my white counterparts is due to privilege. This level of police brutality is not shocking to our black counterparts in Austin as they have had to endure not only inequitable policing, but abuse at the hands of police that are there to protect and serve. As Anita said, you keep using that word and I do not think it means what you think it means. And since us moms are so excellent at research as we act as our family's health care specialist, personal assistants and risk managers, we quickly have come to realize that this is not new to Austin and in fact far worse than we could have imagined. I don't know if you've been hanging out in the mom's groups lately, but in between our kids being home 2011 and our socially

[5:06:03 PM]

enforced need to fix everything, white Austin mothers are over it. We want more for our city, for our citizens and not just white citizens. We don't want our city to be a place where we can go our whole lives without a meaningful interaction with a person of color. This is a systemic problem and we are here to discuss the events of this weekend that I want you to know that we are watching. And we are listening. And I would urge not only the council, but white allies to move over and let these brilliant and capable black community leaders show us the way. We are listening to our black counterparts and the black leaders of this movement. We stand in solidarity and we are prepared to act as the heart wrenchingly accurate statement replays over and over in my mind, all mothers were summoned when George Floyd called out for his momma. I clearly do not speak for all mothers, but this mother is deferring to black leadership and to the office for police oversight. I urge you to heed their recommendations and the

[5:07:04 PM]

recommendations brought today.

[Buzzer sounds] To maintain and strengthen community oversight, to implement the eight can't weight protocols. To listen to our black leaders in the ways they see fit to improve their quality of life. To fire the officers who child Mike Ramos and in a capture in the Austin police department in a shift in the way Austin citizens are served. And chief Manley if you love your city and the department the way you do, you will step aside and make way for the community. Mr. Cronk, if he doesn't step aside I would like you to make sure he does. City council, we are watching. Thank you.

>> The next speaker is amit Patel. You have three minutes.

>> Yeah, hi. So I would like to agree with some of the people that have gone before me. I've personally made it very clear to the city manager's

[5:08:04 PM]

office, to Jason Alexander in the city manager's office that systemic police abuse is an issue. I've had to face it as a brown individual in this city and it's something that I come from a privileged background. My parents are fairly wealthy, but I stood up and fought for it. In my case when I personally met with the assistant city manager and showed him details, videos, recordings of this abuse, of unlawful orders being given, it was blown off. So at this point anyone that denies that this hasn't existed or is just coming to the resolution that this is a problem should immediately be let go for gross negligence. As a taxpayer I would also like to know for the past two years this has been a fraudulent effort because it's a non-thing covered up. Is the council recovering those funds and what will those be placed towards? Thank you.

[5:09:05 PM]

>> The next speaker is Katrina black. You have three minutes.

>> Hi. Can you hear me. Hi, can you hear me.

>> Yes, please go ahead. >>

>> Hi. My name is Katrina black. I live in 78704. I just moved 44 from Harvard law school. I'm calling for the defunding of the police and investment into the black community. Black and brown people in the city need better. It is absurd that 40% of Austin's budgets goes to police. And I understand that this is a free money situation with the grant, but right now public health and neighborhood housing receive 10% combined. I would ask that you, you know, transfer like 20% of the police budget to -- or more to this. That's what I feel like a meager ask. And then the other ask that

[5:10:06 PM]

I have is that you please fire those officers that killed Mike Ramos and that you also consider firing police chief Brian Manley, assistant chief Troy gray, assistant city manager rey Arrellano who have not done their job in keeping the city safe and bringing accountability to these cops who abused their power as many have mentioned earlier. Demanding justice for Mike Ramos and his mother. Black lives matter and I will step out of the way for people of color to share their stories.

>> The next speaker is John Cowart. You have three minutes.

>> Hey, can you hear me?

>> Yes, proceed.

>> Good afternoon. My name is John Cowart. I'm the tenth grade

[5:11:07 PM]

assistant principal at keep Austin brave high school. I'm here to share about Brad. I know him as an honor student who took advanced class. I heard him call out is this true or is this what you want us to learn about history? Brad loves history. He thinks critically. And when he was walking home that day and saw what was happening, he told his mom on the phone, I'll be home shortly. I want to see history happening. He never made it home. And he hasn't been home since then. Chief Manley said the officers who shot Brad worked within the policy. Really? That's our policy? That's the policy, to shoot unarmed peaceful children in the head. Is that what all of you are signing off on right now? Mayor Adler, you urged us

[5:12:07 PM]

not to make bad tactics an indictment on the individual police officers. And with all due respect, Mr. Mayor, hard disagree. This was not a case of bad police tactics or lack of training or an accident. This was intentional. We've Manley, your answer to Edwin earlier was absolute and complete garbage. How dare you listen to a grieving brother and spew our idiotcy about what is within or outside the policy. Policy? Your officers shot him and snippered him down because I wanted to. A 16-year-old boy peacefully observing in the distance. We need action. We need the officers responsible fired and charged. We need chief Manley fired. And we need to defund our police department right now. Defund them and give that money to our black and brown community. Raid the Austin police pension fund and use it to

[5:13:08 PM]

pay for Brad and Justin's medical bills and for Mike Ramos' funeral costs. No more platitudes. Your prayers and hopes are not enough. Brad needs you, Justin needs you, Mike's family needs you, and our black and brown citizens in the city need you to act.

>> The next speaker is is chivas Watson. Please be sure your phone is not muted. You have three minutes.

>> Can you hear me?

>> Yes, please proceed.

>> Okay. I'm representing district 1 and all the affected communities in Austin. District 3, district 6, district 2, district 10. So that makes me in direct correspondence with several of you. I appreciate anyone who finally stands for black lives, but truth is it always have. That's why you listen to several of us who have



[5:14:08 PM]

direct experience with APD and the city of Austin. I'm a black man. I can't say with certainty that black lives have mattered before. Truth is under art Acevedo we dealt with trigger happy officers in APD and also in the county officers. In 2018 we as community advocates we begged you all to hold a comprehensive search for a Chris chief, but we were denied for the existing chief. While under Acevedo's lead of the Houston police department they've had 111 police initiated shootings and 34 murders. So at the same time Manley's 430-million-dollar operation has covered up investigations and slain more bodies. So mayor pro tem Garza, I heard you say black lives matter and if we would have analyzed the resisting arrest charges as a result of APD interaction you gain scores of excessive force and brutality. Black lives also matter when a man like George Floyd or

[5:15:09 PM]

Mike Ramos make it to Travis county jails and have to engage with an indifferent relationship with local attorneys that deny rehabilitation and reentry and more than likely leave austinites with documented stains that prevent them from resolving basic needs. Black lives don't doesn't matter to this city and the responses to homeless decriminalization. And to be honest, a black lives has to matter full scale at this point and I'm saying even more sidewalks, bike lanes and bars have meant to the city. Almost 39% of the general fund goes to a department that wants to hire more officers only so they can tear gas and intentionally murder medical personnel and groups of people. I think it's time to change directions and by a defunding them, I think it's influenced by recently using the city's budget tool in seeing how much is dedicated to public health in Austin. I think the disparities there all for an instant defunding. Those who I stand with, but more communities in which

[5:16:09 PM]

I've lived in which you represent that need rise from assistance and other advocates you hear from today, I think we're seeking from now on to communicate with you in ways that are immediate and skilled in diversion of funds when it comes to APD and operational accountability. I personally have taken undoing racism with APD leadership outside of Manley and I felt that these were still unsuccessful reasons to fund the department \$430 million without moving away from such an expensive option to even fully staff. I think it's time to let specific ones go out. I think you heard from advocates already. You've got austinites with experience from this past weekend that can testify before the grand jury and APD culture that defies even constitutional rights. So along with demanding an immediate 70 million diversion from the rise fund to covid-19 names, we request Z for the removal after list of officers and of Manley, maybe like many of you didn't want Charlie strong at UT.

[Buzzer sounds] Council, you are aware that since I participated in past actions that Latino

[5:17:10 PM]

communities have long been ignored because of a negative involvement with APD. I support Chris' early recommendation to disband the department with the media denying of funding --

>> Speaker, your time has expired.

>> And Spencer, you hold the authority for the change in APD leadership. And Jimmy, I agree with mass accountability. I think you've heard tears today --

>> Sir --

>> Based on APD killing. I think we do need to make an instant change and we will come to you with initiatives. Professional ones that I think can exist with efforts that we already have going on. Thank you again for the time.

>> The next speaker is Paul Adrian. You have three minutes. Paul Adrian.

[5:18:13 PM]

Be sure to unmute your phone if you're on mute. Paul Adrian.

>> Hi, can you hear me?

>> Yes, please proceed.

>> This is Paul. Thank you. My name is Paul Adrian. I'm an eighth generation Texan who attended UT Austin and later the Harvard Kennedy school. I worked two decays as a broadcast journalist and for the last decade I've been a technology entrepreneur, a cloud based video transfer solution used by some of the world's largest media companies. In short I am a privileged white guy. I was not at the protest, but I did see video on the news that cannot be unseen. Of Austin police officers lined upside by side repeatedly firing their shotguns, beanbags, less lethal rounds, whatever that is, tear gas. I can't stop seeing those officers side by side, shooting. I also can't stop seeing the video of 16-year-old Brad Ayala standing by himself on

[5:19:14 PM]

the embankment doing nothing but stopping to see democracy in action. APD shot him in the head and he dropped like a rock and I can't stop seeing that and unhear his brother who testified earlier. The

injuries at the protest were predictable. They were because the Austin police department dressed its officers as stormtroopers and sent them to a free speech event armed as guns that would be aimed at Austin audits like Brad. The key issue to me is APD thinks it's okay for its officers to take guns to a free speech event at all and that it's okay for those officers to use those guns on austinites. Even today we hear this in the explanations from the police chief. It reminded me of that March in Selma where there was undeniably a right side and wrong side, a good side and bad side. That bad side was armed with sticks and guns and dogs. The good side got injured,

[5:20:15 PM]

but changed the world. This week APD played the role of those cops in Selma. This time the blood of that 16-year-old is on my hand as an Austin voter and a taxpayer. And I accept that responsibility, which is why I'm speaking today. Mayor Adler, councilmembers, I have great respect for all of you and for what you do to grow and protect this community, but you are responsible for the injuries at that protest because you hire the city manager who hires the police chief who authorized this use of force on Austin citizens. You approved the police budget that paid for those guns. The remedy is to say in no uncertain terms that what happened this week in Austin was wrong and that it should never happen again, and I believe you do that by removing the police chief from his job. And if you don't have the authority to do that, by

[5:21:16 PM]

removing the person that you can remove, the city manager. Shooting civilians is wrong and it is your responsibility and your opportunity to take direct action to ensure that every police officer knows that they should never, ever aim any gun at a citizen --

[buzzer sounds]

-- Who is exercising their constitutional right to free speech. Thank you.

>> Mayor, did you hear the buzzer that time?

>> Yes.

>> The next speaker is Vicky deweis. You have three minutes.

>> Hi. I'm going to give a little bit of an opposing view. First off I want to say I was born in Austin. I am actually -- I actually

[5:22:18 PM]

did endure police being overbearing to me personally in the '80s. I had guns drawn on me with my baby in the car in a station wagon. So I fella that feels like. One of -- I felt what that feels like. One of my best friends ran for office. As an African-American, I was his treasury, so to give a little bit of background. I am going to say that I don't think that you should defund the police department. I'm saying that based on I hear more training. I know that takes a shortage of money. There's a shortage of officers, I hear that constantly. I hear all the time that APD cannot patrol neighborhoods, they can't respond effectively. A number of officers retiring or resigning exceeds the number who are graduating. They have a delayed response to property crimes if they respond at all. They take officers from assigned sectors on an ongoing basis to put them in other sectors, leaving every sector in town short of the

[5:23:19 PM]

minimum number of officers required. They require backup from other agencies. I don't know about you, but I want them to be able to return to community policing. They don't have enough officers to do that that is what I'm constantly told. I don't want to live with areas of town being boarded up. I don't understand why that has to be the case. A year ago chief Manley was hailed as a hero. Cities all over town wanted him to come to work for him. Now he's being vilified. Prior to these protests there was a tribunal. That's what they called it, a special interest group called for a tribunal on chief Manley. I see him as a voice of calm and reason. I think his sensitivity is refreshing. I think he's horrified by some of the events that occurred this weekend. He's not the first chief to have people criticize him. Art Acevedo was criticized before he left Austin.

[5:24:19 PM]

You will never find the perfect person. I think you need to work with chief Manley. I want to ask what about injuries to cops? It's terrible that there were injuries to anybody, but what about injuries to cops? I don't hear anybody asking about that. I think protecting the citizens and your first responders needs to be your number one job. No neighborhood, very few neighborhoods can afford to hire private security. I know a lot of neighborhoods are feeling like they need to know. I know my neighborhood can't and we're in baker sector and that's another thing. I think the sectors need to be smaller. They're huge. It's impossible. With the traffic in Austin it's impossible for the police to even answer calls. It's been on the news constantly. I hope that you will consider some of what I've said. Thank you.

>> Mayor Adler: Thank you. Colleagues, I've been asked

[5:25:23 PM]

to help let speakers know when the buzzer has rung. I'm going to try to start doing that. Go ahead.

>> The next speaker is Molly Malone. You have three minutes.

>> Can you hear me?

>> Mayor Adler: Yes.

>> Can you hear me?

>> Mayor Adler: Yes, we can.

>> Hi.

-- Great, thank you. I'm here to discuss today's hearing about defunding the police. The reason being that as everyone has indicated here today that there are certain tactics and certain things that have been tried in the past over and over and over again and those items are not successful. So in my opinion I think it's time that we start defunding the police and putting those resources towards other programs within the city that can help create change in communities of color, as people have discussed today

[5:26:25 PM]

from public health care, also in public housing and other areas around mental health and public health care. Going through resources in need and going through and realizing that on a consistency of crisis and community, it's very, very hard for people to live the lives that they are intended to live. So I just want to share that today and I would defer the rest of my time to other folks. Thank you.

>> Thank you.

>> Next speaker is Alexandria hart. You have three minutes.

>> Hello, can you hear me?

>> Mayor Adler: Yes.

>> Thank you. I want to start off with a thank you to councilwoman harper-madison. I'm very, very proud to live in your district. My name is Alex hart and I've been in Austin for eight years. And every year when the

[5:27:26 PM]

anniversary of moving here approaches I like to wonder if I qualify as an austinite yet. Me being an austinite is a guest, something that we should be both appreciative and proud of. And while there have been many days since the 2016 election that I've been ashamed to be an American, I've never felt shame in regards to Austin until now. When the protests started it seemed like our police force would not behave in the despicable manner that we've seen on screen and replaying in our heads the murder of George Floyd. It was naive to think that our beautiful city is in any way immune to deep rooted racism

that plagues our country. 20-year-old Justin Howell may die. 16-year-old Levi is in critical condition. A black pregnant woman was shot in the belly. None of these individuals posed a threat to officers, and all of this was done at the hands of the Austin police department. It is no surprise that each

[5:28:26 PM]

person I mentioned here is a person of color. The force used on these individuals exercising their constitutional rights was excessive and it's criminal. It's time leaders and those in power show us courage and compassion in addressing the wrongdoings of APD. For my fellow Latinos...

[Speaking Spanish]. Fire the officers who are responsible for these crimes. Charge them with criminal offenses and charge them immediately. Then require all officers to go through explicit bias testing and do not put officers in the field who are a danger to our community. Require warnings before shootings. Require deescalation before shooting. Make shooting an absolute last resort. Adopt eight can't wait, which is moon to decrease police violence. Require officers to protect and serve, not police and

[5:29:26 PM]

murder. Full stop. And lastly, take some of the 400 plus million taxpayer dollars allocated to the APD and use that money to help heal our community. Provide better housing opportunities for people of color and invest in medical services and homelessness that also disproportionately affects people of color. The police are not above the law and it's your job to prove that now. Prove to us that Austin is actually a home we can be proud of. Please act now and take no half measures. Inaction will cause more suffering in our community. Suffering that's been inflicted upon the black and Latino community and the minority community for far too long. I hope the council sees this as an opportunity to set a national standard. It starts here with you at the local level. And councilmembers, if it doesn't start with you, there will soon be someone else in your chair willing to make the changes that our community needs. Thank you.

[5:30:27 PM]

[Buzzer sounds]

>> Mayor Adler: Just a moment, please. Councilmember harper-madison?

>> Harper-madison: I'd just like to give a moment to address that last speaker. Not just because she's a d1 constituent, but because she said something that's so important. I think as we move through this -- I want to be -- y'all have to forgive me. I've been trying my best all day to like compose myself. I think what I'm trying to say is the thing that she said that I really appreciate that everybody can appreciate,

she talked about civil engagement. Civic, rather, engagement. She said the words so these things that are making us all so very uncomfortable, rightfully uncomfortable, I mean, to the point where I'm

[5:31:28 PM]

muting my camera as often as I can because I don't want y'all to see me cry. I don't want you to see me wiping my nose. I don't want anybody on the line who has taken the opportunity to share with us to think that if we mute ourselves on camera that we're not listening to you. More often than not it's a matter of us just trying to remain professional and composed. I appreciate that that last speaker said the thing that they did about getting civically engaged. I don't even get these opportunities so I'm going to take this moment. You've got to get engaged civically. You've got to make sure you're registered to vote, you've got to make sure you're prepared to be a part of this process. Not even from the municipal process, but like as it moves into who governs us. Just one quick moment to take the opportunity to say please get engaged. And if you have any

[5:32:29 PM]

questions, if you're concerned, if you don't know how to do it, find us. Y'all know how to find our email addresses. When you want to you find us. So please find us if this is a moment where you feel like you need anything in the way of guidance about how to move forward in a way that we can help you make calculated and intentional decisions about who you vote for because that's important.

>> Mayor, you're muted.

>> Mayor Adler: Thank you. We have two more speakers who are speaking for three minutes each and then we have a little over 300 speakers speaking for one minute each. That will take us probably five and a half, six hours. Let's go ahead and call the last two speakers at three minutes and then we go to one minute. We're still anticipating taking a break about

[5:33:33 PM]

6:00 oak. Please go ahead.

>> Next speaker is summer Mansfield. You have three minutes.

>> Hi. I live in district 7. Manager cronk, what more evidence do you need to see that austinites do not approve of our police leadership? That our leadership has failed miserably. The assistant police chief was openly racist. Man he admitted it to Manley. Manley failed to fire him. This again is grounds for dismissal. The accounts of police action we have heard here today give credence to the perception that

all cops are bad cops, but I want to play devil's advocate for a minute. Chief Manley, your actions have not only put the community at large, but put your officers in danger. If the community is angry they will take it out on the

[5:34:33 PM]

police as we have seen over the course of events this weekend. Not only were the officers physically abused, they were mentally and emotionally degraded. As such it stands to reason as human nature dictates that these officers unless treated properly go on to harbor even greater fear and resentment of the community they're to protect. Therefore to keep peace and come together, citizens and police force, we must start fresh from a place of mutual respect and trust. And that is going to be hard to do -- chief Manley, I wish you well, I wish you peace and forgiveness. Thank you.

>> Next speaker is Savannah Jones. You have three minutes.

>> Hello, can you hear me?

>> Yes, please proceed.

>> Hello. First I would like to commend councilwoman harper-madison for calling out chief Manley for not

[5:35:34 PM]

being fully present, by having his camera on in this meeting when this is all happening because of him and his police force. I am a long time president and speaking of APD tactics of crowd control over the weekend and what is being done to expedite the open investigation with the attacks on Brad and multiple other victims during the peaceful protest. As you know, a minor by the name of Brad Ayala was standing alone doing absolutely nothing and while a safe distance from the crowd was shot down by a shot from non-lethal ammunition. A 20-year-old black male received a head shot while idly standing by and there were reports in which he was being carried away by a team of medics. Officers continued to shoot at them with rubber bullets and beanbags. It is completely absurd and criminal. What steps are being taken to find their attackers and what will you do to hold them accountable? Another thing I would like to address is there needs to be a discussion in regard to indicating the use of rubber bullets and beanbags in

[5:36:35 PM]



our cities. There is no need for this ammunition T has caused multiple injuries, including for Brad who remains in intensive care. Also a woman by was shot in the back multiple times as she ran for cover and it turns out she was pregnant. Although it is reported by her husband that the baby is okay, it is possible to change. This form of crowd control is supposed to be administer below the waist only to avoid serious injuries, but officers have displayed that they are not capable of using this method responsibly. And what do you do when -- what is to be done with someone who can't use things responsibly? They have it taken away. I would also like to see chief Manley replaced by someone who is completely transparent. The fact that he is unwilling to release footage from the cameras on the front lines and put it in front of the city and lie about the events that transpired is a complete disgrace and I don't feel safe having someone like him running the force that is supposed to serve and

[5:37:36 PM]

protect us. I would like to see Christopher Taylor charged with the murder of Mike Ramos. Members of council, we need for you to stand for us as leaders and as citizens of this wonderful city. Bring justices to the victims of protest and hold the criminals of our police department accountable for these acts of violence.

>> Thank you.

>> Mayor Adler: We're now going to go to speakers speaking one minute. I will tell everyone on the line, and I'll probably do this a couple of times, we're going to take a break around 6:00 for dinner. If you're online and on the phone, don't hang up because you will lose your place in line. When we take the break we'll see what time we're coming back, but if you're on the line and haven't been called, don't hang up because you will lose your place. Please call the first one-minute speaker, please.

>> Angelica arrohaso?

[5:38:39 PM]

>> Who.

>> Yes, go ahead. You have one minute.

>> I am a d1 resident. I was a peaceful protester on stunned and shot and tear gassed by APD. People next to me were vomiting and passing out and still getting shot at while trying to get their breath. I was hit in the head with the so-called non-lethal rounds. The only reason I'm okay is because I was wearing a helmet. I wore a helmet because I expected that APD might shoot at us. Hear that and understand that. This weekend innocent people were brutalized by the police of this city. How much blood needs to be spilled until you give a damn? Spencer cronk, our statement yesterday said our chief of police is committed. Is somebody who sent a letter to Ken paxton trying to Exxon Nate the officers who killed Mike Ramos someone who is committed? Someone for weeks refused to

[5:39:42 PM]

acknowledge that the searches and arrests are a serious issue and a chief of police who is committed? Someone who publicly stated that there was no issue with the [indiscernible] And chief of police that is committed?

[Buzzer sounds]

[Multiple voices]

>> Mayor Adler: Angelica, thank you. Thank you. Next speaker.

>> Cassie Matthews. You have one minute.

>> Mayor Adler: And I know one minute is not sufficient time for anyone to be really able to speak. But you get to pick probably one impactful thought, but you do have one minute. We're going to be listening to speakers until about midnight. Go ahead, please.

>> My name is Casey Matthews. I'm a resident of data. I wanted to take a moment to

[5:40:44 PM]

call attention to the glaringly obvious racial disparities and injustices held by the Austin police department as evidenced in the handles of two protests that have taken place in the last couple of months. One being the info wars

[indiscernible] Which were largely white citizens and the other being the protest in the recent week. Represented by people of color. And our and the oppression of people of color. APD, your racist principles and your fear of the rising up of people of color are on grand display. Austin citizens are watching you. And I just wanted to say the name of the woman who was shot while pregnant and attempting to peacefully protest.

[Buzzer sounds] I am demanding the

[5:41:44 PM]

resignation of chief Manley and the officers who were involved in the murder of Mike Ramos. Thank you.

>> Mayor Adler: Thank you.

>> Next speaker is topaz mcgarkle. You have one minute.

>> Hello. I was down in the protests on Saturday and Sunday. Can you hear me?

>> There are obviously much larger issues here, but I'm here to suggest a resolution for how protests are managed and how to strengthen the police department instead of spending money on riot gear, tear gas, I would propose that we have a city department of mediceneiation and crowd control. With the right training and tactics there would be no need for beanbags and tear gas. It's silly that the police

[5:42:45 PM]

are in charge of a protest against the police. And they show up in riot gear. It's like you're begging for confrontation. You could use -- police force could be used to combat violent criminals and that's all. The mediation of crowd control would be useful on weekends on sixth street at festivals and with the right training would cut down on racially motivated police violence and profile.

[Buzzer sounds] The fact that chief Manley hasn't stepped down tells you the kind of person he is and the trauma he's caused to his officers. The poor management and the trauma that will be caused to all the police officers as well.

>> Mayor Adler: Thank you.

>> My message is directed towards the police department and chief Brian Manley. I'm a college student and I

[5:43:45 PM]

have to say I'm extremely disgusted by how you treated protesters. However I'm not surprised. You say your job is to serve and protect us, but the only ones protecting us were the medics and you were shooting them. We had to rely on each other. Personally at one protest I was covering and protecting a black woman with four other people who y'all maced while she got her eyes flushed out while APD officers stormed us after we screamed we were helping an injured person. One of the officers yelled, then pick her up and leave. Then they beat us with batons, pushing us with shields and me being shot in the eyes with the tear gas. You started shooting rubber bullets at anyone you can see. Chief Manley how can you sit up there in your office and claim that your officers are --

[buzzer sounds]

-- When there are videos

[5:44:46 PM]

everywhere of APD committing brutality of them committing crimes against the public.

>> Mayor Adler: Thank you very much for participating. Next speaker.

>> Justin Galise.

>> Hi. Can y'all hear me? Hi name is Justin. I'm a resident of district 9. I'm here to voice my concern and anger over the way protesters were treated last weekend by the APD. The police took an oath to defend and serve the public, shooting kids, pregnant women or anyone for that matter does not fit within that oath. I'm asking for an open and independent investigation into how this happened and how it can be prevented in the future. I'm asking that you remove chief Manley whose leadership allowed it to happen. I'm asking that you investigate the killing of Mike Ramos. I'm also asking that you delay the current cadet class to implement training. I'm asking that all of you propose and pass policies that ban choke holds and strangleholds.

[5:45:46 PM]

Require that officers deescalate the situations first. Ban shooting at moving vehicles and require officers to file comprehensive reports after they use or threaten to use force against a civilian. I also ask that you defund the APD. If you do not vote in favor of the people and create policies in our interest, we will vote you out. I cede the rest of my time.

>> Thank you. Next speaker.

>> Zachary Mallet.

>> Hip. I'm here to say that the funding of the -- defunding of the current police budget must be reallocated. We have to [indiscernible]. And instead focus on redirecting that money into neglected communities. Condemning people to victimism of the police. In this case we should use the funds cut from the

[5:46:46 PM]

police department for rent support, for people who could be evicted on June 1st, as well as an immediate refusal of eviction started on June 1st. In addition, chief Manley must be removed from his position immediately. His conning of violent -- condoning of violent behavior against people, and you have too many witnesses to think that you can downplay the actions of APD and make up stories to justify the violence retroactively, ie the backpack story to justify shooting Justin Howell. It's bull S---. You lied. Any city councilmembers who have been supported financially by police unions --

[buzzer sounds] Donate to local organizations or go fund me.

[Indiscernible].

>> Mayor Adler: Thank you very much. Thank you for participating. Next speaker.

>> Shane Johnson.

[5:47:48 PM]

>> All right. Can y'all hear necessity?

>> Mayor Adler: Yes, go ahead.

>> [Indiscernible]. I just can't believe them until I actually see them put into practice. I've been doing this work for three and a half years and as a black man I haven't had the privilege of not realizing how brutal and how much APD cadets

[indiscernible] The culture in Austin. At the bare minimum you should institute all of the eight primary deescalation tactics that organizations have put out. It is absolutely absurd that APD doesn't have to do things like deescalate or do other measures before shooting at people. And then as an absolute bare minimum you must fire chief Manley, fire APD chief of

[5:48:49 PM]

staff Troy gay, fire assistant manager rey Arrellano who personally tried to slow down the creation of the mental health [indiscernible] Response program, a program that --

[buzzer sounds] People like me would be murdered. I want to end with saying that if you don't do these things you're going to wish that the protests had stayed as small as they have been.

>> Mayor Adler: Thank you. Next speaker.

>> Cecelia yatin.

>> Can you hear me?

>> Please proceed.

>> My name is Cecelia and I live in district 1. I'm here to demand that choke holds and strangleholds be banned from the APD. I think it is distrustful that APD claim that their accuses this past weekend were to protect people. There's countless evidence that this is not the case.

[5:49:50 PM]

Handing out cookies and kneeling and hugging for photo ops and lying to cover up what actually happened this weekend is never going to bring back the lives of people that have been murdered and will never fix the irreparable lives of mass incarceration of black people. I'm here to say that APD should be trained to do all other alternatives before turning to weapons. And that other procedures like wearing body cams are proven to be ineffective. APD's budget is extremely disproportionate and I demand they are defunded and that chief officer Manley step down, be fired. And y'all need to do better. It's disgusting that hundreds of people have to call and tell you how to do your jobs.

[Buzzer sounds] You're supposed to be the professional and you are proving to be the criminals and y'all are the ones who should be locked up. Thank you.

[5:51:09 PM]

>> Do you support a national registry for officers with criminal report. What do you take to do adequate backgrounds. How many secondary weapons is an officer allowed to carry? Please define carry. The approved weapons states ar15s can be carried by both on and off duty officers. Are there any restrictions at all to carry ar15s or any rifles. Who pays for settlements regarding police brutality cases? If tax dollars, why? What is the status of the Mike Ramos case? When will the officer be charged? Who is taking care of Brenda Ramos? Do you participate in a -- do we participate in no knock warrant serving? Is an officer required to identify themselves? And then lastly in regards to the minor Brad --

[buzzer sounds] He suffered a head wound by being needlessly shot while he was up against a fence. Officer Manley stated he was shot while he was clearing the highway. He was on a grassy hill.

[5:52:10 PM]

>> Mayor Adler: Thank you.

>> I want to know what has been done to identify the shooters.

>> Mayor Adler: Thank you very much.

>> Are there any APD body cams? Are there any ballistic testing that can be done.

>> Mayor Adler: Thank you for participating tonight. Thank you. Next speaker.

>> Deidra doty.

>> Hello?

>> Yes, go ahead.

>> Yes, hello?

>> Mayor Adler: Go ahead, please.

>> As a white person, as a white person, I cannot know the lived experiences of or speak for black people and other people of color. And I was not at the recent protest. As an ally I want to say I am outraged over the use of force tactics, including shooting protesters with so-called less lethal beanbags that the Austin

[5:53:12 PM]

police department used for police brutality and police tactics that have led to the countless killings of people across our nation, including George Floyd and Mike Ramos here in Austin, Texas. This comes on the heels of the at a time item report and homophobia in the department and on the heels of policy refusals under chief Manley's leadership, including the ability of Austin police to shoot at moving vehicles. I call on Austin city council to defund APD and reallocate that money to fund better solutions, such as more mental health and mental health workers. Investing in housing and community-based security and restorative justice plans and I call on --

[buzzer sounds] We need new leadership to make sure that police reform in Austin actually reserves. As councilmember harper-madison said, we need to stop talking listen to the people demanding justice and take action.

>> Mayor Adler: Thank you very much. Thank you. Next speaker.

[5:54:13 PM]

>> Patches Brashear?

>> Hello?

>> Mayor Adler: Yes, go ahead, please.

>> I've lived in district 2 for 12 years. I've spoken to the council many times and it always comes down to the racism of some system in this city. Anyone who has been paying attention has seen this coming for a long time. Community advocates have been bringing in problems to light for many years. Our outrage is justified. Our city's budget has consistently supported these excessive policing that has led us here. Defund and disband our city's police force. In any APD officer that didn't quit this weekend is part of the problem. Please listen to the voices of those affected most. Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Lauren dug a iatnato?

[5:55:17 PM]

>> My name is Lauren. You all know the eight steps to take. We're not interested in apologies. It is lame. They are not genuine. People want action. We won't accept these promises of reform since the system is designed to be violent. We're not fools or impressed by your performance of taking a knee. It's a publicity stunt. They're releasing all peaceful protesters, begin planning to defund the police department. Hold the officers accountable. Reallocate funds into the community and know that the people of Austin will continue to protest until the city starts dismantling the racist system of the police. I'm out.

>> Mayor Adler: Thank you. Next speaker.

>> David chase.

>> Yes. My name is David chase.

[5:56:19 PM]

And I was lucky enough to experience the peaceful protest that's been happening for these last four days. And I talked to a lot of protesters lately and we all feel that the police should not be writing their own police reports. It should be done by a third-party, possibly the director or office of police oversight. I don't see why this didn't happen a long time ago. Right now the system is biased because police officer's emotions are involved, the mentalities are involved and we don't know the history of that mentality and those emotions. So it's biased. If we had a second, third-party review board or something to take the police reports or take make a second police report, then we would have an unbiased system. But until that happens, you know, nothing is going to change. I also call for Manley's resignation. And defunding. If this doesn't happen. I feel like it's the only

[5:57:19 PM]

way to change the system.

[Buzzer sounds] Appreciate everyone and what you're doing and I hope I see some change.

>> Mayor Adler: Thank you. Thank you. Next speaker.

>> Jacari renter.

>> Hello. My name is jacari. I'm a black woman. And I'm a resident of Austin in district 3. Every interaction I've had with the police is nerve-wracking because there's no guarantee for just treatment. I had to push through many threats to my physical and mental health to protest at the capitol on Sunday. The biggest threat being the massive amount of armed police officers that continued to use excessive



amounts of force against civilians for exercising our first amendment right. I am asking the city council to fire chief Manley and the officers involved with Mike Ramos' murder.

[5:58:20 PM]

Defund the Austin police department and put that into the communities that need it. Listen to your community. I want to know what it feels like to trust in law enforcement. That is impossible with this kind of police department. Thank you.

>> Mayor Adler: Thank you. Let's hold on now. We're going to take a break. Councilmember harper-madison, did you want to say something?

>> Harper-madison: I did, yeah, thank you. Y'all, this is brutal. And I don't think we spend enough time outside of policy work talking about mental health and wellness. I'm struggling to stay on the call, to be honest with you. I can't even speak to the people who are going to talk to us

[5:59:21 PM]

tonight. I am struggling to stay on this call, because it's brutal, and it's painful. And so my hope is that during the course. Break, that everybody takes a moment to do some deep breathing, drink some water, eat some food, hug your loved ones, like take a minute for yourself. And I would encourage the people who are waiting to speak to do the same. While I recognize that the subject matter is so very important, I am worried about all of us. Somebody sent me a message, I do this thing when I'm anxious. I rock, and somebody was like, you look like an absolute maniac right now. And I don't care. I'm doing what I need to do for myself.

[6:00:21 PM]

So do what you got to do. Like whatever behavioral modification you have to do for yourself, whatever minute you have to take for yourself to be okay in a moment like this that's so incredibly absurd and crazy. Like it's the moment that's crazy, it's not you. So I hope people are taking an opportunity to take care of themselves. I will also say this. Without discounting the relevance of being accountable, I'm looking at Brian Manley, who turned on his camera, thank you, that's a whole human person right now, y'all. So while I can appreciate that we all have something to say, that is entirely relevant, and us holding him by way of his position of leadership

[6:01:22 PM]

accountable, I want you to look at that man's face. That's a whole human person. He's not a robot, he's not a monster. We can hold him accountable, and also recognize that he might need to take a minute, too. So I want everybody to just know that I'm not feeling okay. I don't know about y'all, but I don't feel okay. I feel bad. I'm on the struggle bus. I'm driving the struggle bus. I want y'all to all take a minute, take some breaths, eat some food, drink some water, do what you have to do to take care of yourself, and remember, none of us are immortal, none of us are robots, we're all human people. Regardless of our opinions of how you did or did not, frankly, do your job, and I have some thoughts about that, which I'm certain we'll talk about later.

[6:02:22 PM]

My hope is that we all remember, everybody -- every face you can see right now is a human face. These aren't robots, these are humans. Give them a minute. Please give them a minute to be human. The other thing I wanted to say, and I appreciate you recognizing me, chair, because I feel this is of the utmost importance. Sometimes some of the hard times I get are by way of the Austin police association, and their leadership. The fact that Ken caddie, aka box, the leader of the union for the police department, is not on this call, I personally find it problematic. I think this is an opportunity for people to put all of -- and I'm not going to make any apologies, I think some of the words that have been expressed, some of the fears and anger that

[6:03:24 PM]

have been expressed towards our police chief are entirely valid. But the fact of the matter is, when it comes to the loud voices, they come from Apa. They come from the Austin police association, and Ken Cassidy and his leadership there, I think it's problematic that he's not on the call. My hope is during the course of the break, we get him on the call. Because in my mind's eye, that's an important introduction to this dialogue.

>> Mayor Adler: Thank you for that. Take care, everybody, tonight. Colleagues, it is 6:04. There are about 120 people that have actually gotten in the queue that have yet to speak.

[6:04:24 PM]

The other 150 would have the right to be able to call in. But at this point, about 120 people. It is 6:04. I suggest we come back at 7:00 to complete the calls. Does that work for everybody? 55 minutes, so you actually have a chance to rest. All right. So then here at 6:04, both the regular city council meeting as well as the special called city council meeting are both in recess until 7:00. See you guys then.

>> To all of the speakers, this is Myrna from the clerk's office, reminder to not hang up or you will lose your spot in line. Also, if you have not pressed 0, please do so now, so that you are admitted to the call. Thank you.

[6:05:35 PM]

[Recess at 6:05 P.M.]

[7:05:12 PM]

>> Mayor Adler: Council. It is 7:05. We are going to reconvene the city council meeting set for June 4th, 2020. It is also an currently the special called meeting also for this same day, June 4th, 2020. We were listening to speakers that had signed up and we'll start back in on that process. When we are done hearing all the speakers we'll entertain a motion on item number 7. And then right after that we will all hold our comments and reconvene tomorrow morning at 9:00 this meeting so we can have the presentation and then questions and discussions. I would say out loud again that having one minute to speak is clearly insufficient time for people to be able to speak.

[7:06:14 PM]

The reason that council decided this policy a couple of years ago is because it was also unfair to have people having to wait hours and hours and hours and only get to speak to the council at 2:00 or 3:00 in the morning. We have 334 people sign up, if everybody spoke for three minutes, that's almost 17 hours that we would have people speaking and it's imperative that as a council we get to discuss procedures and protocols associated with demonstrations certainly before we go back into -- into demonstrations this week. With that said we're going to go ahead and continue on with the speakers. Every speaker has one minute. I apologize no for that, but I would ask the speakers to try to hold to that one minute so that all the remaining speakers have a

[7:07:14 PM]

chance to speak before we get too late. Do we still have the folks on that are helping us recognize speakers?

>> Yes, we're here.

>> Mayor Adler: Okay, great. Why don't you go ahead and call the next speaker.

>> Brette Tarr.

>> Thank you very much for -- thank you very much for having me. I am a business owner and have lived here in Austin for 18 years and participated in the protests Sunday afternoon and Sunday evening. What I witnessed were multiple acts of APD officers firing at unarmed peaceful protesters, shooting in the head and the torso, and not taking appropriate measures outlined by APD. Being a business owner myself, I know that I am responsible for those that I manage and oversee.

[7:08:17 PM]

I did not hear chief Brian Manley participating in this weekend's activities. I did not hear of any type of reports of oversight of the police, but what I saw firsthand were individual police officers firing multiple times with other officers standing shoulder to shoulder and not saying anything. What I saw were peaceful protesters policing themselves, putting out fires --

[buzzer sounds] At one point peacefully confronting a man wielding a knife. Telling others not to throw water bottles. And I personally confronted police officers who were indiscriminately firing live rounds -- pardon me, non-lethal rounds at individuals. And once they saw a semi-imposing 45-year-old male come to them videoing them on the spot --

[buzzer sounds]

[7:09:18 PM]

-- They stopped firing at that individual, pointed the gun at me, this one officer did, and then stopped firing. So you had peaceful protesters policing APD. You had leadership not participating --

>> Mayor Adler: Thank you.

>> And getting ready -- thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Crystal Ericsson Collins. Crytal Ericsson Collins. Be sure to unmute your phone.

>> I'm sorry, thank you. I am a member of undoing white supremacy Austin. Thank you for participating in the UT equity panel yesterday. I agree with much of what you said. I agree. Today is about over due justice. I agree no mother should fear for the life of her child. Where is justice for Brenda

[7:10:20 PM]

Ramos? For years people of color have spoken, engaged and collaborated and sought reform. No more. I agree, it is time for deep and total change to all of our institutions. You must act now. Chief Manley has given lip service to reform while allowing racism to flourish. His policy changes directly resulted in the murder of Mike Ramos. He must be fired. If assistant manager -- if city manager cronk won't, then you must. Public safety comes when people are fed, have good education, health care and jobs. We must redirect funds from APD personnel budget to housing, education and public health and contribute \$70 million to rise funds to be allocated directly into the hands of underfunded families. Thank you.

[Buzzer sounds]

>> Mayor Adler: Thank you.

>> Rick swan.

>> Hi.

[7:11:20 PM]

On Sunday I found out what tear gas looked like and see my own fate. Irritants wash out, fear doesn't. If this is how they treat peaceful protesters with all eyes on them, how can we trust APD with our community.

[Indiscernible] Shouldn't be my white privilege. It's a human right. Black lives matter.

[Indiscernible] The APD budget. I yield my time.

>> Nikia Arnold.

>> My name is Nikia arrestnol. Can you hear me?

>> Yes, go ahead, please.

>> I spoke at the protest this weekend. My [indiscernible]. I want y'all to acknowledge that Austin is the capital of Texas for a reason. We started as a slave trade

[7:12:22 PM]

city and chief Manley and Mr. Cronk, don't stand on it. Give it to the community, give it to our black people who need it, better health care, our economy, our school. We need food. Other homeless out here. We're scared out here. If y'all feel like y'all are going to protect us,

[indiscernible]. We can protect ourselves. I've been living in Austin for 27 years. I've never felt safe. I have to raise my child. I've seen the worst things happen to us, to us. This is enough. If y'all feel like this is enough stand with us. Stand with us and say this is enough! Please, Natasha, thank you for everything.

[Buzzer sounds] Again, my name is Nikia Arnold. Stand with us, not against us.

>> Mayor Adler: Thank you for participating. Next speaker.

>> Mary Chisholm.

[7:13:23 PM]

Mary Chisholm, make sure you unmute your phone.

>> Hi, my name is Mary Chisholm. I am from -- I live in district 4. I would like to ask the city manager to terminate the grant noted in item 7. I'd like to ask the city council to direct the manager to dismantle the police and start new just like Chris Harris said and I agree with Chris Harris and the gentleman after him. And Chris Harris' policy recommendations. And I urge the city council to hold Manley,

[indiscernible] And all officers accountable for their actions. We know that Ken Cassidy has assaulted people, it's on video. And I urge every person who was injured while protesting to contact an attorney to file a civil rights suit against Austin police department and their officers. Thank you for your time.

>> Mayor Adler: Thank you. Next speaker.

>> Monica Guzman.

[7:14:31 PM]

>> I'm here, sorry about that. Can you hear me?

>> Mayor Adler: Yes, go ahead, please.

>> Hello.

>> Mayor Adler: Yes, go ahead, please.

>> Yes. I'm Monica Guzman, policy director for gave, go Austin, vamos Austin. Speaking on item 7 and sp001. It is horrifying to know that protesters in multiple instances were met by violent responses by APD that have left multiple young people of color in critical condition while our police department continues to ask for additional resources. So-called non-lethal ammunition is incredibly dangerous and in fact lethal when used in the manner that Austin police officers fired at protesters and bystanders. These policies and practices cannot stand. Do not allocate additional resources to APD without first addressing the egregious events of the last week and identifying changes

[7:15:33 PM]

that can prevent this from happening in the future. Instead of funding APD requests, use those funds to address health and other systemic inequities, starting with Austin public health to address the disproportionate impact of --

[buzzer sounds] Lighting in the parks, which are much more cost effective deterrents. As I said this morning, I urge terminating the grant, freeing up city funds for allocation to the rise fund, but [indiscernible] Directly to the residents. Thank you.

>> Mayor Adler: Next speaker.

>> Al G I want Esler.

-- Al Giesler.

>> Hello, thank you. I'm an ally and I appreciate my fellow citizens. I've lived in the Austin metro for 12 years in sixth district. I did not physically protest, but I bore witness. I see horrific footage 17 miles from my home and it is unacceptable. We need action, justice and accountable for Mike Ramos and his mother and so many others. We need to speak out against

[7:16:36 PM]

fascism and racism and shave it into submission. I demand that APD lay down weapons of violence or risk putting more folks in critical condition with non-lethal tools. Like they did with Mr. Howell or shooting an unarmed pregnant womanlike Ms. Martin, shooting journalists and medics. It happened here. It's disgusting and we can't tolerate it. Police departments should resemble brothers and sisters of the community and not Robo cops. I ask them to have faith in the city of Austin first and know you need our faith. The APD budget is way too much of the pie and it needs to be reduced. The priority and spending should be educational and accountable. We must invest wisely in our community. Black lives matter. And police violence, end racism.

[Buzzer sounds] Chief, you need to resign. Council you must act. Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Mona Mindy.

>> Yes, hi. Can you hear me?

>> Mayor Adler: Yes, go

[7:17:36 PM]

ahead, please.

>> Great. Okay. I was in the protest last Sunday during the part at the capitol and governor's mansion and the vast majority of these recent protests, including the ones in Austin, by my own direct witness and knowledge of the events that went on later in the evening, were peaceful. Basically people were very tired of the police killings, the systemic racism of the criminal justice system and so on primarily directed at people of color. So what I'm saying is that people here in Austin engaged in peaceful civil disobedience on I-35 for a limited period. That could have ended with respectful dialogue and very mild means. That's the people -- they asked the people to leave. But instead APD as you know, as you've been hearing, used highly damaging, capable of maiming and killing people,

[7:18:37 PM]

different elements --

[buzzer sounds] Of the rubber bullets and beanbags. My son who was there in the evening saw police officers lined up on I-35 with an officer pointing his rifle directly down at the citizens below in front of the APD headquarters.

>> Mayor Adler: Thank you very much.

[Multiple voices]

>> Mayor Adler: Thank you very much. Next speaker?

>> Caroline metz.

>> Hi, can you hear me?

>> Mayor Adler: Yes, please go ahead.

>> Hello?

>> Go ahead, please.

>> Thank you for letting me speak today. I was at the protest this past weekend, peacefully protesting myself. For the record, I did not once feel threatened by my fellow protesters, but I felt threatened because of the police tactics used. I won't go into detail because of the time, but

[7:19:40 PM]

everything that has been said is accurate. They did not go the extra too mile to keep things from getting out of control. I was not injured myself, but I felt like I could have been one of those injured because



APD was trigger happy and firing the rubber bullets at random into the crowd. I personally experienced a terrifying situation and I felt powerless and as a privileged white female I can't even begin to imagine how black Americans have felt for so long. Reform could change our model and we need more than empty words and we can start by defining APD and justice for Mike Ramos. Thank you.

>> Mayor Adler: Thank you very much. Next speaker.

>> Kyle renfield.

>> First, the idea of a curfew in Austin is absurd at best and it's another excuse for the APD to beat up peaceful protesters. Don't do it. More importantly, there's a 2020 research paper online

[7:20:41 PM]

at bmj journals on rubber bullets. Three percent of people injured by rubber bullets die. 15% are permanently disabled. If you ban them only in crowd control settings that distinction is another shield for the police to hide behind. They need to be banned immediately, changed policy tonight. Brad ayayla and Justin Howell are Johnson City human beings and police chief Manley actively for-profittered an environment in which they were shot and brutalized to the brink of death. And I wonder if city manager cronk was asleep in his oversight like he was in Minneapolis. Has the APD identified the officers that shot those boys or are those officers still on duty right now being paid extra to work these protests? I want everyone to remember that it's we who are being looted to fund this police brutality. We pay for the bullets, the guns.

[Buzzer sounds] And right now we're paying the cops' salaries and health care and retirement and many people in Austin are out of jobs and while Brad and Justin are fighting for their lives.

[7:21:42 PM]

>> Mayor Adler: Thank you very much. Thank you. Next speaker.

>> Benjamin Montez.

>> Hi, can you hear me?

>> Mayor Adler: Yes, go ahead.

>> Hi, my name is Ben Montez. I'm a resident of district 1. Thanks for hearing us out today. I'm happy that many of you are willing to adopt the eight can't wait policies and I hope it will happen immediately, approximate but it's hardly a baby step. We need to cut funding to the police department and reallocate those resources into public health, education and affordable housing. Additionally, Dean Margaret Moore has stated that they do not have enough staff to effectively and efficiently prosecute police. They does not have enough lawyers to hold police accountable. The killing of

[indiscernible] Was never prosecuted and the officer in that case of the same who killed Mike Ramos. That is unacceptable. You should not hire more officers if you do not have staff that can hold them accountable and you certainly should stop paying

[7:22:42 PM]

officers when they are being investigated. The next thing I would like to address is the immediate actions regarding the protests in the coming days. There are reports that chief Manley is thinking of a curfew. We have seen they are abused by LAPD and NYPD --

[buzzer sounds] Defund the police, black lives matter. I yield my time. Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Kenzie Gomez. Be sure to unmute your phone.

>> Good evening. I am a constituent in district 7. Is it my turn?

>> Yes, please proceed.

>> Mayor Adler: Go ahead.

>> And I have lived in Austin for 17 years. I'm here to add my voice to those who condemn the unprovoked and excessive force used by APD at this

[7:23:44 PM]

protest. It is unacceptable. As someone who works at camp Austin I'm here in particular in support of Brad ayayla. As a reminder, Brad is 16 years old and remains in excruciating pain. You need to demand total transparency about these incidents. Terminate the officers who clearly violated policy to warn before firing and fully reimburse every victim using existing APD funding. Now, I want to address chief Manley's response. It has been [indiscernible]. There is no amount of training [indiscernible] Or policy that can overcome weak leadership. The changes required are not tweaks. They will take vision and backbone. We need new leadership now. Thank you.

[Buzzer sounds]

>> Mayor Adler: Thank you. Next speaker.

>> Christopher Scollard.

>> Thank you. My name is Christopher. I'm in Ann kitchen's

[7:24:45 PM]

district 5. Despite Austin's tolerant, Progressive reputation, the APD when facing its citizenry shows its racist oppression time and again. On Saturday, May 30, my minor son and I attended a protest at APD HQ. We were prepared for peaceful protests. We were not prepared for violent attacks by the police. As several videos and photographs show, my passively resistant child was attacked by several mounted police officers in a concentrated and deliberate fashion. In fact, councilmember Flannigan had a photo of this happening to my child on his Facebook page. I'm lucky it wasn't a bullet. We've all seen too many black and brown people who were not so lucky. You parents who didn't before know now how APD will treat your children regardless of color. The APD has demonstrated time and again that it exists chiefly to oppress citizens often with racist

[7:25:45 PM]

violence. As a taxpayer and human, I demand that the APD --

[buzzer sounds]

-- Defunded, dismantle and only then if needed rebuilt from the ground up. Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Ace Lynn Smith. Ace Lynn Smith. Be sure to unmute your phone.

>> Hello. First of all, I would like to recognize Chaz Moore for his leadership of the Austin justice coalition. Black lives have always mattered. District 10 can no longer have a police department that has always racially profiled Latinx or black community members. It is [indiscernible] Constitutional rights to the hospital. Incompetent police presence at protests use weaponry

[7:26:46 PM]

both lethal or semi lethal ways that left citizens damaged physically and emotionally. The city of Austin has the responsibility to pay for these medical treatments and any future legal fees. My following suggestions for police reform have been

[indiscernible] Austin justice coalition and the 2020 Austin budget survey. I want to remind chairwoman Alison Alter that they are real actual steps we can take. The employment of police chief Brian Manley should be called into question. Also why does APD even have access to tear gas? At a bare minimum city funds should be dramatically reduced and reappropriated from the crucial items that will affect the lives and safety of Austinites, especially people of color.

[Buzzer sounds] This includes Austin public health, rent freezes, etcetera. A considerable part of the budget should be used to improve the Austin police monitor.

-- [Overlapping speakers].

>> Mayor Adler: Thank you for your participation. Next speaker.

[7:27:46 PM]

>> Alexandra Evans.

>> Hi. I'm Alexandra Evans. Can you hear me?

>> Yes, go ahead, please.

>> Hi, I'm president of the university Democrats at UT Austin. And many members of my organization were tear gassed this weekend. Austin APD have been lying about this on social media until they were forced to recant after countless testimony. APD greatly abused their power this past week. How can Austin pride itself on being Texas's

[indiscernible] Which is so eager for the first amendment and retaliate on protesters. Mr. Cronk, how does black neighbors feel about the chief of police after the last few years and city council what are you willing to do to ensure that APD does not do further damage to this community.

[Indiscernible]. I do want to say that I have a group of students who are greatly politically engaged. They are passionate, aware and furious. How do I inspire them to

[7:28:47 PM]

continue to draw time and resources to elect people like you when Progressive leadership does not stop cops from [indiscernible] Unarmed protesters.

[Buzzer sounds]

[Indiscernible]. Do we need to elect people less concerned with telling lies and [indiscernible] Fan find people more concerned with justice and public service.

[Overlapping speakers].

>> Mayor Adler: Thanks for participating. Councilmember harper-madison?

>> Harper-madison: Thank you, chair, thank you, mayor. I just wanted to remind folks I absolutely recognize that one minute is not enough time, but it's what we have. And no one person's experience or commentary is more important than any others, and so it's not just a matter of us cutting you off, it's a matter of us trying to make sure that we can within the bounds of what's humanly possible --

[7:29:48 PM]

and frankly, by way of mathematics, there's just not enough time for us to give everybody more time, so I recognize -- I'm certain that some of my colleagues would echo my sentiment in saying one minute is not enough time for you to say what you want to say about something that's so extraordinarily important, but we can't give any one person more time than we give another person time. Everybody's got something to contribute to the dialogue. I just want to make certain to advocate for my colleague, the chair, mayor Adler. When and if he cuts you off, it's not because your contribution is not valued. It's because there are 280 some-odd people standing in line behind you. And everybody wants to make their contribution and honestly, it's just -- we could do this dialogue for three consecutive weeks and still not have enough time. There's just not enough

[7:30:49 PM]

time. So don't feel cut off, don't like we don't feel you. We hear you, we're hearing you. By I want to remind people that our email addresses are readily available on the [austintexas.gov](http://austintexas.gov) website. Email us. If you didn't get a chance to say everything you wanted to say, this is not your singular opportunity to talk to us. I would like to encourage people to continue to talk to us outside of this opportunity. And don't feel cutoff, don't feel slighted. It's not about you. It's just a matter of we just don't have enough time to have people go over the one minute. And that the decision around it being one minute has to do with like the finite nature of time. And I'm so sorry. I just personally want to say my apologies, I'm so sorry that you guys are feeling like you're getting cutoff, you're not getting to say everything you wanted to say. I want to hear it all, but

[7:31:51 PM]

honestly, you know, we could be here for folks hearing it all. So if everybody could be really mindful about respecting the one minute, it's because we want to hear from your friends, your allies, our anti-racist allies. We want to hear from everybody. So the one minute is a hard, firm cutoff for a reason. And not because we don't appreciate what you're contributing to the dialogue.

>> Mayor Adler: Thank you. Thank you, councilmember. Let's go ahead and call the next speaker. Say the name again, please.

>> Spencer Garland. >>

>> Hi, thank you. Can you hear me?

>> Mayor Adler: Yes.

>> Okay. Well, my name is Spencer Garland. I was there all this weekend. I saw all the same types of

[7:32:52 PM]

things that everybody before me that's speaking has described. A pregnant woman, a 16-year-old college student. Over 50 arrests of protesters, but zero arrests in the murder of Mike Ramos,

[indiscernible] Christopher Taylor who killed both is still working. The assistant chief walked with \$130,000 in sick pay after a decade of racist remarks and no punishment. Manley has done nothing but lie after what happened last week. Cronk has done nothing. What thing here is the country is waking up and holding you accountable that you have known for years and done nothing with. Absolutely no curfew. Mayor Adler, you're just like new Austin, Progressive on the surface and driving to Dallas to endorse Joe Biden on the weekend. Fire chief Manley. He is a human like Harper said --

[buzzer sounds]

>> Mayor Adler: Thank you for your testimony. Next person.

[7:33:52 PM]

>> Sophia cassini. Sophia, be sure to unmute your phone. Emma Gilbreath.

>> Emma? Emma, be sure to unmute your phone, please.

[7:34:53 PM]

>> Mayor Adler: And how do they unmute?

>> They're probably just muted themselves on their telephone. Just unmute.

>> Mayor Adler: Okay. A eve Galbreath. Robert segova. Mayor, if you can give us a minute, I believe something went wrong. One second.

>> Mayor Adler: Okay.

>> Harper-madison: Mayor Adler, if I could take a moment, there was a couple of colleagues and I were having a conversation over the course of the break about self-care and some other things that I think are relevant and important.

[7:35:53 PM]

And so while we the way I wonder if there's anybody other than me -- I don't want to take up more space than necessary. I wonder if there's anybody other than me to take up a minute or two to talk about taking care of ourselves during this extraordinarily difficult time?

>> Mayor Adler: I'm drinking way too many diet cokes. I know that's not what you had in mind.

>> Garza: Councilmember harper-madison, I followed your orders and I watched a little TV with my little one. While on the break.

>> Mayor Adler: Ann?

>> Kitchen: I tried to follow your orders, but I looked at my bicycle, but I didn't actually get on it.

[7:36:55 PM]

I am standing, though. And thank you for caring for us.

>> Mayor Adler: Alison?

>> Alter: I went for a walk and got some air and I think that's something I've been trying to do regularly through this whole covid and protests and everything. And I think it's a really important reminder for us to take care of ourselves and for everyone to pause. I appreciate you thinking of us.

>> Mayor, we're back.

>> Mayor Adler: All right. Call the next person.

>> Robert Segovia.

>> This is Robert. I am a person -- I am a Latino man in the community. I'm from district 1. I own a -- co-own a theater downtown. I just want to echo the sentiments of other folks that say we need to defund the police, and if that

[7:37:56 PM]

doesn't work we need to abolish the police. Firing chief Manley should have already happened, but he is just the head of a rotten tree and we need to rebuild the police from the ground up. They have shown us that they do not want to be part of the community. We as a city council need to decide between the community and the police. We need the city council to say we value human lives over property and jobs. We need the city council to say we are not going to take this anymore. And we're not going to have another black boy or brown boy die and give the police any more money. Thank you. And I yield my time.

>> Mayor Adler: Thank you. Next speaker.

>> Eric Wickman.

>> Hi, this is Eric. I had a recording that was going to be played, but the recording is not going to play so I will go ahead and

[7:38:57 PM]

read it real quickly. I'm here to apologize for not telling this story before. I had a meeting with a senior officer with APD. In the meeting I told him that our business will not call APD if we have an issue with a person of color because I'm afraid of police brutalizing someone and wouldn't be able to sleep at night if I knew I was a part of that. He told me we were doing the right thing and we should not call APD in the instances where someone that is a person of color for the safety of that person. I wasn't even shocked that he told me that. You're scaring my friends from going to peaceful demonstrations. Black lives matter is helping to teach white people how we can participate without putting people of color at further risk.

[Indiscernible] It is important for me and my friends to be able to listen. Chief Manley's last act of service is to be the call that everyone will be safe and protected from officers. Demonstrators are learning to identify the bad actors and expose them and get them out of the demonstration. We can work together to get rid of those bad actors and we also need to work with officers that are not fit for duty.

[Buzzer sounds]

[7:39:58 PM]

>> Mayor Adler: Thank you. Councilmember harper-madison?

>> Harper-madison: I'd just like to take the opportunity to recognize the speaker. This is somebody in my district who is a strong, strong anti-racist advocate. And during the course of the pandemic they opened up their business to offer people free wi-fi and so many other things. So I hear you, I see you. Thank you. This is probably your first time showing up to council to speak your truth. And thank you very much. Not just for showing up today, not just for showing up during the course of the protests, but thank you for all the things that you and your fellow proprietors did to show up for the community during the course of this crisis. Proprietors. I'm really happy to see you on the line.

>> Mayor Adler: Next speaker, please.

[7:40:59 PM]

>> Nieti ripati. Be sure to unmute your phone, please.



>> Hi, can you hear me?

>> Yes, go ahead.

>> Okay. Thank you so much for your time. So just echoing other people. I'm calling for the arrest of the officers who killed Mike Ramos and for defunding of the Austin police. I guess one thing I wanted to add was that reformism isn't enough and community policing isn't enough so I'm hoping that as we defund the police and redirect those funds into the community and into affordable housing, into our health, we also think about how we can take

[7:41:59 PM]

care of each other within the community in other ways. Yeah. Thank you. I yield my time.

>> Mayor Adler: Thank you very much. Next speaker.

>> Beth classer. Be sure to unmute your phone. Georgia eei.

>> Hello.

[7:43:00 PM]

Can everyone hear me?

>> Mayor Adler: Yes.

>> Hello? Thank you. My name is Georgie and I attended these protests as a peaceful protesters, but little did I know that it could have been my potential death sentence. If this isn't clear it needs to be made clear the escalated force model does not work. This idea that a dominant show of force by the police will convince protesters to comply does not work because all it does is actually incite more violence. And in doing so you're teaching police to equate civil disobedience with anarchy and it only emboldens racist APD cops to kill. So I would like to ban on a statewide level police officers and actually charge them. So this means not allowing cops to just take a leave of absence, but then also be able to reapply and become a

[7:44:01 PM]

state trooper one day as well.

[Buzzer sounds] I think we should have third-party vendors conduct the postmortem. And also to defund the police. Right now 40% of Austin's city budget goes towards the police, but that can be reallocated towards housing and public health hours.

>> Mayor Adler: Thank you.

>> And also for --

>> Mayor Adler: Excuse me, thank you. Next speaker.

>> Jackie Callaway.

>> Hi. I'm a black resident of district 5 and more than anything I want

[indiscernible] And black lives matter. Like the earlier speakers have said the videos look exactly like marches in the 1960s and I don't want to face police in riot gear who are shooting medics and

[indiscernible]. Chief Manley's response that will not be used in crowds was so disrespectful to Brad

[7:45:03 PM]

ayayla who was standing on his own. I am demanding that we defund the police and adopt eight can't wait because it's a systemic issue and we don't need more cops and training. Officers are stopping and arresting and brutallizing black and brown people on camera without penalty! So we must defund because it is a crime -- if I saw a crime being committed by a black man today I would never go to the police because as soon as they arrived I would think that could be the reason a black man dies today.

[Buzzer sounds]

>> Mayor Adler: Thank you for your comments. Councilmember harper-madison.

>> Harper-madison: To the last speaker, I want to be mindful about how you are feeling right now. So I don't want to ask you to elaborate if you're doing what a lot of us have been

[7:46:05 PM]

doing and just taking a minute. Like sometimes you just need to take a minute and cry or scream or be mad. But I would like for her to be able to have the opportunity to elaborate a little bit so -- she said something that I think a lot of our constituents are saying in that there's

[indiscernible] Where people just don't feel like they can elaborate on their feelings and elaborate on how we are just not showing up for them. So if she's still on the line I would like very much to ask briefly how can we as a council do a better job to show up for people when y'all are feeling the same thing we feel, you know. None of us are immortal, right? We're all mortal humans.

[7:47:07 PM]

How can we show up better for you in that space where you're just feeling like we don't see you. We don't hear you. Like do you have something you'd like to offer in terms of an addition to that?

>> Councilmember, she's no longer on the line.

>> Harper-madison: That's unfortunate. Thank you.

>> Mayor Adler: Okay. Next speaker.

>> Thomas hopes.

>> Thomas hopes, if you're on mute, please unmute your phone.

>> Thank you for the time. I just want to say with the current grant that's coming in, the money, please take action for creating some sort of cop watch. We require police to take

[7:48:09 PM]

psychology and see psychologists as a continuing education evaluation since they are constantly being challenged psychologically, but they lack the empathy to actually communicate with their audience. We require police to teach a required course in high school on law language of police, so we are all aware of the language that the law uses against us constantly. I support the previous callers and I stand with any police and public officials against these looters who have tried to hijack this movement. Please direct these funds to an external organization whose mission is to have lawful arrests in low income communities, predominantly of African and Latino did he cents.

[Buzzer sounds] They will all be trained in self-defense, weapons, martial arts and to neutralize any unlawful

[7:49:09 PM]

brutality, arrests or murders on behalf of the Austin police department. At least half of the Austin police department budget should go forwards this program and various --

>> Mayor Adler: Sir, thank you.

[Overlapping speakers]. Appreciate your participation with us tonight. Thank you. Next speaker.

>> Warren Berkeley.

>> Can you hear me?

>> Mayor Adler: Go ahead.

>> Warren Berkeley. I'll keep it short. Firemanly. Defund APD. Put that money towards mental health crisis, getting people the help they need when they are in a mental health crisis. Manley's song and dance with all these white people out here, we've seen it before, we know his policies and how they apply to black and brown bodies. Get him out of here.

[7:50:10 PM]

Good-bye.

>> Thank you very much. Next speaker.

>> Bethany Carson.

>> Good evening. This is Bethany Carson speaking on behalf of grassroots leadership and undue white supremacy Austin. I am here because I wanted to challenge the idea that reform without the vestment will end police brutality. This assumes that the intended role of the police is to neutrally enforce a set of laws that are automatically beneficial to everyone. It's not and it never has been. Policing in the U.S. Emerged from foot patrols and APD specifically emerged from an 1865 city council meeting about how to fix the, quote, problem that three black people were, quote, congregating in and around Austin, referencing the Freeman towns where newly freed black people were

[7:51:11 PM]

finally building a semblance of safety and autonomy. It's up to city council to make amends for this that history by defunding the Austin police department. The 40% of the budget that is currently attacking our black and brown community members could instead keep all of us safe. We can keep the basic needs of families most impacted by the pandemic through the rise fund, mental health ems, crisis response, rental assistance.

[Buzzer sounds] Thank you.

>> Mayor Adler: Thank you very. Next witness -- next person.

>> Daniel Lucio.

>> Hi. Can y'all hear me.

>> Mayor Adler: Yes, please go ahead.

>> Hello? Okay. Hi, my name is Daniel. I'm on the board of echo and a resident in east Austin district 1. On Sunday I joined a peaceful gathering outside of city hall to support black lives matter and calling

attention to the murder of Mike Ramos. After 15 minutes Austin police created a barrier on Cesar Chavez's bikes, batons and guns.

[7:52:11 PM]

Without warning police began firing on myself and other demonstrators, many of whom had their hands up. They shot us at close range with beanbag bullets into a ground with parents and young children, including a father who had a two-year-old son had his shoulders right next to me. S this unprovoked shootings continued throughout the afternoon. Right now there are two men of color sitting in the hospital with critical injuries because of APD's appetite for violence. I do not understand why not one single police officer or someone in city management has not lost their job over this. You have a responsibility to hold these people accountable. We need justice for Mike Ramos, we need justice for Brianna Taylor and George Floyd because black lives matter.

>> Mayor Adler: Thank you. Next speaker.

>> Tucker rile.

>> Hi. My name is tucker and I live in council district one. Thank you, councilmember harper-madison, for beginning the discussion about how to actually create

[7:53:13 PM]

a just and equitable public safety system in Austin. With all the money we spend on the police department, what we get in return is an ongoing violent disruption of our black and brown community and the murders of people like Mike Ramos. What we also get is peaceful protesters brutalized with chemical weapons and so-called less friendly munition, which sent Justin Howell and Brad ayayla to the hospital in critical condition. Leaving them with life altering injuries. Excuse me. The people who respond to crisis in our community should be the people best equipped to deal with those crisis. And in all crisis the best equipped people are not members of a mill tarlized police force. If we were to reallocate police forces towards the needs of our community whether it's public health, including mental health services is, jobs, schools, if we did that we would with see we don't have a need for a police force. This a radical and sustainable step towards a community based model of safety that would ensure black people thrive in the city rather than be terrorized by an increasingly racist police

[7:54:14 PM]

force. Remove Manley. Black lives matter. Thank you.

>> Colter Sandoval.

>> Hello. I was a code enforcement officer for six years. I carried the weapons of the police. We were told that if we used excessive force we would be thrown under the bus. That is not the culture of APD. In 2014 I went to sixth street. I saw two bike cops come out of an alleyway too fast. They almost ran into a sober pedestrian. One of the bike cops got mad that this guy was in his way. So he got off his bike and pushed the man in a way that you might see a drunk frat boy start a fight. But this frat boy was wearing an Austin ppp uniform. The plan told the cop to slow down. The cop grabbed his arm and brought out handcuffs and the man gently pulled away. Instantly the officer punched him in the head and did a take down maneuver slamming his face into a brick wall.

[7:55:15 PM]

It all happened so fast. I saw his face covered in blood as they dragged him away. This could have happened to anyone listening to my words right now. The next day I tried to become a witness, but I failed. If that man is listening, I'm sorry. I'm sorry I didn't help you when you needed it most.

[Buzzer sounds] That's it.

>> Erica Galindo.

>> Hello, can y'all hear me?

>> Mayor Adler: Yes, please go ahead.

>> Good evening, my name is Erica and I'm the organizing program manager at

[indiscernible]. We are committed to dismantling the barriers for autonomy and this must be putting and end to the

[7:56:17 PM]

unacceptable and racist police brutality in communities across the U.S. We are here to actively affirm that freedom from police violence and racist justice are reproductive justice issues and we are also affirming the black lives matter. In the last week we have seen APD respond to a protest by brutalizing protesters like Brad Ayala, Justin Howell and many others, including Nemo Martin, the pregnant black woman. Disproportionately high rates of black women with mortality and the ongoing

[indiscernible] Of pregnant people are outcomes of racist systems of oppression. We feel the same systems that APD upholds when they shoot pregnant black women. We're in deep solidarity with the organizers on the ground demanding accountability from APD and the city of Austin. We stand with them and demand that chief Manley and the officers --

[buzzer sounds] Responsible for the murder of Mike Ramos to be fired and that the city divest from APD and invest in real solutions for our community. Thank you.

>> Mayor Adler: Thank you.

[7:57:21 PM]

>> Muniera furreed.

>> Hi, good evening. Y'all must be really tired and thank you for being so patient and listening to all of us. My name is (saying name) And I've lived in Austin for about 24 years. I live on the board of Texas public schools and Brad ayayla is one of our students. You heard his brother's heart wrenching testimony. What I want to know is why is the officer who shot this innocent child still on duty? Why hasn't he been charged? And I believe that the same officer has been on a list for promotion to become a corporal. How can we be sure that he won't be promoted? We can't be sure because we had an APD leadership problem. City manager cronk, you must ensure we have a police chief who [indiscernible] All of us. Who will immediately apply the eight practices from campaign zero. So that we can reduce violence by 72%.

[7:58:23 PM]

City councilmembers, I urge you to listen to the Austin leftist coalition and reduce the APD budgets. We're counting on you to make a real change and we'll support you all the way. Thank you for your time and for your work.

>> Mayor Adler: Thank you. For time management, colleagues, there are 220 people now in queue to speak. Just under four hours. It looks like we'll be approaching midnight. Next speaker.

>> Megan scornia.

>> Hello. I'm Megan scornai, in district 1, I'm here to [indiscernible] Neighbors. I walked up to APD headquarters and looked at officers seen on video attempting murder against black people and people of color using 40-millimeter bullets. From the image we've all seen

[indiscernible]. She was laughing, joking, pointing, and being paid. Meanwhile, a black Texas state student is in the hospital with

[7:59:23 PM]

brain damage. A young Latino man is in the hospital. A black pregnant woman is dealing with the trauma of being shot. There's no excuse for the attempted murder of black people and people of color. I'm also deeply disappointed in the long silence and statement from the city manager's office that attempted to reduce the severity of the situation. We've missed your leadership during the covid crisis and you missed the remark here too. I ask you to remove chief Manley, charge Chris Taylor and fire all officers involved in this weekend's injury shootings. I would also like to ask that you terminate the request in item 7. Thank you for your time.

>> Mayor Adler: Thank you. Next person.

>> Janice [indiscernible]

>> I'm a mother in district 1. I co-organize the collective that includes many black and brown community leaders whose voices I have vowed to amplify. I'm also the director of performance measurement and

[8:00:23 PM]

measure. Under Acevedo, the average number of non-white people killed by police was 1.3 per year per million. Under Manley this has increased to 4.1. That's two and a half times the number of white austinities. The total number of people killed by police have also increased. A report shows non-transparency, tolerance of racism, homophobia, bat action of homophobia and culture of retaliation. Harming protesterses and killing of Mike Ramos, unarms, hands up. Groups who tried to work with APD were were undermined. Austin is 14th in the nation for police violence. Controlling is not the police job. Protecting is. It's a materialistic state. We need nothing less than performance leader. Fire them.

[8:01:23 PM]

[Buzzer sounding] I want my children to grow up in a world where they can trust public servants.

>> Mayor Adler: Thank you very much. Next witness.

>> Morgan Wright. Morgan Wright, be sure to unmute your phone.

>> Hi. My name is Morgan Wright. I attended the protest on Saturday, Sunday, and Monday. My one experience that I would like to point out is that the protesters' motives and attitudes during these protests never varied. And what we were approached with from the police on Saturday and Sunday was violence and what we were approached with on Monday

[8:02:27 PM]



was peaceful. So it is obvious to me and to what I experienced and to what everyone else experienced those different days that it was the motive of the police that were different those two -- those three days, and it's obvious that the protesters' intentions were always peaceful. Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Emma chavalier.

>> [Indiscernible]

>> Hello?

>> Emma chavalier.

>> Mayor Adler: I think someone is not muted.

>> Can you hear me? Can you hear me?

>> Mayor Adler: Yes. Please go ahead.

>> Okay. So I'm here today to echo and amplify the voices and lives of black people in our community. Manager cronk, mayor Adler and all of you, listen to your black

[8:03:28 PM]

contingency now. I'd also like to say thank you to the councilmembers who do. We will continue to vote for you, and if you aren't listening, we'll vote you out. I'm calling for the divestment in the police officer and reinvestment in black and brown communities, including community and family health services, education, affordable housing, mental health services, public parks and the like. Do not approve this funding. It doesn't matter that it is a grant. Do not pump money into this department anymore. Chief Manley needs to resign now. I'm also here to demand the justice for the Ramos, howl, Ayala, and martin and all other families affected by police brutality. Implement restored justice now.

[Buzzer sounding] The APD set up a protests --

>> Mayor Adler: Thank you very much. Thank you.

>> [Indiscernible] To antagonize and harm the community.

>> Mayor Adler: Thank you for joining us. Appreciate that. Next speaker.

[8:04:29 PM]

>> Amanda mesino.

>> Okay.

>> Amanda mesino, be sure to unmute your phone.

>> Hello. Hi. Amanda mesino, chair of natural scientific houston-tillotson university and the Austin data coalition. Three quick things, reiterating the call you've had many times to get rid of chief Manley, ask the city manager to fire him, this is not about intention, it's about effectiveness, and chief Manley has failed to transform APD. Case in point, number two, Austin lacks five of the eight use of force policies that have been shown nationally to reduce police killings. You've heard this many times already. We need the remaining five in place as soon as possible.

[8:05:29 PM]

And number three, please, use this as a lesson and please start taking equity seriously across the board and move beyond words to actions. I usually reach out on environmental justice or health or housing. You need to address racism in these areas and so many more. Community groups have been communicating and asking for antiracist policies and equitable funding for years, and it never seems to get beyond pilot projects with y'all. So please --

[buzzer sounding]

-- Listen to us before we lose more of our citizens. Thank you.

>> Mayor Adler: Thank you very much. Next speaker?

>> Casar: Mayor, because it has been brought up several times, I think I mentioned it, we've mentioned it earlier in the call, we will take immediate action and on those eight policies a lot of folks are talking about where we are, I think deficient in five of them, I'm asking and I think our colleagues are on board with bringing forward those actions for next week so that we can show we're not just going to be

[8:06:30 PM]

talking but we'll be taking immediate action on that and many other things. And for the folks that have been asking questions about what happens to some of the young people who were hurt at the protests, we'll be asking those questions in the morning. So please tune back in because that's when we're scheduled to do that. I know many of us will be asking those hard questions, so thank you.

>> Rachel manning.

>> Hi. Good evening. My name is Rachel manning. I live in Sunday. I'm a white person as part of [indiscernible] Asking black and brown organizers in Austin to fire chief Manley and defund the Austin police department. I've watched you, mayor Adler, and city council members witness as austinites of color demand justice from the ongoing legacy of white supremacy, and as well as asking for a slice of the funding that goes towards the Austin police department to be directed toward programs that

[8:07:32 PM]

make all austinians safe. Nothing has changed. Ramos, Ayala, and howl would be home with their families right now. We all know that the safest community have the most resources and not the most police. Doubling down on policing is doubling down on white supremacy. We must do better. Completely defund the APD and use

[indiscernible] Instead. Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Joshua Gonzalez.

>> Hello. I'm Josh yeah, I live in Riverside, district 3. Thank you, councilmember harper-madison for calling out chief Manley. We're seeing Austin dealing with its very [indiscernible] Past, inside of our city limits.

[Indiscernible] Doing exactly

[8:08:32 PM]

what they were trained to do. I'm calling to defund the police, at the very least, you can fire chief Manley [indiscernible]. It's time.

>> Jeffrey Carlyle.

>> Hello and thank you for your service to our community during this incredibly difficult time. My name's Jeffrey Carlyle and I reside in councilmember kitchen's district. I caught 8th grade science, which is in councilmember Casar's district but I do not speak in an official capacity. Last Sunday, may 31st, Levi Ayala was exercising his constitutional rights by protests system ACC racism at Austin police headquarters. My current and former students have asked me if it's safe to protest this injustice after seeing videos of Brad being shot.

[8:09:32 PM]

Sunday's shooting of Brad Ayala sent a very strong message to my students, even if you've done nothing wrong, the police can still shoot you. So far none of the officers in shooting Brad or the pregnant black woman shot in the stomach have been suspended or fired. On behalf of all teachers of black and brown students in Austin, I want to know how you as a council will guarantee students will not be shot by on

your parallel. When I go back to teaching and my students say they're scared of police, I want to be able to tell them something more than their fears are valid. Thank you for your time.

>> Mayor Adler: Thank you.

>> Christina flackawitz.

>> Hi. My name's Christina. I'm an Austin resident. I live in councilmember Renteria's district. This is my first time speaking directly to council. I don't have much to say that hasn't already been said. The fact that we know cops were firing directly at people seeking medical attention says a lot about the attention on the force.

[8:10:34 PM]

I'm calling city council to defund APD and to put that money directly into community resources that will actually help people, calling on you to fire chief Manley, as well as prosecute Christopher Taylor, the police officer that killed Michael Ramos, and I'm calling on you to

[indiscernible] APD at all public buildings, especially schools. Black lives are consistently at risk and the fact that our children are quote-unquote being protected by a violent and racist police department is unacceptable. If -- we should have made these steps directly after Michael Ramos's death and we did not. If we do not again, it says a lot.

>> Mayor Adler: Thank you. Next speaker.

[Buzzer sounding]

>> Lynn Hammond.

>> Hello. Can you hear me?

>> Yes.

>> Thank you.

[8:11:35 PM]

Hi. My name is Lynn Hammond. I am a constituent in district 5. I also am an attorney working for a law enforcement agency. And it's very important for me to speak out to chief Manley and say, in the words [indiscernible] Likes to use, bullshit, chief. If you wanted these officers to be fired, they'd be fired. Mistakes weren't made, crimes were committed. As someone who works in the criminal justice system, I'm ashamed of the lack of response you're giving this community. Fire them and charge them. Atlanta did it. You can do it too. Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Mica Rodriguez.

>> Hi. Can y'all hear me?

>> Mayor Adler: Yes. Please go ahead.

>> My name is Rodriguez.

[8:12:35 PM]

I'm a resident of district 7. I'm testifying today to demand that city council defund APD and reallocate a large portion of funding to release state emergency funds immediately. Austin police have demonstrated time and time again that they do not value human life. In the murder of Mike Ramos at the hands of Christopher Taylor, the attempted murder of Justin Howell and the young boy Brad Ayala over the weekend, there's more danger to our community. It's clear that APD officers misused these equipment, when they were firing rounds that they know will cause bodily harm and even death. The city must defund APD immediately to prevent others from being harmed. Over the weekend, APD officers can be seen escalating violence during protests at every single opportunity. The city must also pressure APD to name, charge, and fire the officers who shot Ayala and howl. Why don't we know their names?

[8:13:37 PM]

Chris Manley somebody fired.

[Buzzer sounding] He's sociopath and great threat to our community.

>> Mayor Adler: Thank you very much.

>> Megan Hollis.

>> Can you guys hear me?

>> Mayor Adler: Yes. Please go ahead.

>> All right. I am not here speaking as the chair of the public safety commission today, I'm here speaking as a private citizen.

[Indiscernible] Were not gone, they're more covert. White people tend to get uncomfortable. Today I come to you with solutions and a call to action. First revise the r2r in gatherings. Redesign all training and education to promote democratic forms of policing. Reallocate funding from

[indiscernible] To reorient the entire agency to a true community policing model. To do this, we need three things. First we need a chief advisory board comprised of citizens from each district, representatives from community groups who are

[8:14:39 PM]

underrepresented or not represented in police decision making. Second, we need a commander advisory board for each commander to better engage with and respond to community needs. Finally, reallocate funding from broken windows and zero tolerance style initiatives, militaristic approaches and community policing approaches.

[Buzzer sounding] Including hiring social workers, psychologists and therapists with master's degrees. Thanks, guys.

>> Mayor Adler: Thank you. Next speaker.

>> Reverend Katie Wright.

>> Thank you. I'm Katie Wright, a priest at

[indiscernible] Episcopal church downtown. You'll also hear from

[indiscernible] And Janet. I'll start with theological resection. According to scripture, circular Walter [indiscernible], blessed are the history makers. The real history makers are not

[8:15:40 PM]

kings, presidents, those are violence seek to control and harm, or to silence with power. He calls those people the history stoppers. History makers are the outsiders, the marginalized that carry on the the tradition with a bowl of conviction about an alternative possibility that goes under the name of hope. In scripture, god allies himself with marginalized people to create history. We are called to do better as a society than the type of responses we are hearing about and seeing from law enforcement. If the presiding bishop of the church put it, if I make room for you --

[buzzer sounding]

-- Then you make room for me, and we will work together, we will create a society where there's room for all of god's children. Don't give up. Love can save us all.

>> Carlotta Garcia.

[8:16:43 PM]

>> My name is [indiscernible] Garcia here with our lady of Guadalupe, it's the second of three [indiscernible] Of central Texas. The murder of George Floyd George Floyd in Minneapolis supposes the

rayism and violence in our country. The president, in holding up the bible after violently disbursing peaceful protesters was calculated and reprehensible. Employees tear gas and weapons against unarmed demonstrators is equally reprehensible and should never happen again. Our diverse faith traditions compel central Texas interfaith to stand with peaceful protesters in Austin, across the country, to say enough is enough. With Ramos who was killed by Austin police, calling for police department reforms. With the catholic archbishop who denounced in front of a shrine in church and with the coalition of

[8:17:43 PM]

Austin justice groups who are calling for long overdue change. Our next speaker is Janet from holy cross catholic church who will outline ways we can move forward.

[Buzzer sounding]

>> Janet fontenet.

>> Can you hear me?

>> Yes.

>> Hello?

>> Go ahead. Proceed.

>> I'm Janet fontenet of holy cross catholic church, central Texas interfaith. We support the mission of the office of police oversight to provide impartial accountability of APD. We'll continue our community policing initiative for communities to [indiscernible] With APD to build relationships which hopefully will prevent escalation of challenges. We'll engage council and others on concrete ways to undo racism and address the effects of

[8:18:45 PM]

systemic discrimination. Austin has a history of systemic and institutionalized racism towards African Americans. Central Texas interfaith will listen to all facts. But we stand with the marginalized who are boldly leading this moment. African Americans [indiscernible] Who influenced in the non-violence philosophy, the very courage we're witness. Don't ask what the world needs, ask what makes you come alive, and go do it. What the world needs now is people who have come alive.

[Buzzer sounding] We will stand with the history makers and those who have come alive. Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Rachel Shannon.

>> Hello?

>> Yes.

[8:19:47 PM]

Go ahead.

>> Hello?

>> Mayor Adler: Yes.

>> Rachel Shannon?

>> Yes. Okay. Hi. I'm Rachel Shannon. I'm with undoing white supremacy Austin and 18-year resident of district 1. A locally and nationally based

[indiscernible] Color groups, white supremacy Austin presents our demands, in the last 30 hours, 1,000, more than 1,000 people have expressed written support in signatures towards the petition including the following, fire police chief Manley with a vote by this Monday, June 8th, he failed to meet the requirements of office. Create a zero tolerance policy for police shootings and immediately remove officers involved in shootings. Cancel Austin cadet academy, cease training and hiring new officers, and prevent the use of all military weapons and equipment. Asking for a defunding of APD starting with reducing the APD budget by at least 20% in the next fiscal year. It's time for us to use our collective imagination towards a

[8:20:47 PM]

vision of public service that addresses the needs of the people, all the people, and does not continue the legacy of white supremacy that this country was built upon. Austin can be a leader in this.

[Buzzer sounding] Start defunding APD now, the time for leadership is now.

>> Mayor Adler: Thank you very much. Thank you. Colleagues, everybody is still trying to figure out this new system that we have. Turns out that 118 people are on the line, but they have all spoken, and they're on the line continuing to listen to the conversation. So our best estimate at this point is that there are about 84 people on the line who have yet to speak that have indicated intention to speak. So back to an hour and a half. If that changes, I'll let you know. Please, go ahead, next speaker.

>> David king.

>> Hello.

>> Mayor Adler: Go ahead, David.

>> My name is David king.



[8:21:47 PM]

Thank you, mayor. My name is David king. I live in district 1 and I'm white. The Austin had police department repeatedly kills and brutal ices black people and other people of color in Austin. The city manager, APD chief, and APD officers must be held accountable now. APD officer shot and seriously injured Justin Howell, a 20-year-old black man, Brad Ayala, a 16-year-old hispanic teenager, and saraneka martin, a pregnant black woman, while they were peacefully protesting. The response was, Beal do better. Don't cut our budget. In 2015, APD officers brutalized breonna king. We'll do better. Don't cut our budget P. Killed David Joseph. They said we'll do better, don't cut our budget. In April this year, an APD officer killed Mike Ramos. APD said we'll do better, don't cut our budget. APD will funnelsly change only when you defund APD --

[buzzer sounding]

[8:22:48 PM]

-- Fire chief Manley, and fire the officers who killed them, not the peaceful protesters. Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Alan [indiscernible]

>> Hello. My name is elan, I'm a resident of district 1. As a victim of corrupt police assault, scrutiny and illegal searches, during my lifetime it's life --inadequate. We demand nor these funds to come from [indiscernible] Health care and education programs for underserved communities, we demand that APD be demilitarized, means of suppression be

[8:23:50 PM]

discontinued immediately. The degree of lethality is

[indiscernible], tantamount to the open declaration of Marshall law against the people. We demand that chief Manley turn in his badge which is the only honorable act he can perform now. If any of you takes issue with these or accepted financial contributions from the Austin police association or law enforcement who fails to represent our best interest and serve in good faith --

[buzzer sounding]

-- We will find out who you are, hold you accountable and ensure you don't continue to represent us. Take the action we demand. If you fail to, you are implicit in our continued oppression. All power to the people. Black lives matter.

[Indiscernible]

>> Mayor Adler: Thank you. Next speaker.

>> Eric Sanchez. Eric Sanchez, if

[8:24:55 PM]

you're on mute, please unmute.

>> Hi. This is Eric Sanchez. I'm a resident of district 4 and an Austin resident for over 15 years. And I attended the protest on Saturday, Sunday, and on Monday. As another caller on the chat said earlier, Saturday and Sunday were marked by police violence and police rioting. And overwhelming overreaction to a largely peaceful crowd. And Monday was marked by a total lack of violence because police did not engage in it. And additionally, what felt like were face-saving measures by way of an apology that. Like alligator's tears.

[8:25:57 PM]

Additionally, chief Manley's briefing, there was references to protesters throwing rocks and bottles. The only bottles I saw the entire event, including what would be evidence of his claim, were plastic water bottles, usually uncapped.

[Buzzer sounding] Overwhelming force in the form of

[indiscernible] Tear gas and pepper spray, all of which I experienced. To my person and to my wife's person.

>> Mayor Adler: Thank you very much. Thank you for participating.

>> Thank you for your time. I appreciate it. Black lives matter.

>> Mayor Adler: Thank you. Next speaker?

>> Emily sawyer.

>> Hello. Can you hear me?

>> Mayor Adler: Yes. Please proceed.

>> Thank you. I live in council district 4.

[8:26:59 PM]

I ask that the city council recommend and the city manager take action to fire police chief Manley, gay, and rey Arellano, as well as the officers involved in the murder of Mike Ramos and attacks on protesters this weekend. Stop new cadet classes and hiring of new officers until the culture and training practices of our police department are changed, prevent funding from policing and reallocate those funds into housing, health care, mental health crisis response, education and pandemic assistance. A budget is a moral document and it should reflect our priorities as a community. Listen to those most directly affected. Recognize the limits of reform and take bold and radical action to reimagine a different way and create the world we say we want. It doesn't have to be this way. Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Sarah ninan.

[8:27:59 PM]

Sarah ninan, if you're on mute, please unmute.

>> Yes. I'm not on mute.

>> Go ahead.

>> I'm a native Texan, 15-year Austin resident. Last week after protesters in the precinct building, among other destructive acts, it should surprise no one that APD was ready for and expecting the worst. Austin protesters acted in a peaceful manner, holding signs and [indiscernible] The officers blocking I-35 multiple times, destroying property and packed little, making it necessary tore APD to use the type of force they had to use last weekend. The violent protesters are responsible for their actions and the violent protesters are the ones that cause these measures. I oppose defunding APD, it needs

[8:29:00 PM]

support to have personnel, excellent training, and most up to training for Austin growing residents. I'm advocating for chief Brian Manley and his leadership of APD. Thank you, chief Manley for your courage and attending your own session today. My god grant all of APD wisdom and stamina.

[Buzzer sounding] Our police department is short staffed. They need more police. July the cadets should be approved.

>> Mayor Adler: Thank you.

>> Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Sarah Rodriguez. Hi. This is Sarah Rodriguez, 78722 native and resident, and I'm calling in support of ajc to defund APD and also to fire police chief Manley, and ask that

[8:30:01 PM]

you remember that this is -- when you do that, that you remember that this is a long battle and not to forget that, that we have, through privilege and silence and fear, built up that amount of funding, and then to look at APD, look at the policies, the procedures, the people, and understanding that racism is deeply routed in that system, and that it's a long fight. Thank you for your time.

>> Mayor Adler: Next speaker. Thank you.

>> Alicia Castillo.

>> I'm with Texas criminal justice coalition, district 3, I'm one of the many protesters who were here on Sunday. Councilman Renteria, while much shows [indiscernible] Inherently racist institution, I appreciate you looking at this proposal for

[8:31:04 PM]

a solution to the over arching problem of police brutality. I'm having a problem understanding how you're holding these two die metrically opposing truths. You come to support proposals for improvement, you also are in support of [indiscernible] Which would perpetuate harm that the city is begging you to change. We must commit to critically thinking about the solution and

[indiscernible] In community-based solutions to safety. Some of the ways we could cut these funds immediately is to cut weapons used against protesters, cut the fusion center, which is an operation of homeland security, cut surveillance, driver's license readers and cut the aid police officer. I could speak further on the evidence of all this, but I think that you all have reports that

[indiscernible], Austin justice coalition, its leadership and many other Austin organizations have worked on and delivered over the many years to support the

[8:32:05 PM]

cleanse of institutional racism in APD. And with that, I yield my time.

>> Mayor Adler: Thank you very much. Next speaker.

>> Matt Wallace.

>> Hi. This is Matt Wallace. I am the victim of Austin police brutality. We need everyone on the virtual dais to understand that APD decided against controlling the situation by redirecting traffic on I-35 during these protests. Instead, the response to protests over police brutality was more brings brutality to escalate the situation. Attacks of black people on our city know it's far too common. Black people in our city are tired of our local governments investing in our oppression. We called for chief Manley's resignation after his blatant unwillingness to work with the social justice groups in the

[8:33:06 PM]

community and your offices at city council and now for how he's handled these protests. You continue to fail us. We will continue to fight them. That's it. Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Taylor Adams.

>> Hi. This is Taylor Adams from district 3. I was just thinking how can the citizens of Austin rely on the Austin police department to protect us, guarantee our safety when they interfere violently during people's protests, specifically on I-35, which is a symbol of racism in our city. Police were protecting I-35 and not citizens and later on they were more concerned with businesses instead of listening to the protests. What will the city of Austin do to fix the systematic racism? Hopefully [indiscernible] Once and for all. Thank you for your time.

[8:34:08 PM]

>> Mayor Adler: Thank you. Next speaker.

>> Jared Breckenridge.

>> Okay. I'm calling for the firing of chief Brian Manley because he has consistently showed us that he cannot handle managing such a department. I've attended the APD gala and have seen first handedly that he does not have enough black officers. Also, after the report has shown, he has not taken the necessary action against officers that have committed racial, homophobic and all of that type of violence. He has not taken any action to handle that. Instead, he has allowed them to continue to do that. He allowed that officer to stay on the force and retire, actually, before, and if he was able to delete all the evidence. Manley is not doing the right thing. If you are wanting to confront racism, you will allow more black people to be on your dais, so I heard a lot of you saying you

[8:35:09 PM]

don't like racism. That's racist. What else? The officers that were involved in Ramos case, they need to be fired and they need to be prosecuted.

[Buzzer sounding] You have a long history in Austin. Defund APD. Also, gentrification is a very big issue.

>> Mayor Adler: Thank you. Thank you very much.

>> I'm a black man and

[indiscernible] Get your knees off of our neck.

>> Mayor Adler: Sir, I appreciate you joining us. Thank you so much. Next speaker.

>> Lindsay la grange.

>> Hi. My name is Lindsay la grange. I am not speaking for myself today but for the 24,000 community members that have signed the petition on change.org demanding the immediate removal of Brian Manley. Manley, using a chemical agent that causes excessive coughing on large groups of congregated civilians. During a respiratory pandemic, is

[8:36:09 PM]

a cruelty that I cannot begin to comprehend. When New Orleans protesters over took their interstate on study, the officers worked with them and let them take their time with no violence. Manley is unfit. Spencer Cronk, remember the three officers who stood by and did nothing were also charged, doing nothing [indiscernible]. Finally to anyone who opposes defunding APD, I'd like you to think about what could have happened if a social worker had shown up to that call instead of Christopher Taylor? The other person that Christopher Taylor killed would still be alive. Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Catherine Gonzalez.

>> My name is Catherine Gonzalez and I serve as the vice chair

[8:37:15 PM]

Igbtq commission, I speak to you as a citizen not on behalf of the commission. I ask that you immediately fire Brian Manley and replace the entire team of the Austin police department on unpaid administrative leave, pending an exhaustive investigation of the use of force against peaceful protesters this past weekend. Chief Manley was hired to lead the department on the premise he would act

Progressive and community focus policing facts. Instead, his failure of leadership has led to a further erosion of trust in the department, a profound lack of morale among APD officers among the police association and disgusting abuse of power demonstrated by APD not only this past weekend but for decades. Chief Manley has not kept his promise to us but I ask each of you as our elected representatives to fulfill your promise to ensure the safety and protection of every person in Austin. Thank you.

>> Mayor Adler: Thank you.

[8:38:16 PM]

Next speaker.

>> Henry arjett.

>> Hi. Thank you. My name is Henry and I've lived in district 3 for 19 years. I spoke to many officers over the past three days. All of them said they had to shoot because they had no way of protecting them from bottles and rocks. I didn't see any rocks. If the officers aren't safe without using force, don't send them out. Find another way or protect your officers better. I'd like to refer back to something that happened earlier when chief Manley was asked how to make sure this wouldn't happen again. He talked about beanbags, he didn't talk about the policies that causes the officers the shoot multiple peaceful protesters in the head. It shows a failure of leadership with one solution, fire Manley. I'd also like to echo my absolute disgust with APD these past few days, I'd like to thank

[8:39:17 PM]

councilwoman harper-madison and

[indiscernible] For echoing the pain and anger we all feel. I yield my time.

>> Mayor Adler: Thank you. Next speaker.

>> Jacob Wallace.

>> All right. Yeah. Chief Manley, you're a disgrace and epitome of everything that's wrong police forces across this country. Using tear gas and pepper spray in a pandemic is cruel and inhumane. For the young man hit in the head with beanbag, officers had a water bottle, even if this is true, this is the root of the problem. Officers are outfitted with military, and you knowledge believe the proper response to a water bottle being thrown is throwing a non-lethal beanbag at their head which is capable of cracking their skull.

[8:40:17 PM]

There's no reason the APD should take up 43% of the budget. That's why I'm calling for defunding and dismantling of APD, invest in affordable transportation so we can have less policing on our roads, people struggling with mental health issues so police don't have to respond to those calls, invest in affordable housing for our underprivileged citizens, invest in community programs as a preventative measure for crimes. I'm calling for the resignation of chief Manley.

[Buzzer sounding] Black lives matter, they always have, always will, we won't stop asking for change until you take action.

>> Mayor Adler: Thank you very much. Next witness. Next person.

>> Clorina Browning.

>> Hi. My name is Koreena. I live in district 6. I'm an angry white woman demanding that you fire chief Manley, defund the APD and invest in community resources to keep our people of

[8:41:20 PM]

color safe. Silence is complicity. Inaction is complicity. Voidant answers like chief Manley gave are complicity. We are watching. Black lives matter. No justice, no peace. I cede the remainder of my time to people of color. Thank you.

>> Mayor Adler: Thank you. Next witness. Councilmember Harper-Madison, are you raising your hand or --

>> Harper-Madison: No. That was me just saying black lives matter.

>> Mayor Adler: I just want to make sure. Next witness.

>> Donna [indiscernible]

>> Yes. Hi. Good evening. I'm [indiscernible], organizer, executive director of interconnecting [indiscernible] Funds of Middle Easterners.

[8:42:20 PM]

I'm a brown I am gant from Iran. Immigrated here to go to college. I was carrying a big load of anti[indiscernible] I knew close to nothing about racism. It's taken me years to wise up to what I unknowingly stepped into and became complicit in. I came to the U.S. To mostly escape Iranian state violence and I realize state terror is state terror, whether it's applied by revolutionary guards in Iran or military equipped police officer in the U.S. Killing folks for existing, enzying folks --



--snipping by killing, bystanders, aiming for their heads, it's becoming harder and harder to distinguish between my old home and my new home. Black lives have always been precious.

[8:43:21 PM]

>> Mayor Adler: Thank you very much. Next person. .>> Keegan shepherd. Hi. City budgets are documents that reflect community value, and right now the fact that there's hundreds of millions of dollars going to a highly militarized police force is reprehensible, it's morally bankrupt. Defunding APD, invest that money into public health, invest that money into color, into affordable housing, APD has shown that it doesn't deserve that money. Put it where it should actually go into our community. Have the integrate, have the backbone. Fire Manley. Black lives matter. Thank you.

>> Mayor Adler: Thank you very much. Next person.

>> Theo Adams.

[8:44:21 PM]

>> Hi. Can you hear me?

>> Mayor Adler: Yes. Please go ahead.

>> I'm calling because APD needs to be defunded. Manley needs to be fired. APD [indiscernible] City budget and they still have enough for their vehicles? Sounds like a personal problem. They don't need more money, they have already used the money they've been allocated. Not only should this item not pass but their portion of the budget should be cut entirely. It was shown that they are completely violent and have mismanaged their funds up until this point by targeting people at protests. They don't deserve funding ever again. Defund the police and fire Manley. Give the money back to black and brown communities. And pay reparation for

[indiscernible] Over the past decade. Defund the police and fire Manley. Thank you.

>> Mayor Adler: Thank you. Next speaker?

>> [Indiscernible]

[8:45:23 PM]

>> Hi. I want to just keep it pretty short. If we are a Progressive city, then we are failing. Our budget shows your priority. They, the budget of the police, I double the combined budgets of emergency medical services, Austin public health, and neighborhood housing and community development. It

shows that we support how APD acts. We have to stop this budget. Defund APD. Reallocate the resources to provide better health care, more affordable housing and more responsible emergency medical services. We don't need thoughts and appraiser, we need action. Mayor, city council, thanks for having us. You can act on this. Thank you.

>> Mayor Adler: Thank you very much. Next speaker. Yes, councilmember Ellis?

>> Mayor? Thank you. I'm not sure if [indiscernible] is still on the line but I know him and I wanted to thank him for his activism and for putting together the memorial for the covid victims. You shouted out at one of your moments, I wanted to reiterate

[8:46:24 PM]

that and thank him for his activism.

>> Mayor Adler: All right. Thank you. Next speaker.

>> [Indiscernible]

[Indiscernible] Azar.

>> Hi. This is [indiscernible]. Thank you for giving me the opportunity to speak with you today. I'm here today in response to a question from councilmember Casar in the presence of Edmund Sanchez. Chief Manley said we use the beanbag ammunition will not be used in a crowd situation. It is an appropriate tool in other circumstances, it is not approved for crowd situations. Let me clarify, the change in policy would not have saved Brad

[8:47:24 PM]

Ayala from being injured. I ask you, do these policies save the people and their safety or do black and brown bodies

[indiscernible] Of these perpetrators. I ask that all steps be taken to ensure the protesters are treated with respect and dignity, that they be how would accountable for the deaths, and the Austin police department be defunded and used for needs such as health, housing, in this time of covid-19. Thank you very much.

>> Mayor Adler: Thank you. Next speaker?

>> [Indiscernible]

--

>> Casar: Before he speaks, I want to thank him -- manager and chief, you've heard several people testify about the answer to that question with Mr. Ayala

[8:48:25 PM]

on the phone. I'll be asking the question again tomorrow, and I hope we have a much better answer about how to make sure that never happens to anybody in our city ever again. So I'll ask it tomorrow and I hope we have a better answer than the one we had today.

>> Mayor Adler: Next speaker.

>> J. R. Zombrano.

>> Hi. Yes. Councilmember harper-madison, you asked how you could show us that you've been listening to us and that you've been there for us when so many of us are here today saying that there's a failure in the leadership, a failure in the police force. Action. Action is the answer. That's what we need to see. We need to see action taken immediately. And today. Not a week from now. I know things take time, but we need to see something immediately. I have a minute. How many more minutes do we have some how many more lives will be spent between now and then?

[8:49:27 PM]

How much more injury legislature be?

-- How much injury will there be and suffering before things change? It has taken this much blood and expenditure of lives to get to this point? To the point where we feel like we are finally maybe being heard? Please, show us that you are listening and act. Thank you very much. I yield the remainder of my time.

>> Mayor Adler: Thank you. Next speaker some.

>> Taylor Davis.

>> White folks should hang up and be called back so they can be last in the queue. We need to hear from more people of color. I'm demanding APD hire no new officers. Kathie Tovo, you should be ashamed of yourself for guiding the police department thus far.

[Indiscernible] Approved funding for police in the past is also complicit in the deaths and injuries of the people we are discussing here today. If members of city council continue to accept the idea that

[8:50:29 PM]

police are a necessary force and believe in reformist policies like bias training, you will be supporting a racist organization of unqualified professionals rather than addressing the real roots of crime, crimes in

themselves, economic inequality, unequal access to health care and housing, and domestic violence. Defund the police, period. You need to take away their guns. The idea of there not being enough officers is a baseless assumption that comes from the police themselves and puts black and brown bodies at risk. The real question here is if you have the courage to fund new systems that actually serve the people --

[buzzer sounding]

-- With more than just death sentences and arrests. I yield my time.

>> Mayor Adler: Thank you very much.

>> Jennifer [indiscernible]

>> Hello, are you calling for Joseph [indiscernible]?

>> Yes.

>> Hello?

[8:51:32 PM]

Oh. Thank you. Appreciate it. My name is Justin [indiscernible] And I, like others, are demanding chief Manley's removal and defunding of APD. We have as a community have lost all faith new. I do not feel safe when I see a member of the APD. We need to replace him with someone. The police chief being fired in less than a day, can be swift if we want it to be. People have heard time and time again, return to order, then we'll talk. We lost faith in any solution that isn't here and now. City council seats 2, 4, 6, and 10 up for selection some November and we'll replace you with change. You've told me it's going to take time. It's taken my father's time, my mother's time, uncle's time, brothers and sisters, nieces and nephews, how much time do you want for your progress? Thank you.

>> Mayor Adler: Thank you. Next speaker.

[8:52:33 PM]

>> Kianna Thomas newton.

>> Hello. My name's Kiana Thomas newton. I've been at the protests every day since Sunday. APD must pay for their crimes. Our time has been cut, as a black woman I've lost all confidence in APD. You see no amount of cookies and superficial conversations that will make us forget your actions. We don't respect you. I do not nor will I try to find any [indiscernible] For Brian Manley. He must be fired by Monday June 8th and removed by his position by June 30th. Any later than that, Steve Adler

[indiscernible]. Christopher Taylor must be immediately fired and charged. All officers who fired and

[indiscernible] Must be named, fired, and charged, who caused the fellow officers to continue with citizens, took an oath to

[8:53:34 PM]

protect and serve, they must be fired. Must be defunded and redirected toward mental health, resources for people experiencing homelessness and affordable housing for people of color.

[Buzzer sounding] That's from the people of the city or we won't [indiscernible] APD. This is just for start. Anything else and people will continue to fly out.

>> Mayor Adler: Thank you very much. Next speaker.

>> Justin shade.

>> Yes. My name is jump shade. I'm a 32-year-old African American with district 6. A lot of the other collars conveyed everything I prepared to say today so I'll change my statement to say this. Don't allow yourself to believe for a split second just because there are 300 of us in queue that there aren't countless others, angered, hateful, deeply saddened. We expect every and we realize that we're living a nightmare. The existing society, we're

[8:54:36 PM]

paying a price to be heard in listening to [indiscernible] Being shot with beanbags and tear gas. In this city and across all 50 states, the American citizens trust and belief in law enforcement is shattered because it's felt and now more frequently captured on video of officers acting with impunity. To echo the words in my email to councilmember Flannigan and the rest of the Austin city council on June 2nd, or city's police force must no longer continue to behave in the manner they've demonstrated moving forward. Words and other pleas of the people must no longer be an afterthought.

[Buzzer sounding] We're the United States of America. It must change for the better and change now. Black lives matter. Thank you.

>> Mayor Adler: Thank you. Next speaking. Speaker.>> [Indiscernible]

>> Hello. I have served on the city of Austin's public safety commission for five years for district 4. You have a responsibility to

[8:55:38 PM]

address systemic racism here at home. In my neighborhood, where cop cars regularly speed by, I worry about the safety of my black and brown neighbors encountering the police. The murder of George Floyd was a tragic reminder of the cruel ways black lives have been devalued for centuries. Mike Ramos should be alive today and his family deserves justice. We need public safety, I urge you to invest in communities of color.

[Indiscernible] Must be thoroughly investigated and officers who hurt people must be held accountable. Funding aggressive tactics that harm the community should be rejected. City council must question whether a problematic police department deserves even more money when there are families who can't afford to put food on the table because of covid. We should be allocating funds towards improving health, safety, and well-being.

[Buzzer sounding] City council is questioning whether leadership can be trusted

[8:56:39 PM]

to bring about change given the series of failures over the years. I urge you to do your part to break from the deadly status quo from people of color by divesting from police and investing in health and well think of our families instead. Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Smith.

>> I'm Yasmine Smith, born and raised Austinite, black woman. I'm usually more eloquent when I speak to you all in public or in private individually, but I'm exhausted and heartbroken so this is what you're going to get tonight. I stand in solidarity with my communities in saying and demanding the firing of those that killed Mike Ramos, the firing of chief Manley, who allowed that behavior and that culture to permeate in a way that that way was acceptable and the behavior that's administered

[8:57:41 PM]

during these protests were acceptable. I further say that we need to divest from APD, put that into things that actually help us as a community and further, personally, I would suggest and say that the Austin police department has not abided by a central function of our contract with them, they have breached our contract with them, and therefore, our contract should be renegotiated and, furthermore, I would argue that and urge those with a badge that your duty to protect and serve, also entails your duty to protect and serve when the threat is from a fellow officer.

[Buzzer sounding] City council, you need to go ahead and put restrictions and consequences for those that don't step up, for me, for us, for Austin. Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> James Casey.

>> Hello?

[8:58:41 PM]

Can you remember?

>> Mayor Adler: Yes.

-- Hello.can you hear me?

>> Mayor Adler: Yes. Please go ahead.

>> I'm a white [indiscernible] Who uses [indiscernible] I live in district 5. The Austin police department maintains a legacy of terrorism against black and brown bodies, traces back to the early days of the Texas rangers. Today Austin is only safe for affluent, white bodied residents. This is not an accident. These are our demands, undoing white supremacy in Austin. Remove chief Manley now. He lies to you, to the public and to the official public institutions. He is unthoughtful to everyone. By Monday, June 8th. Create a zero tolerance policy for police shootings.

[8:59:41 PM]

(Indiscernible) Immediately be fired without pay, benefit to pensions and charged with criminal offenses. The very presence of military weapons (indiscernible). Defund the APD, reduce the budget by 20% every fiscal year until we're replaced by a department that is

(indiscernible) For every citizen in Austin.

>> Alana Buteau?

>> Hi. Yes, thank you for holding this. I'm a resident of district 7. And I'm here to ask my city council, defund the police, increase funding in education, health care, public housing. And also require de-escalation before shooting. Charge the officer who shot Mike Ramos and show the police are not above the law. Also you need to protect all of our rights (indiscernible).

[9:00:41 PM]

Black lives matter. Thank you for your time.

>> Bobby Mack?

>> Hi. Can you hear me?

>> Mayor Adler: Yes, go ahead.

>> Hi, my name is Bobbi Mack. I was born in Houston. I am speaking today on item 7. I vote no to awarding APD a grant of \$430,000. This program incentive

(indiscernible) I personally know firsthand that additional funding will not be beneficial. As a minority black and brown, a child of two, attempting to navigate through the city of fine works, I was the person who is not listed on the insurance

[9:01:42 PM]

of a car, and the surcharges that I had limited ability to pay which then led to life of

(indiscernible). People in minority communities already have strained resources are more likely to be stopped when driving than those in the white community for the same offense. This will create even more devastating impact on the community because of the ability to travel to and from work. I'm asking this grant money be diverted to the R.I.S.E. Fund and the civil rights department which has been on the table since January and not been spoken of since. As a former employee of the crime victims department, the crimes committed by police to members of society should also be punished to the full extent of the law. It impacts the victims of police abuse and their families for decades. We cannot change the hate in officers' hearts but we can hold them accountable for the use of excessive force. They need to be arrested, send a message that they are not above the law.

>> Mayor Adler: Thank you.

[9:02:45 PM]

Thank you very much. Next speaker?

>> Eliza Epstein?

>> Sound check.

>> You're good.

>> Okay, thank you. My name is Eliza Epstein, I live in district number 5. I'm a white person. I'm speaking in community with the grass roots leadership. Fire police chief Manley, defund the APD. Start with the immediate termination of the relationship with aid. Eliminate and dismantle the APD within five years, build a system of community safety. One that provides the resources, health care, housing and love that the people of Austin, that all people should have. There aren't good cops and bad cops. Policing is based on a violent and flawed theory of humanity that perpetuates the



[9:03:47 PM]

(indiscernible) Of black and brown people. We must imagine a world without police. We must dismantle oppressive system everywhere to win liberation for us all. Today is not the time for change. Today is well past the time for change. Lives are at stake. APD already took the life of Mike Ramos and are still trying to take more lives. Black lives matter. Listen to the community assembled here. The city council must act. Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Jeffrey Clemmons.

>> I want to thank the council people for having this important meeting tonight. What I want to say since our time is short and it is late is that if you think it's a radical idea we should defund or

[9:04:49 PM]

demilitarize the police, that the police can go out and attack their fellow citizens for the sole fact they have a shiny badge on. That's not fair. We need justice for the people who were abused by the system. Martin Luther king, Jr. Said himself if we do not act now, we will surely be dragged down the long, dark and sorrowful corridors of history for people who use their power without compassion. That's exactly what we need right now, compassion. Thank you all.

>> Mayor Adler: Thank you. Next speaker.

>> Denise prince.

>> Yes, hello. I live in district 3 and have lived here for 18 years. The testimony of my fellow witnesses, I'm actually humbled and incredibly troubled. A lot of the details that have been divulged today are new to me. I understand from an activist,

[9:05:51 PM]

the policy change is the most likely -- the thing that's most significant and necessary toward liberation and change. And some demanding policy change. We're facing several incredibly critical issues right now. And each of them require dramatic change. I mean, in the name of humanity, policy change. And chief Manley, I must say, you must step aside with hate. Let those who are actually able to implement this change, dismantle the police department, let them make the change that you're not capable of making. I understand that it's really difficult to allow for change. There are so many things in our brains

that work against it. But this is like -- this is all we have [buzzer sounds] Before we need from the woman who was out of her mind. We need help. We need actual policy change. Thank you.

>> Mayor Adler: Thank you very much.

>> Maudi cedes?

[9:06:58 PM]

>> Hello?

>> Mayor Adler: Yes.

>> Can you hear me?

>> Mayor Adler: Yes, please go ahead.

>> Okay. I'll be quick. Let me see here. Hello?

>> Mayor Adler: Yes, please go ahead.

>> Okay. The officers swore an oath to protect the citizens. They have an obligation to the people. \$343.8 million of the city budget is to the APD. APD has failed. Police officers use rubber bullets, beanbag rounds, tear gas from a highway. A highway that was part of the dividing line between marginalized communities and Austin. Austin civilians were shot in the face, suffering head trauma, bruising and temporary blindness.

(Indiscernible) Housing and development. About 30 times that to

[9:07:59 PM]

weaponizing officers with their backs turned to gentrifying the black neighborhoods. Communities of color every day are made aware of the housing insecurity. Locally and nationally. We are being pushed out of Austin by an economic force. Do communities of color matter to you. Justin Howell (indiscernible). Brett Ayala, their lives need to matter. Unknown citizens and their wounds, their pain is now their cross to bear, Manley. This is on your head. I'm calling for the defund APD and reallocation of those funds to neighborhood housing and development and public health services. We do not need \$434 million of lip service and brutality. We need documentation of this

[9:09:00 PM]

incident where force is used.

>> Mayor Adler: Thank you.

>> It's not optional at this point.

>> Mayor Adler: Thank you for joining us tonight. Thank you. Next speaker.

>> Amy Cavender.

>> Hello. I'd like to start by saying black lives matter. And the manner in which the Austin police department chooses to present itself and chooses to act also matters. APD has not chosen well lately. The pictures I saw of APD officers this weekend looked like they were from a war zone or a country we pity for the brutality of its

(indiscernible). That's what's happening left than five miles from where I live in central Austin. These officers fired at street medics who presented no threat at all to police. Which is absolutely shocking on a number of levels.

[9:10:01 PM]

I ask the city council to redirect funds to parks,

(indiscernible) And immediately discontinue all APD use of so-called (indiscernible) Rubber baton rounds and beanbags as well as chemical agents on peaceful protesters.

[Buzzer sounds] Lastly, I suggest you take more funds from APD and upgrade your technology for call-in comment as the current system is trash. Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Kevin Tran.

>> Hello. I'm calling to say we need to defund the police. It's disappointing, and frankly, a bit shocking that all of you, including the mayor, were about to give more money to the police as a matter of course, when people are saying you need to defund them. Sadly those reforms have not

[9:11:02 PM]

worked. Those (indiscernible) Body cameras and early warning systems to identify problem officers make no difference. De-escalation training has proven to be a failure. A recent scholar said, we keep imagining we can turn police into social workers. Police are violence workers. You've seen it in Austin and around the country. Take an evidence-based approach to make our safe and equitable place for all to live.

>> Mayor Adler: Thank you. Next speaker?

>> Ashley Hamilton. Ashley Hamilton? Unmute, please.

>> Yes. My name is Ashley Hamilton.

[9:12:04 PM]

I am calling as a community member. I grew up in the east side of Austin. I want to speak to items as to why we should -- as a matter of fact, I demand that we defund APD. In regards to how black people are treated, not only in the information that you all presented and the racial profiling (indiscernible) 2020, the data is clear, black people are 15% of the staff. Not only that, there is an absolute imperative that we not only take money from APD, but utilize those resources in other places, like public health, as well as mental health. It has already been proven that women are dying at an exponential alarming rate than other races themselves. I ask that we take this time to not only reallocate those funds and better uses for black people and brown people, but also punish those that have been killing us at alarming rates.

[9:13:10 PM]

You are representatives of us. This isn't something new. You're letting us know that you all are very well aware of the murders that you have committed time and time again. When is the time going to be to change. When are we actually going to do something, when are we actually going to matter to the people that have been paid to protect us. You all are constantly stating and showing, more importantly, how black lives don't matter. Please change that. Please. I'm demanding that we no longer fund the police, but instead if in fact we truly care about equity --

>> Mayor Adler: Thank you.

>> -- That black lives do in fact matter, I ask again, you take the time to reallocate those funds to public health --

>> Mayor Adler: Thank you very much. Thank you.

>> Natalie mullen?

>> Hi. Can you hear me?

[9:14:10 PM]

>> Mayor Adler: Yes, please go ahead.

>> Hi, my name is Natalie mullen and I saw the tragic attack of Justin Howell. There is a young black man who cannot speak tonight because he's in the hospital from injuries inflicted on him by the APD. I was

there when he was shot and critically injured. The severity of the situation was graphic. His blood was on the street and I heard everyone screaming telling the police that he was dying, and I saw them responding by shooting more bullets into the defenseless crowd. They were shooting at us from both sides. I remember begging them to stop and asked them who they meant to be protecting. I saw them respond by gassing the defenseless medics. I truly never felt so exposed and terrified in my life at the hands of my own police force. I watched after this happened, a cop on I-35 emptied a water bottle onto the crowd and threw it at us.

[Buzzer sounds] If the police doesn't protect us, austinites

[9:15:14 PM]

need to defend their rights. Chief Manley, I'm sorry to say,  
(indiscernible). This is much deeper than a simple mistake.

>> Mayor Adler: Thank you.

>> Critical injuries and death.

>> Mayor Adler: Thank you very much. Thank you. Next speaker.

>> Scott reegal?

>> Hello. My name is Scott. I live in district 9. I just want to say that the reason that the protests have spread across the globe is not just the tragic death of George Floyd, but every city from L.A. To Austin and New York, we need to act now to reign in the police, the occupying armies in every city that act with impunity. It's spurred on by the police union for disparity of the elected officials that supposedly have authority over

[9:16:15 PM]

them. The APD shifted the blame onto the citizens that they themselves brutalized and act as if they are the real victims because of middle fingers and tossed water bottles. We need to defund the police and reinvest in health care and housing for our disadvantaged communities. We need to fire and prosecute police officers who engage in violence against civilians including the killers of Mike Ramos and those who injured Levi Ayala and Howell. Black lives matter.

>> Mayor Adler: Thank you. Next speaker?

>> Kevin Welch?

>> Can you hear me?

>> Mayor Adler: Yes. Please go ahead.

>> Yes. Ladies and gentlemen of the council, my name is Kevin Welch,

[9:17:18 PM]

and I live in Austin, Texas, current homeowner in district 8

(indiscernible). I'm speaking to you today as a resident of the city, to express my shock, dismay and horror at the actions I witnessed APD take in response to the recent uprisings in this city over the deaths of George Floyd, Rihanna Taylor, Aubrey and others, and Mike Ramos. I'm calling on council to take steps to bring about real systemic change for these problems. I call on city manager cronk to fire police chief Manley. If cronk won't do so, I call on the council to fire cronk. If the council will not do that, on call on the voters to replace every council member to do so. I call for immediate massive reduction in the APD budget. Changing the rules for APD settlements [buzzer sounds] As they're paid out of the police retirement fund and not the general fund.

[9:18:21 PM]

Rhetoric of the systemic racism means nothing if the council does not act. Thank you for your time.

>> Mayor Adler: Thank you very much. Next speaker?

>> Makayla gray?

>> Hi. Can you hear me?

>> Mayor Adler: Yes, please go ahead.

>> Hi. My name is Makayla gray, and I'm a senior at UT. I demand the elimination of the projectiles and tear gas and physical force, and defunding the APD and reallocation of the funds to the Austin health department and R.I.S.E. Fund. The APD consumes nearly 30% of our city's resources. It's intertwined with I.C.E. And the prison system. When you fund the APD, you fund

(indiscernible) And black people in our community. Following these actions I urge the search for institutional policing, permanently suspend the APD, (indiscernible).

[9:19:26 PM]

Does not solve the inequities of the black and brown people. You, mayor Adler, and chief Manley, are responsible for it all.

>> Mayor Adler: Thank you. Next speaker.

>> Lance Wimer.

>> This past weekend I was in the streets of Austin, I saw my neighbors. I saw austinites standing up for black lives and against police oppression. And it was beautiful. Beautiful to see austinites coming together united because we are fed up with what happened in Minneapolis, and what's been happening here in our own city. But despite this unity, yes, there were agitators. They were the ones in uniform. APD are the violent agitators. Their actions demand accountability. We need real change.

[9:20:27 PM]

And no, APD sudden pr campaign is no substitute for that. Our systemic problem requires systemic change. Not only within APD but in Austin at large. The reality is, crime isn't random. Criminality is created by the social ills we lack the courage to address. Funding the police is not an investment in public safety. Defund and disband APD. We need a city budget for the people, not for the police. Black lives matter. Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Ryan roshert.

>> Hey. I assume you can hear me.

>> Mayor Adler: Yes, please go ahead.

>> Being in a place, seeing things with your own eyes gives you a special kind of insight. And the insight that I got from being at the protest over the weekend was that there was a certain malice in our police

[9:21:30 PM]

officers, an ability to hurt citizens of Austin. There's things that no one brought up yet. I saw the police steal a bicycle and backpack from protesters. I actually got to see -- not got to, I had to see Levi Ayala get shot in the head and after he was moved by protesters toward the police, all of the people that were assisting Levi were maced. There were police officers firing in response to insult. Directly in response to insults. So I'm sure sometimes they received a flying object, but sometimes it was a middle finger and they shot back. You could easily see that the police were discussing who they would shoot the next time that they had the opportunity to. You know, trying to maximize pain or get back at people that they had decided they didn't like.

[Buzzer sounds] So deeply troubling that the police are seeing that people of Austin as

[9:22:30 PM]

their enemies, and I-35 as the

(indiscernible).

>> Mayor Adler: Thank you. Next speaker?

>> Jason vee.

>> Hello. My name is Jason vee, I've lived in Austin for nearly 30 years. So-called police chief Manley, your claim that this is not what we set out to do is a blatant lie. You have to know the damage batons can cause

(indiscernible). You would not have deployed the gear against the citizens of Austin. The indiscriminate use of these weapons is brutality tactics by a gang. The officers that committed these assaults must be prosecuted. Every officer who refused to render aid should be charged as an accomplice. I see with the calls for

[9:23:31 PM]

defunding, if not complete dismantling of the Austin police department with large portions of its budget diverted to community organizations, public health, social workers, and other community causes to actually drive improvements in Austin. The police association [buzzer sounds] Must be brought to task for what occurred this past weekend. Thank you.

>> Mayor Adler: Thank you. The next speaker?

>> Dana Seyer?

>> Hello. Thank you for this opportunity. As a mental health professional, I've heard speaker after speaker describe symptoms of trauma and PTSD. Experiencing complex trauma puts people at higher risk of health complications throughout the life span and contribute to increased incidences to the community of color. Racism is a public health issue and (indiscernible) By the police is sanctioned genocide.

[9:24:33 PM]

City council (indiscernible) Is not followed by action. The actions of APD are abusive. APD has undermined the entire health care of Austin and the work of health professionals responding to the covid-19 pandemic. The only people who should interact with protesters are those who have been trained in crisis intervention. Any APD officer whose actions have harmed or injured a civilian needs to not only be fired but face criminal charges. APD officers should not have access to tear gas, beanbag



grounds or (indiscernible). Black lives matter in Austin. The city of Austin needs funding used to military APD

(indiscernible) Instead. I yield my time.

>> Mayor Adler: Thank you. Next speaker?

>> Joseph robecho.

[9:25:34 PM]

>> Good evening. I'm a black man, and medic in Austin ems. I've been called upon to provide care to injured officers and I answered that call dutifully and proudly. However, I feel like I can no longer give protection by putting those at risk of violence. We have failed. We arrive to find at least seven officers pressing their weight into him. I watched this, and his cry of I can't breathe, get weaker and weaker. Thankfully we were able to get to him in time. Another time I had to stop an officer who was pressing his weight onto a defenseless man's neck. I often have to physically place myself in between someone having a mental health crisis and a malicious officer. I wanted to share one near miss as a result of the militarization of the APD.

(Indiscernible) Conference with

[9:26:35 PM]

the child's mom, who called 911 for her son's safety.

[Buzzer sounds] APD showed up with two bearcats, officers with long rifles. The family had no idea what was coming. No one was physically hurt, but everyone in the neighborhood was in danger because of poor decision-making.

>> Mayor Adler: Thank you.

>> Divest --

>> Mayor Adler: Thank you. Thank you very much. Councilmember harper-madison?

>> Harper-madison: Chair, if I may. As far as I'm concerned, this is like any other briefing we get from a professional. From one of our civil service professionals. I'd like for the current speaker to continue.

>> Mayor Adler: You have that right.

>> Harper-madison: Thank you.

>> He's been disconnected.

>> Mayor Adler: All right then. Next speaker.

[9:27:37 PM]

>> Richard boland.

>> We saw APD's true colors this weekend. APD needs a good housecleaning from top down. They should fire officers for misconduct. I ask that the council take action to end civil service for APD, and amend the city charter if that's what it takes. It may take a petition or referendum. APD made several thousand new enemies this weekend. Now is a good time to take this action. It seems the cops now want to pass out cookies to the protesters and sing kumbayah. They should have thought of that before they showered beanbags on prg women and protesters. I appreciate you having this meeting, but I wish you had all spoken out by Saturday afternoon.

[9:28:37 PM]

I wish cronk had taken action on Saturday. One single public safety commissioner was the only city official to speak out about this this weekend. Silency is consent. Black lives matter. Blocking the freeway is not violent [buzzer sounds]. Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Michael Frazier.

>> And mayor, before Mr. Frazier speaks, I just want to assure folks, many of us on this dais, as many of us -- legal limits talking to each other, many of us were contacting the manager, contacting chief, contacting the assistant city managers about what we were hearing. Several of us put out public statements over the weekend about the things that people were experiencing. It clearly was not enough. I want folks to know that those

[9:29:37 PM]

attempts were made, even if many of them were unsuccessful.

>> Mayor Adler: Okay.

>> Mayor, it looks like other council members might say something.

>> Mayor Adler: Councilmember kitchen?

>> Kitchen: Thank you, councilmember Casar. We tried to talk to people, and a number of us, we all communicated in whatever ways we could. Including myself and others. And I put out information as did

others. And so for the person who is speaking, I'm sorry if you didn't see what we sent out. And I invite you to contact my office, I'm happy to talk with you directly.

>> Mayor Adler: Okay. Next speaker?

>> Michael Frazier.

>> Hi. Can you hear me?

>> Mayor Adler: Yes. Please proceed.

>> Can you hear me?

>> Mayor Adler: Yes. Please proceed.

>> Can you hear me?

[9:30:38 PM]

I'm so sorry. My name is Michael Frazier. And my chosen name is Rainey. I'm a resident of Austin and have been a social worker here for about seven years, I've worked with children in foster care and people with developmental disabilities. I'm extensively trained in crisis management

(indiscernible) De-escalate violence. There is no excuse for the violence perpetrated by the police. I work with a man who is almost twice my weight trying to smash a solid wooden chair over my head, and I never needed a weapon to protect myself in that situation.

(Indiscernible). Did not need weapons. So the police are absolutely insane for thinking that we will believe that they need that. I want to thank Gregorio Casar and Natasha harper-madison. You're exemplary council

[9:31:39 PM]

persons, and the people stand with you. Because we know you stand with us. I demand justice for Mike Ramos, Justin Howell, Brad Ayala, the man who appeared (indiscernible) Arrested for standing on a closed highway in the middle of the night in flip-flops, I demand justice for the --

>> Mayor Adler: Thank you.

>> -- Disabled man who APD murdered last year.

>> Mayor Adler: Thank you for calling in. And joining us. Appreciate that. Thank you for joining us.

>> If you have questions for me --

>> Mayor Adler: Thank you very much. Thank you. Next speaker.

>> Katherine matie? Katherine Mcbee? Unmute, please?

[9:32:43 PM]

>> Sorry about that. Can you all hear me?

>> Mayor Adler: Yes. Please proceed.

>> Hello?

>> Mayor Adler: Yes, go ahead.

>> Okay, great. I would just like to add a point that I have not heard made yet. It is completely outrageous that the APD needs tear gas this weekend. Especially near the encampment of the homeless, especially in a crowd where there were children, and especially where we're in a pandemic that -- where the disease targets people's respiratory systems. Tear gas has long-lasting health repercussions for many of the people who experience it. I just want to say, I was walking toward the police station when they deployed it. And everybody around me, myself included, started coughing and choking and crying. So I don't know. There's a lot of egregiousness.

[9:33:45 PM]

Defund APD, demilitarize, chief Manley, you've got to go. Thank you.

>> Mayor Adler: Thank you.

>> Abas hussein?

>> Hello. My name is abas hussein. The last few weeks have shown fatal and critical mistakes in a job where there cannot be a margin of error. I attended the protest on Sunday and immediately called your office, appalled at the treatment of peaceful protesters. Mayor Adler and my councilwoman, to no avail. This meeting should have been

(indiscernible). It's resulted in horrific stories we're hearing today. My recommendation, leaders to take a hard look, if we truly believe (indiscernible) Increase over police budget will drive impactful change. It won't. Mayor Adler and council members,

[9:34:46 PM]

you have a choice to make. Continue to use police as a catch all, continue to have them set up for failure with increase in police budget, continue to have disproportionately higher stops for people of color, and

critical mistakes by officers. Four, invest those funds in your community. Invest in social services that require trained professionals on issues like mental health. We remember the direction you all go and we will hold you accountable for additional mistakes that result in loss of life. I have sent you all [buzzer sounds] Research and studies that back up my recommendation. I ask you guys to make change, no more talking. Make change. You can do this today. We've seen the peaceful protests today with officers not having riot gear. This can happen in a moment. When you know your jobs are on the line, you can make a change.

[9:35:46 PM]

>> Mayor Adler: Thank you very much.

>> Stay up all night if you have it.

>> Mayor Adler: Thank you for participating. Next speaker.

>> Stephanie crocker?

>> Hello. Good evening. My name is Stephanie crocker. Resident of district 2. Police brutality and racial injustices have been a problem since the foundation of our country. We can no longer remain quiet because silence is complicity. I speak out today as a white mother, and an educator for Austin ISD. I have the privilege to teach adorable (indiscernible) Graders of all ages, but at what point do people start to perceive my students of color as a threat instead of the adorable children that they are. Police brutality continues to happen here in Austin and across our country. It is our constitutional right as Americans to assemble and

[9:36:47 PM]

petition, yet the first amendment is seen violated and people can no longer peacefully assemble and petition without the potential threat of being injured or even worse killed by police. Let's not forget how the catalyst of this most recent

(indiscernible) Began. The murder of a black man, George Floyd, murdered under the knee of a police officer. And then the brutality continued throughout the peaceful protests. You cannot blame the pot for boiling over if you never addressed the flames. As a mother, I don't have to worry about my son getting shot by the police. But as a teacher, I fear for the safety of those remarkable children of color sitting in my classroom.

[Buzzer sounds] I am aware there are good people as police officers and prosecutors, but they are working inside of an incredibly broken system. Now is the time more than ever that we speak up. We demand change. I implore you, the city council, to lead this change.

>> Mayor Adler: Thank you very much.

>> All lives cannot matter until

[9:37:48 PM]

black lives do. Black lives matter.

>> Mayor Adler: Appreciate it. Council member harper-madison.

>> Harper-madison: Thank you for recognizing me. I could not be more grateful for all the voices we're hearing. I could do this all night. But it turns out there's a lot of us on the line including that last speaker who recognize that she's a mom. I saw two little cuties pop up on the screen. And I saw Kathy's cutie pop up on the screen. We've got to put these kids to bed. It's 9:38. And I would like very much to ask for a moment of privilege. Can we take 10 minutes to put our kids to bed, and then come back? Is that acceptable to my colleagues?

>> Mayor Adler: That's fine. We could do that. We also have -- really close to the last 25 speakers. So during this 10-minute break, some of these speakers have left

[9:38:48 PM]

and then come back on. And our system doesn't tie their phone numbers to their names. So if it's possible, I don't know if it's possible during this 10 minutes, without losing the phone line, if you could -- Myrna, if you're there, would it help if they text in their name to a number? I don't know how we identify these people. We could call the last four digits of their phone numbers when they come back, and then they could come on? I'm a little nervous doing that, though. That's what was recommended.

>> With so many problems earlier, I'm really, really, really hesitant to ask anyone to go anywhere with the exception of saying, y'all, special pli -- I know there are parents on the line right now so I know what I'm talking about. So some of them need that 10 minutes, too. If I could take 10 minutes to make sure that my kids are good.

>> Mayor Adler: No, no, go ahead and do that. During this 10 minutes I want to see if there is something we can do for those other people.

[9:39:49 PM]

We'll recess for 10 minutes. If you need to go do that, please go do that now. Myrna, while we have you on the phone, is there any direction we should be giving to these folks to help us with the phone numbers we can't identify?

>> I will be calling the last four digits of their phone number. I will admit them to the call. And if they can just please state their name, that would be great.

>> Mayor Adler: What if we did the last two digits of their phone number?

>> We can try. Sure.

>> Mayor Adler: Let's try that. And if two people call in, then you can just ask for it again. I'm just concerned if you do four digits, we're effectively identifying who they are. There aren't that many phone numbers that start with the first three. Let's try it with the first two, and let's see how close we get to getting everybody on. Even if it means we end up in a little bit different order on the last 25.

>> Okay.

>> Mayor Adler: All right. It is 9:40.

[9:40:51 PM]

We'll come back here in 10 minutes, at 9:50, and we'll start that process. Thank you.

[9:55:01 PM]

>> Mayor Adler: The time is 9:54. We are reconvening here on June 4th. The city council, regular city council meeting as well as the currently run special called meeting also on June 4th. The full dais is present. We'll continue on with the last 27 speakers.

>> Amanda afifi.

>> I'm Amanda afifi, school psychologist and district 2 resident. I want to remind everyone of an excerpt from mayor and council regarding Austin police chief. There are concerns whether or not Manley is able to bring about a cultural change in the department around areas of policing and accountability. This concern was primarily due to his internal status and

[9:56:03 PM]

whether or not an internal candidate can be an effective change agent. He will never be an effective change agent.

(Indiscernible) Held a special session with APD, thank you mayor pro tem Garza for being there. They said that pretty much anything can be classified as that, even a shove, and they have to report it. We

asked them to break that down into categories and I have yet to see it. People at that time did not call for Manley to be removed because the community wanted to give him another chance.

[Buzzer sounds] But it seems it's gotten worse. Fire Manley, assistant city manager, justice Mike Ramos, you know --

>> Mayor Adler: Thank you.

>> -- Shot with a beanbag.

>> Mayor Adler: Thank you for participating this evening. Thank you for joining in. Thank you. Next speaker.

[9:57:04 PM]

>> Eve galbraith.

>> Is Amanda still on the phone? Amanda afifi?

>> Hello?

>> Never mind.

>> Amanda is not. We have eve galbraith.

>> Okay. Yeah, hello. I want to say first while we were in recess, I heard mayor Adler and all the council members (indiscernible). In the last 27 callers, you should not feeling relieved. The entirety of Austin is watching with little or no patience. People are calling in with cops in relation to the protest.

(Indiscernible) The normalized

(indiscernible) Cops should provide a last-resort safety net on an individual level to be called on individuals who arrive at the scene and deal with individuals in isolated

[9:58:04 PM]

incidents. Neighborhoods of color are more policed communities than white neighborhoods. Mike Ramos is not an isolated incident. They were already patrolling and stalking the community. Why is that? White communities have all the other structures to run within the law.

(Indiscernible) There's a directly inverse correlation between neighborhoods of color and neighborhoods of high to medium income.

(Indiscernible) In a way to move up the totem pole [buzzer sounds] (Indiscernible). With these systems in place, the white neighborhoods have watch committees and can do their own watch on a community level.



(Indiscernible) Rather than policing a whole society. By demilitarizing the APD and having officers --

>> Mayor Adler: Thank you very much. Thank you. Excuse me, thank you very much. During the break, when I -- I

[9:59:05 PM]

wasn't congratulating the councilmembers for anything. They're doing their job. But I did thank and I want to thank again while we're in the meeting the staff put together this phone system within 24 hours. So again, I want to thank the staff for putting this together so quickly. It's worked pretty well for something that was put in place in such a limited period of time. Next speaker. Next speaker.

>> Emma galbraith.

>> Hi, can y'all hear me?

>> Mayor Adler: I didn't. Please go ahead.

>> Can you hear me? Fantastic. I live in district 9. Hi. So the argument for police is that they protect the community, which begs the question, which community, covering the medical expenses of folks like saraneka martin, Justin Howell is community protection. APD shot them and they're

[10:00:05 PM]

shooting the street medics with home made supplies to protect our community. There's an irony in protecting medical workers and gunning them down weeks later. I saw police pull down people's masks and mace them, demanding justice of I-35. APD has zero regard for protection of community and every penny in their budget is another drop of blood on your hands. You cannot have more training and Mary hires from the institution is built on death. Brian Manley needs to go. Fire him. In charge of public safety, needs to go. Redirect the money to programs that help [indiscernible] Public health, library, and low-income housing. If you don't, please expect to say protests at I-35 the across the city until we're in the hospital or the ground. It's that nimble. Thank you.

>> Mayor Adler: Thank you very much. Next speaker.

>> Ray Martinez.

>> Hi.

[10:01:07 PM]

[Indiscernible] Director for the Texas [indiscernible] Network. I'm also a resident of Austin, specifically district 9. I ask that the city does

[indiscernible] From police and use the funds within APD to invest in health, housing and direct pandemic assistance. Anythings to this I'm asking in the police fire chief Brian Manley and the police officers who killed Mike Ramos and -- now. Currently, 40% that's been allocated to the police department, which is wild we continue to fund the force that murders black folks and others in Austin, when we protest the same police brutality. Austin city council needs to take action now to divest from the APD. The fact police officers shot Ramos in April are still part of APD is shameful.

[Indiscernible] The individuals who murdered them should be removed as soon as possible if

[10:02:08 PM]

city council wants to help this community. Make chief Manley accountable --

[buzzer sounding]

-- The funds have been divested into areas that will actually help Austin thrive. Black lives matter. Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Victoria Tatum.

>> Hi. Can everyone hear me?

>> Mayor Adler: Yes. Please go ahead and proceed.

>> Thank you. I'm a resident of district 9 and I'm here to voice strong opposition to item 7. The automobile burglary and theft convention authority advocate for tactics that I do not think benefit community safety. For instance, [indiscernible] Cars and applicanted policing that disproportionately target minority communities, it is also stated outright in the operation plan that task forces are routinely called upon to provide assistance and use of special equipment to narcotics, robbery, and vice division. The money would not even be necessarily restricted to the Austin auto theft project nor is

[10:03:09 PM]

this money free as the term grant might imply. I stated earlier a percent of it is matched by the city. I think it was clear from APD's behavior that more money and officers in any capacity are not for the betterment of our community and frankly I'm appalled that the council almost voted on 7 without community input or debate. Every dollar given to the department needs to be scrutinized and vetted thoroughly.

[Indiscernible] Council did not approve this grant.

[Buzzer sounding] Priority to the APD, I'm sure they could find the money elsewhere in their exorbitantly large budget. Thank you for your time and thank you for hosting all of us here to speak today.

>> Mayor Adler: Thank you. Next speaker.

>> Jennifer Cradky.

>> Hello. Can you hear me?

>> Mayor Adler: Yes. Please go ahead and start.

>> Thank you. I'm a lifelong Texan, a graduate of the university of Texas and a

[10:04:10 PM]

homeowner in district 8 for ten years. I don't envy your job tonight. It's parent that maybe 100 or 200 activists have activated tonight but I don't think they represent the majority of regular Austin taxpayers who have been staying home because, number one, there's supposedly still a pandemic, and number two, seeing videos from here and around the country of violence, destruction, fires and looking at. We have our mayor encouraging people to go out to, quote-unquote, disrupt? Blocking freeways is not peaceful. Multiple businesses owned by people of color were ruined. We stand with chief Manley and defunding the police department will not magically make crime disappear. Why were you councilmembers not out there every night keeping the peace? If no tack advertising were needed, why weren't you out there? Instead of encouraging mass protests you could be holding gathers in each of our districts

[10:05:10 PM]

so we could be heard by our councilmembers and come up with a solution.

[Buzzer sounding]

>> Mayor Adler: Thank you very much. Next speaker.

>> Kara McConnell.

>> Hi. I'm a district 1 voter and member of Democrats of Austin. I started yesterday carefully crafting my statement, cutting down the time, and when I have to say is [indiscernible] So I just

want to ask this: Chief Manley, why have only two women called in to speak in defense of APD's actions taken? If y'all are [indiscernible] The community, why is no one applauding you? Why does no one feel safer? APD's victims [indiscernible], there are police reforms that are part

[10:06:11 PM]

of the eight can't wait reform, and other plans would defund the APD, starting with the grant in question. No one here is testifying that APD's actions, because they are completely unjustifiable. Thank you.

>> Mayor Adler: Next speaker.

>> Katie trusdbale.

>> Hi. Can you hear me?

>> Mayor Adler: Yes. Please go ahead. We're ready.

>> Thank you. I live in district 3. The pain of the white community is being met with violence in the city's violent leadership until now has been deafening. City manager cronk, if you have listened to people's pleas, if Google or Facebook were emailing you, it's clear that Austin's leadership operates under the guise of being Progressive while

[10:07:11 PM]

lining their pockets. Think of what Austin wants to see immediately, any future protest, any officer using excessive force will be removed immediately and charged for mirror actions. Defund the police and bet money for public health care, education, and affordable housing. We're living in history today, I know everybody has already said what I've said, but my grandfather was a pastor ten miles away from Selma when mlk and when I asked him as young child what he did to stand with mlk, he said nothing, it wasn't his fight. I say this is my fight and it's yours as well. You'll be asked what you did in this moment of history. I pray you do not live to regret it. I know I will not. Fire chief Manley and justice for Mike Ramos. Thank you.

>> Mayor Adler: Thank you. Yes, councilmember harper-madison.

>> Harper-madison: Wait, I hate that we lose the caller so fast. Is the previous speaker on the line still, or no?

>> She is not.

[10:08:19 PM]

>> Harper-madison: Okay.

>> Mayor Adler: My task and assignment, I think, given the direction of the council, is to try to use the structure as best I can.

>> Harper-madison: And I appreciate that very much, but I think some of the people that are sharing with us and saying things to us are under different circumstances, they would be in council chambers, and we could ask they will to come back up. Because I'd love for that previous speaker to be able to talk about their experience with, you know, having had that as their formative experience, and then subsequently how they, as an adult, moved through it. But that's neither here nor there. Never mind. Thank you.

>> Mayor Adler: Okay. Next speaker.

>> Kyle Harmon.

>> Hi. I'm a amendment professional

[10:09:20 PM]

doing crisis work. I'd like to speak directly to chief Manley. You said earlier today unfortunately there would be mistakes in the reference to the murder of George Floyd. How dare you call this a mistake, this was intentional targeted, racist to, terrorism. It was an institution created in 1865, born out of [indiscernible] To the civil war, an institution that is evil from its inception can never be reformed. How dare you, chief Manley, in front of his own grieving brother call 16-year-old Brad Ayala being shot in the head standing in the grass during a peaceful movement being damaging -- how dare you? You can still John in this movement by resigning immediately. City council, take action now to divest in the police, immediately invest this money into housing, public health, and education. Black lives matter.

>> Mayor Adler: Okay. Colleagues, there are about 20 speakers left, I think.

[10:10:20 PM]

It's past 10:00. Is there a motion to move this meeting past 10:00? Councilmember Casar makes the motion. Councilmember harper-madison seconds. Those in favor, please raise your hand. Those opposed? It's unanimous on the dais to extend past 10:00. Next speaker, please.

>> Brooke styles.

>> Hello. My name is Brooke styles, and I live in district 10. I'm a white person who supports all [indiscernible] White supremacy and Austin justice coalition that has been mentioned again and again and again today. My husband and I did attend the protests this weekend, despite the pandemic, because black lives matter to us. I second, third, fourth, all of the disturbing accounts you heard

[10:11:23 PM]

today. Nothing has been exaggerated, nothing has been overstated. I reiterate that the police officers looked trigger happy and agitated. I did see them point a finger at my husband on one occasion as a possible target. What I haven't heard asked or mentioned was the point of view of community leaders were there. Based on the way that you opened the call, sounds like you were upset by what happened but did any of you come and try to stop it on day two or three? The protests circulated over days. It can happen one day or a couple hours. It was days. We saw it escalate. And I know that you have social media too. You watched it happen.

[Buzzer sounding] I can't imagine that APD would open fire on mayor Adler or chief Manley, and I can't help but wonder if those boys, two young boys, would have made it out

[10:12:23 PM]

safely. My family will be there on Saturday to attend, learn, and exemplify.

>> Mayor Adler: Thank you.

>> People who called in tonight should be there too.

>> Mayor Adler: Thank you. Thank you. Next speaker.

>> Lyah Clark.

>> I'm in district 1. I hold a master's in public health from U.T. And have worked in the nonprofit community the last decade. Health experts have concluded, police brutality is a determinant of health based on five mechanisms, high morbidity in black communities. Fatal injuries that increase mortality rates, physiological responses that increase morbidity, public reactions that cause stress, legal, medical, and funeral bills cause strain and disempowerment. Police brutality is a public health crisis, economic inequality is a had you been health crisis. Take the following actions to address these crisis, allocate at

[10:13:25 PM]

least \$7 million to the rise fund. Dollars are a drop in the bucket compared to your ability to direct in communities made vulnerable. Adopt a use of this policy, defund the police department, fire Manley and officers that killed Mike Ramos. Policy actions are empty unless they're combined with community oversight. This is your chance to create real and chasing change to Austin. I encourage you, black lives matter.

>> Mayor Adler: Thank you. Next speaker.

>> Daniel Shea.

>> Thank you. I'm calling today in solidarity with black organizers and community of color in Austin to demand real changes that keep all austinites safe, that includes firing chief Manley, the new leadership in APD is not enough. Defund APD and that

[indiscernible] You vote on later. Speakers have already addressed the huge discrepancy between funding we allocate to APD and

[10:14:25 PM]

that we allocate to critical city services and how harmful that is to people in our community. But you know that already. You're the ones who approve the budget. You know the money is there and you know that every dollar

[indiscernible], a dollar that goes toward harming black and brown people in Austin. Instead of going to housing, public health or other services that might keep community members safe. Councilmember pool, you started this meeting with a commitment to, quote, risk your career to make this right, in inviting your colleagues to do the same. Several of you made some more comments. Statements are one thing, but it's absolutely critical that you follow through. Black lives matter. It's time to defund the city now. Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Trevor Vosburg.

>> [Indiscernible]

>> Mayor Adler: Yes, please proceed. Go ahead.

>> I'm a resident of district 7.

[10:15:27 PM]

I'd like to draw attention to the contract which was unanimously approved by council in 2018 for police oversight. The union contract

[indiscernible] Defunding the office of police oversight is purely advise to her, is not investigatory power, does not have power to buy officers. The 180-day [indiscernible] Limits. Officers can appeal and be reinstated. The two officers fired for violence and who cost the city \$75,000 in a lawsuit were reinstated with back pay. As councilmembers work toward the

[indiscernible] Remember how the unanimous vote for police contract [indiscernible] Misconduct, they should look at all legal means to end and replace the current union contract. The council must proactively rewrite the union contract in the future to serve people of black -- serve black people and

[10:16:28 PM]

people of color [indiscernible]

[Buzzer sounding] From accountability.

>> Mayor Adler: Yes. Thank you very much for participating. Next speaker.

>> Mekia Arnold.

>> My name is meka Arnold and I just want to let y'all know in this night, everything that doesn't serve y'all, know that it is time to heal as a community, as a black community, let it go. Let's heal. It's time to heal. It's time for y'all to heal. Let's heal together. It's way overdue. Same with the black people. A lot of people, white people out there sacrificing for us. Y'all see it. They're standing with us. They with us.

[Indiscernible] Go against us, that doesn't serve you, stand with us.

[10:17:28 PM]

Thank you.

>> Mayor Adler: Thank you. Next speaker.

>> Kathleen Houlihan.

>> This is Kathleen Houlihan. I'm a native austinite, a white woman and a resident of district 9. I'm hear in solidarity with my black and brown neighbors and friends. I oppose item 7 as we saw this weekend and heard austinities funding for APD is essentially funding for local terrorism. The time for reparation is right now, starting with this budget. According to research from police union contract, APD has all of the major barriers to police accountability written into their contract. Rep hencable behavior we've heard about tonight will likely result in no justice for the families of those harmed by APD. Achieve Manley's threat are a step backwards. We just got curfew off the books. Must not creep back in to black and brown austinities. I urge the council to defund APD,

[10:18:34 PM]

adopt campaign zero and uplift the community that we continue to



[indiscernible]. I feel anger and shame and sadness and I echo the letter writer from earlier today who said please, put your career on the line for change. Black lives are on the line. Their blood is on our hands. No justice, no peace, black lives matter. My partner put my child to bed hours ago so I could stay here and talk to y'all, but the sacrifice is minuscule, I can never atone for [indiscernible] Silence is violence and business as usual is death.

>> Mayor Adler: Thank you. Next speaker.

>> Cathy Maxwell.

>> Hi. Can you hear me?

>> Mayor Adler: Yes. You can go ahead please.

>> My name is Cathy Maxwell, a proud austinite over 11 years. This weekend my heart was shattered as I watched lives of officers sworn to protect our community repeatedly shooting into crowds of innocent people like it was a war zone.

[10:19:37 PM]

I was enraptured by incidents spoken about today that transpired this week that are violent, unacceptable, and I know you agree. Burglarizing people at a police brutality protest is adding fuel to an already raging fire. The unnecessary excessive force that we've seen and specialized on the end of APD during this time is fanning the flames and suffocating with peace of and. Our officers are visually terrifying right now. The actions over the weekend were terrifying. The direction of these peaceful protests are going that have been agitated by excessive force is terrifying. Weapons surrounding their bodies, looking more like they're ready for war against their own citizens than lay down arms and hear the deafening sounds and pleading needs of the people and community. I believe in justice and I believe in peace. I would implore you to speak with underserved communities --

[buzzer sounding]

-- Organizers and leaders. Call on APD, Austin ems, councilmembers and any other government officials available to meet and greet with people.

[10:20:37 PM]

Hold a town square. Give them a microphone. Allow people to be heard on a large scale. Anything. Just listen, hear them, hold space for them. It is in your power to reform and enact real change, the incidence the Mike Ramos case caused our community, to heal relationships between civil servants and our people. We are not New York or Philadelphia or any of the other other places that are completely out of control, we are Austin, Texas, a city of love and good vibes. We don't need you here, we need

your change. Help us break the gap, correct the wrongs inflicted on our people and get back to the city we can be. We can be better than we were before. Thank you for your time. Black lives matter.

>> Mayor Adler: Thank you. Next speaker.

>> Julie Nolan?

>> Hello?

>> Mayor Adler: Yes. I'm sorry.

>> Hi. I got this -- my name is Julie

[10:21:41 PM]

Nolan. I'm a native austinite and I did see a lot of different videos, and I saw a lot of even officers, you know, fighting to keep their guns, I saw four African American officers spinning in circles trying to keep the gun in the bag, and that was supposed to buy an African American state

[indiscernible]. What I learned was, there was a lot of [indiscernible] Stress going on and mistakes happen under stress. If your child is doing wrong, do you take away everything? Or do you put them in school and teach them how to do right? What I saw -- I train -- I'm not going to lie, I've never trained APD, but we've done demos for them and tested them under stress. I've fired guns at them to test their reaction. If you really want to make it better, you find out which one of those were fighters, which one of those were in a war zone.

[Buzzer sounding] You test them under stress and

[10:22:43 PM]

you find out who exactly they're dealing with. That's dealing with a personality. Thank you for all this extra time for us.

>> Mayor Adler: Thank you.

>> Emily Garrett.

>> Mayor Adler: Hold on one moment, please. Mayor pro tem? Amanda afifi is back on the line if you wanted to ask her a question.

>> Garza: I only wanted to see if she had -- she's chair of the Latino quality of life and a district 2 resident and we don't get many callers so I just wanted to offer her -- sounded like she was closing her thoughts and I just wanted to offer her the opportunity to say -- if she had anything else to say.

>> Thank you so much, mayor pro tem Garza. I really just wanted to say that I'm a school psychologist. We are trained in crisis

[10:23:43 PM]

intervention, deescalation, psychological services and counseling. And it just really pains me to hear how much, you know, it's affected our young citizens. Working in the schools, kids ask me about racism, they see it, they know it's there. And it's already hard for us to respond to -- you know, like these little tiny faces asking us these tough questions. But now, you know, with APD, I

--with APD harming a 16-year-old, you know, we are here to help. School psychologists are here to help. Reach out to us. Reach out to the Texas association. Reach out to the national association of school psychologists. We support social justice. We are trying to reform, you know, the way that discipline is in schools because we know that

[10:24:44 PM]

also is just disproportionately affecting the African American and Latino kiddos. It starts there. We need funding. We need more school psychologists. Right now the ratios are awful for school psychologists. Especially for bilingual, you know, school psychologists to provide services in Spanish to kiddos and families, so just thank you so much, mayor pro tem Garza, for, you know, asking for me, and really that's what I wanted to say.

>> Garza: Thank you.

>> Mayor Adler: Thank you. Okay. I think we were going with Emily Garrett?

>> Yes. Thank you, mayor and council. My name is Emily Garrett. I'm an attorney for the Texas defense project which fights poverty in Texas. Through on you work we've seen countless ways the system targets and brutal ices people of color

[10:25:47 PM]

and people in poverty and

[indiscernible]. It all begins with police and as we all know now in Austin, our police department is one of the worst. And that's not because they don't have enough money, it's because they have too many resources that they are using to hurt people of color. We cannot continue like this and it is up to you to change it. I've been so incredibly moved by the testimony today, and as others have said, we have to defund the police, we have to specifically take away the resources that are actively being used to hurt

our residents, and that includes at a minimum no new officers and no new cadet classes this year, no weapons against protesters, surveillance of our residents [indiscernible] No officers in school, and we need real accountability. Thank you.

[Buzzer sounding]

>> Mayor Adler: Thank you. Next speaker.

>> Okay, mayor. Now we begin with the callers that we do not have a name for.

[10:26:48 PM]

So I will call out the last two numbers of the phone number. The first one is 83. And if you are on the line, please state your name. The last two numbers of your number are 83.

>> This is Brendan Walsh. Can you hear me?

>> Yes.

>> Mayor Adler: Go ahead, Mr. Walsh.

>> Thank you, mayor, and everyone. This is Brendan Walsh of district 1. Two years ago I moved here from the midwest. I watched in horror talking to my friends in Minneapolis about the absolute horror of George Floyd's murder, the police response, and also the police response to all protesters with tear gas, et cetera. I hoped that Austin would be better. After Saturday, I was grave will I disappointed. I urge the Austin city council to

[10:27:49 PM]

adopt goals which are achievable, to promote real change and help people of color in the city. I think the research based approach for people at large and all voters, not just voters on this call, I really appreciate their activism and passion today. I encourage all city council members to think about what it might mean to do a campaign losing every single police union vote because that might be what you need to do. I was deeply disturbed watching reports of Austin officers smiling or expressing joy when they successfully hit protesters.

[Buzzer sounding] At least four protesters were gavelly injured and were a you will not a threat. After watching officers that shot Brad Ayala and more videos come up from different angles, there are four officers holding beanbag shotguns who crawled over the barricade of I-35. One officer clearly raises his rifle in the video from Sean king and Brad goes down after that moment. There are no pictures of those four officers walking over that barricade in close succession,

[10:28:50 PM]

and I believe that looking at those pictures, the city council and the authorities can put those officer [indiscernible] Interview who is the final shooter, and also call for the officer who fired the shot and cracked Brad's skull to be taken at a minimum fired from the APD or publicly tried in a court of law.

[Indiscernible] Thank you for link to our call.

>> Mayor Adler: Thank you. Next speaker?

>> Jessica Cohen.

>> Hi, guys. Sorry for the technical issues. I was disconnected.

[Indiscernible] Came back in. I live in district 3. I'm not going to repeat everything you guys have heard tonight. One thing important to mention, beyond the systemic racism and excessive force, we need to address that APD employees are a large number of officers who don't live in Austin, don't share our more or less and values, and honestly, don't seem to like

[10:29:50 PM]

austinites much. On top of the eight can't wait, we need to institute a policy that would require all officers to live in the community they serve [indiscernible] We also need to end the contract with the Austin police association. This is no longer [indiscernible] To strong arm city council and our officers. Please defund APD, take away the military gear. They don't need it. They need to be trained

[indiscernible] Regardless of their skin color. Thank you so much for standing up for us. I really appreciate y'all.

>> Mayor Adler: Thank you very much. Next speaker.

>> Okay. Caller with the last two digits of 39. Please state your name.

>> Good evening to you all. My name is Rebecca Cruz. After serving in the united States army I chose to hang up in

[10:30:52 PM]

2018. I believed my morales no longer aligned with the path I saw our country taking. This is including the lack of respect for human life that is mirrored in our local APD's action. As a law student I'm now charging myself with assisting in changing the legislation that made it difficult to wear that uniform. Since the murder of George Floyd, I have volunteered, made signs, protested in our streets and like many others, I want to do more. This Wednesday, June 10th, you will each receive an email from can

seeing of both questions and recommendations of how motivated citizens like myself can work towards making the changes you've heard on today's call. Thank you for this opportunity.

>> Mayor Adler: Thank you. Next speaker?

>> Okay. The speaker with the last digits of 62.

>> Mayor Adler: I'm sorry?

>> 62.

>> Mayor Adler: Okay. 62.

>> Please state your name. If the last two digits of your

[10:32:00 PM]

phone number are 62, please state your name. We heard you. Please --

>> Mayor Adler: Is someone --

>> Can you hear me?

>> Mayor Adler: Yes. Would you state your name, please?

>> Yeah. I'm sorry, I apologize. Good evening. My name is James. I'm a native district 1 austinite that organizes with the industrial workers of the world.

>> Mayor Adler: James, what's your last name? James, what's your last name?

>> My last name is Donnelly.

>> Mayor Adler: Thank you.

>> I've watched with abhorrent frustration as this council has blythely dismissed or blatantly ignored the desperate cries of its constituency against acts of

[10:33:00 PM]

fascism. I see y'all yawning, I see y'all bored. Let me be cleared, Mike Ramos was murdered next-door to me. Brad Ayala is an ambitious student in my prior high school. I've watched as countless people in my community are murdered, murder named, crying out for their mom, dad, for mercy. No solution that you propose overnight will function millennia upon millennia of systemic oppression. We need a united unilateral approach over the economic systemic barrier that has historically marginalized classes. We won't be silent after this meeting. We won't be silent until we see intersectional change. New mission fired --

[buzzer sounding]

-- On protesters is an act of fascism. Fire Manley, eight can't wait, and black lives matter.

>> Mayor Adler: Thank you. Next speaker.

>> The last two digits are 23.

[10:34:10 PM]

>> All right. My name is Chris [indiscernible]. Your lack of leadership, it shows. Your committee is a show you did nothing to protect the city. Your line of communication to the Austin police department is nonexistent. Do you not know where APD has your is? It's off I-35, probably where a lot of y'all need to be jailed right after these past days of protest. You're all complicit to the people being tear gassed and pepper sprayed to their face. Y'all don't seem concerned by the lack of facial expression, with the exception of Ms. Has seen son. Instead of funding this now militarized organization, how about you get your heads out of your asses, defund Austin police department, defund these clowns and put funding towards education. You have schools in underserved communities closing down. Perhaps if these schools had funding, they could teach you to recognize racism that is present within the Austin police department and the racism in decision making in the city council.

[10:35:10 PM]

Chief Manley, you need to be fired. You're not even half of what the name suggests. Mayor Adler, you're a terror

[indiscernible] Austin and Riverside, based on your gentrification and your promotion towards --

[buzzer sounding]

-- Riverside and the domain east. You are gentrifying neighborhoods.

>> Mayor Adler: Thank you very much thank you for participating this evening. Is that the last speaker? Or do we have an additional speaker?

>> We still have a few.

>> Mayor Adler: Okay. That's good.

>> The last digits are 78. Please state your name.

>> My name is Melinda Taylor and I'm a resident of district 10. Chief Manley, I'm civinomics had, -- I'm hispanic and on behalf of many, many austinites we want to thank you and all the law enforcement officers for everything you are doing for us. We can never repay you. Here's a great idea. All officers should stage a walkout and let these idiots fend

[10:36:12 PM]

for themselves. Then we'll see the results of the stupidity that I've been hearing tonight. Thank you again, chief. All of our law enforcement officers on the state, local, and federal level, we love you. \*.

>> Mayor Adler: Thank you. Next speaker.

>> Last digits are 30. Please state your name.

>> My name is Lisa Knapp. I founded a local organization of children [indiscernible] Firing chief Manley is not a solution. Crippling APD is a ridiculous suggestion. We have an inexperienced leader. Let's discuss with him about the power and influence of the police union and specifically

[indiscernible] Provides bad cops as possibility for change. I've heard a great deal about the alleged violence committee by the Austin police department during this past week.

[10:37:12 PM]

I was also present during the protest. I saw thugs throwing frozen water bottles, bricks at police, and shouting disgusting names at officers. My experience with children, chief Manley and his team have saved countless children from violent criminals. Who do you expect to investigate Andreas these heavily armed traffickers if you disfund, defund and disarm our officers? Children won't be safe just because criminals have health care, covid relief initiatives, housing and better lighting on the greenbelt. There are criminals in this city. The right thing to do is for city council to work with chief Manley and support him his team instead of throwing him under the bus. To make real change, he can't do it alone. This is a good man, ladies and gentlemen. And I am disgraced and ashamed by some of the people that I heard on these calls today. Thank you very much.

[Buzzer sounding]

>> Last digits are 39.

[10:38:15 PM]

Please state your name.

>> Hi.

[Indiscernible] Let me turn off am I other phone. I wanted to call in, I've been here since 2:30 like you. Thank you so much for doing this. My name is Veronica Gonzalez and I'm a business owner, community



leader, woman of color from district 5. I want to offer an additional perspective. I come from Puerto Rico and I see what corruption does, what

[indiscernible] Does, internal forces in the government that prevent changes does I know that you may feel that your hands are tied in many ways but I'm here to say it's not and you're still in time. I challenge all of you to not let Austin decay or the U.S. Decay. I we want to law school and it's very scary, the constitution is being violated like never before. You know what you have to do,

[10:39:15 PM]

fire, hire, enact. Make the city an example. Look at your spirit and your heart, honor [indiscernible] I've seen your faces today, I know there's a lot of hurt, even in Manley. I don't agree with the things that happened but I know we're all human so we're all hurting together. And I want to say I love you all. All of you. With love, that's how we're going to make a change in this country, with love and changing our spirit, and it's an inner, where we have a crisis.

[Buzzer sounding] I wish you all the best.

>> Mayor Adler: Thank you.

>> The last speaker has the digits 88. Please state your name.

>> Hi. My name's Eric . I am a ph.d. In engineering and I just wanted to question some of the emotions that are flying around on these phone calls. One is how time passes, I would

[10:40:17 PM]

suggest that y'all, we've look

-- we've elected to power, take the time, look at data, not anecdotes, emotions, group think. Civilized society does not occur without enforcement of law, without police force. There will be exceptions. There will be people who make mistakes and I'm not saying we should allow for those exceptions to go uninvestigated or not have consequence, but by and large, not having a police force is

[indiscernible]. Use data. Use all the crime data you have. Make a logical, rational discussion when you're not exhausted, when emotions are high. Group think and mob mentality are dangerous. Please use data to support a civilized and structured society. Go police.

>> Mayor Adler: Great. Any other speakers? Councilmember harper-madison?

>> Harper-madison: I would just like the echo the sentiment of

[10:41:19 PM]

that last speaker and say I 100% appreciate the benefit that we have by way of the data. The data shows that we have a problem. And multiple speakers throughout the course of the evening have given us the opportunity to recognize that it can be both. We can both have a problem and have fantastic, honorable people who show up and do a great job in a way that is responsible, both emotionally and professionally. So it can be both. So I just don't want anybody to walk away thinking it has to be one or the other. It can be both. Turns out we have both.

[10:42:20 PM]

And at the end of the day, the data shows us that we have a problem.

>> Mayor Adler: Okay, colleagues.

>> Flannigan: I have people messaging me that they're still waiting to speak. Can we confirm that there's nobody left?

>> We have three callers that have just called back in, so we can call their names, or their --

>> Mayor Adler: Okay.

>> Their telephone numbers. We don't know their names. Last digit --

>> Mayor Adler: Okay.

>> 00.

>> Mayor Adler: If your phone number ends in 00, would you please unmute and say your name.

>> Hi there. This is [indiscernible]. This is Mattie Bratt, I just want to point out that three unarmed men of color have been killed

[10:43:21 PM]

under Manley's leadership, and no officers have been charged, arrested, or in any way disciplined. Additionally, no use of force data by police have been released since Manley had been chief. These reasons, along with a plethora of other reasons listed today is why I'm in solidarity with or you community, I'm demanding chief Manley be fired immediately, no later than June 8th. Manley, when you were asked by a reporter on Monday about the families of the victims, the

[indiscernible] You said that you would provide clear conversation. I don't know how to make it any more clear to you that the community doesn't want your damn

[indiscernible] And conversation. We want action. I demand a unanimous vote of no confidence of chief Manley and immediate firing by June 8th, along with other officers who have killed unarmed Austin citizens, [indiscernible] Public health, et cetera, mayor Adler want to do vote unanimously to item 7 --

[buzzer sounding]

[10:44:22 PM]

-- The citizens who spoke are specifically asking for you to defund the police and that means voting no for item 7. If you're actually listening to us today, you will fire chief Manley. The officers involved in the murders of unarmed people, vote no on item 7 and start defunding the police immediately. And also end the police union contract. Thank you.

>> Mayor Adler: Thank you. Next phone number.

>> Christina flackowitz.

>> I just had one other thing to say. Loitering was implemented when

[indiscernible] Had nowhere to go and the first calls for gun control were to disarm the black panthers. The entire system is based on racism and white supremacy. The police force currently gets on 40% of the budget. They are more than supported and still made these decisions.

[10:45:23 PM]

[Indiscernible] APD, fire police chief Manley. Thank you. Black lives matter. Thank you.

>> Mayor Adler: Thank you.

>> Last two digits 57.

>> Mayor Adler: I also have someone texting me on the phone for several hours, she says, and her last two digits are 96. I think that's Ellie Winkleman who's name is on the list. Go ahead with the number that just got called.

>> Hi. My name is brianrthon. I live in district 7. The one thing I've heard unanimously is a lot of people calling for the police chief to be fired. And as a disabled veteran myself who has fought in actual war and had to actually fight against the enemy, you couldn't tell it was your enemy, you couldn't tell if they were a child or a short person because they all dressed in different -- you couldn't tell

[10:46:24 PM]

until the enemy is engaging you. And I haven't heard a single person on here stand up and try and put themselves in the unit of the police force when there's a handful of officers trying to defend themselves against thousands of people. Now, it is insane for these people to be talking about dismantling and defunding the police force. My question to every single caller out here would be, what do you do if you do defund the police force? What do you do when you have no police officers to do the policing? Who's going to come and protect you when you need help and there's no one there to help you? This is a problem. I understand. Everybody is saying APD has issues. Probably so. Every police force in the country is having issues right now. Look at the contracts with the police. Look at the contracts that they have with the labor unions. And try and get it straightened out. But defunding and dismantling the police department for a city that has almost a million people

[10:47:25 PM]

in it is completely and utterly ridiculous. Thank you.

>> Mayor Adler: Thank you.

>> Joelle Mcnew.

>> Hello.

>> Mayor Adler: Yes. Go ahead, please.

>> Can you hear me?

>> Mayor Adler: Yes.

>> I hate asking -- anyway, thank you all so much. I am calling to support the maintaining of the public safety budget and moving forward with the July cadet class. There's a lot of conversation right now about defunding public safety, and I think right now -- I don't understand what that means. There needs to be more conversation about that. Mayor Adler, you have an APD security control. Does that mean you're willing to let go of that yourself? I mean, where is the funding going to come from? What does that look like? Most important, chief Manley, god

[10:48:26 PM]

love you. There are 1793 of your colleagues right now on day 7 of trying to navigate, and my 29 years of living here that I've never seen before. And I was so moved by what councilmember Harper said earlier, and making way for everyone's voice to be heard right now --

[buzzer sounding]

-- In this time that we're all feeling the pain. And what's most important, I feel that your leadership is supporting your coworkers, your colleagues, the 1793 that stand outside tonight with the hundreds of

people, where some, of course, are absolutely peaceful, and more people who are peaceful want to be out there, but there are people inciting violence. There are people saying they're going to burn down the police station. We do not need to be talking about defunding and following this national movement when we have people in pain out on our streets that don't even feel safe

[10:49:31 PM]

protesting peacefully. And that includes supporting our police officers. Please, join your colleagues, the police department, meet with them, meet with the community, but you have to support the public safety for that to work. They are saying that it's not going to end, so what are we going to do now? Please use all your time right now tonight, and I know you're all tired and the person who said you're yawning because you're bored, that is ridiculous. You are in the most extremely difficult, unprecedented time of our life thus far. And I -- please, I know you're tired, and I'm so grateful that you put this together, mayor Adler, when you said that earlier. It is true, it was a great effort to make this possible today. And I appreciate it. And it's so important, and there's so many young people out on our street right now trying to be heard. And our officers that have

[10:50:31 PM]

devoted their life to public safety. We need to consider the big picture in Austin, Texas and step back from this defunding and move forward together right now. Thank you all so much. And, again, councilmember Harper, what you said earlier is powerful. Let everyone be heard and the people who are not, who are inciting hate and who are inciting to hurt other people, we have to address that.

>> Mayor Adler: Thank you.

>> Thank you all so much.

>> Mayor Adler: Thank you. Have we now covered everyone in the queue that you're aware of?

>> Mayor, we have a few more that have called in, but they are not registered, so I don't know who they are. It appears someone shared the number to reconnect with folks who may not have been registered.

[10:51:33 PM]

>> Mayor Adler: They should only -- we should only be calling folks that have signed up. Have you called all the folks that have signed up that you're aware of?

>> Yes, we have.

>> Mayor Adler: Okay. Then let's proceed. Thank you very much, and thank you for your assistance with the call-ins. Colleagues, that gets us to item number 7. What's your pleasure with respect to item number 7? Do you want to hear staff -- do you want to have questions for staff with respect to item number 7? What do you want to do? Is item number 7 time sensitive?

>> Yes, the grant has to be sent in by the 12th, I believe, and they have to have [indiscernible], that's in the backup.

[10:52:33 PM]

>> Pool: I'd be happy to make a motion --

>> Renteria: A motion has been made and seconded.

>> Mayor Adler: Did we make a motion and second it earlier?

>> Renteria: Yes.

>> Mayor Adler: Okay. Do you remember -- did you make -- did you make the motion, councilmember Renteria?

>> Renteria: Ann made the motion, I seconded it.

>> Mayor Adler: Ann made the motion?

>> Renteria: Yes.

>> Mayor Adler: Okay. I'm going to call for it again, just for the record, just so that it's clear. Is there a motion to approve this item number 7?

>> Renteria: I move.

>> Mayor Adler: Councilmember Renteria makes the motion. Councilmember pools seconds the motion. Discussion on the motion?

>> Renteria: Mayor?

>> Mayor Adler: Yes, councilmember Renteria.

>> Renteria: Memorandum make sure

-- >> Renteria: Let me make sure sure, if we don't use this money, it's going to go back. There's no using it anywhere

[10:53:34 PM]

else. I just want to let the people know, if they get their car stolen out there, that are getting robbed and they'll never see their vehicle again because we don't have the resources or peak officers out there doing that, for their vehicle to have been stolen, we are constantly in deep -- every day, every week we're getting week that cars have been stolen. I had a teacher that had the car stolen right across the street. I know what they do, they take it up to the boat ramp behind fiesta garden, they leave it there, come at night, strip it and pitch it into town lake. The last time, a week later after the teacher got her are can a, they found three cars in town lake. No telling what was going on, in tier car was full of gasoline, oil, been leaking, no telling how long it's been down there. So I mean if we want to go out here and start doing these crazy

[10:54:34 PM]

things of defunding everything that is good for Austin, then y'all can go ahead, do it. I'll just tell people, hey, I tried.

>> Mayor Adler: Okay. It's been moved and seconded. Further discussion on this issue? Councilmember Ellis.

>> Ellis: There were a couple other hands, too, so I don't want to cut in line, but I do want to back up what Pio was saying about -- I had my car broken into last November. There's been an auto theft ring in my neighborhood. And while I completely know that we need to be looking at the funding of different aspects of police financing, I don't know that vehicle theft is exactly where I would begin. So I'm going to support it but I wanted people to know it was just because it hits close home to me that my own car was broken into and I needed to have it fingerprinted. So I understand the need for this in my community for sure.

>> Mayor Adler: Councilmember kitchen.

>> Kitchen: I wanted to support

[10:55:35 PM]

also what councilmember Renteria said. This is a grant from -- grant program for specifically focused on burglaries of autos. I think that that's an important function that we need to pursue. I want to assure everyone I remain committed, and I have in the past. I have done quite a bit in the past with regard to the police budget and will continue to do that in the future. This item is not the one to do that on.

>> Mayor Adler: Mayor pro tem, councilmember Flannigan, then councilmember Casar.

>> Garza: It's incredibly unfortunate that we -- this is a decision that has to be made tonight because this is such a large conversation we're going to

[10:56:36 PM]

have to have, and one that -- you know, many of us have tried to have. I've had this -- gosh, I don't know how many budgets we've asked -- it was before the current chief, it was under our previous -- not police chief, fire chief, and I remember I asked every ems, I asked ems, I asked police, and I asked fire to cut, I think it was 1% of their budget. Can you find me 1% of your budget so we can give that to public health. And in each department, with all due respect, kind of offered a sacred cow, so to speak. One option was, close station 9, which we know that wasn't going to happen, or one of the stations that always gets offered to get closed and it's never going to happen, it's the one in Hyde park. But Hyde park will never let that station close. Then every department offered, you know, something that they

[10:57:38 PM]

knew there was tremendous community support for, and it wouldn't that. And so I have great respect for every colleague who has spoken out and said that this particular program is important. But that's why I just wish we weren't having to have this conversation -- we weren't having to have this broader discussion, but it is -- yeah, absolutely, car theft, we need funding for it, but when we look at -- how does that fit into everything else in the budget? If this is a huge priority, why do we -- why are we depending on grant funding? It's my understanding there's another way of -- a match of about a hundred and -- correct me if I'm wrong, staff. My note said there was a match of 173,000, of city dollars.

>> Yeah, that's correct.

>> Garza: Okay. So it's -- so it is grant money, but it also includes a match of

[10:58:41 PM]

\$173,000 of city dollars. And we are just at this we are just at this moment right now that we have to start making incredibly tough decisions, and whether this is symbolic in ways, you know, I've talked about how symbolism is important in our jobs. And so, you know, I -- it's a broader discussion we have to have, where we start cutting, where the priorities are. I mean, this council added to APD's budget to reduce the rape kit backlog. There are things we need to talk about. But tonight I can't support passing this after hearing from the community, and with the inability to have a broader discussion of where priorities are, what our options are, and just tonight, I can't support

[10:59:41 PM]



\$173,000 match, and, you know, we've heard about hospital bills of people who were hurt at the protest. We've heard of reallocation of -- anyway. I will not support this item.

>> Mayor Adler: Councilmember Flannigan.

>> Flannigan: I think just for context, we're talking about .1% of the police budget. .1%. And while it is a topic that a lot of people are frustrated about, it is not the only way that we can address that issue. And I can't remember if staff said this had to be adopted within the next seven days or not. If it could be adopted in the next eight days, then it could still be brought back as an emergency item. But without more time to dig into the details exactly how and

[11:00:42 PM]

to which elements of APD this money can go, I can't support it today.

>> Mayor Adler: Councilmember Casar.

>> Casar: I'll not be supporting this item either. If it's a critical function we can find a way to do it within our budget and I think it sends an important message that we should be finding within our budget what we're going to do to make it up to people who were injured this last weekend and what it is we're going to do to make up to people what it is that the community brought up. Systemically today.

>> Mayor Adler: I'm going to be voting yes on this. I'm voting yes because we have to -- this is an important function of what we need law enforcement to do. So it's one of the areas discussed here tonight. A substantive area. Having money from a grant

[11:01:42 PM]

program means we have more money to be able to spend on social services, or whatever else we want to spend money on, because this is grant funding. There are going to be some tough votes next week, some far-reaching votes next week. And I think it's really important when we take those votes next week, that people will say that they were reasoned decisions that we took. And we're taking in the context of ensuring public safety in the best possible way, and in an Austin way. And I think being able to demonstrate that level of seriousness and deliberateness means we have to look at something like this and say that this is a way for us to both do something that is an important function with respect to the theft of automobiles, but doing it in a way that maximizes the funding, that we can spend in

[11:02:43 PM]

support of our community on the things that have our highest priority. Any further discussion?  
Councilmember alter?

>> Alter: Yeah, I wanted to clarify with staff, because when I was just reading it, it seems to me that the match is not like a match that gets -- like if we believe that we have to deal with auto theft, this is just money that's already been allocated to auto theft that counts as our match. It's not that we're coming up with other money that could really, if we believe that auto theft is an area we need to be paying attention to, that would be reallocated if we didn't accept the grant money, we would be losing an opportunity because we might say then we need to take another \$430,000 and put it into auto theft. Am I correct in that --

[11:03:45 PM]

>> Yes, ma'am. The match is \$173,000 of existing city funded salaries. So if we're looking at the budget, I think I only ordered it to councilmember

(indiscernible)'s office. Both of those categories include existing city funded positions that contribute towards auto theft as it is. So these positions are in addition to. I should also point out that there are three detective positions. I think I mentioned it earlier. And it funds 80% of detective positions that the city would have to take up if not funded by auto theft. By the grant.

>> Alter: Thank you for the clarification.

[11:04:48 PM]

>> Mayor Adler: Mayor pro tem?

>> Garza: Yeah, mayor, I absolutely agree that we're going to have some incredibly tough votes coming up. But maybe I misunderstood what your reasoning was, and I respect everybody's reasoning, but to say that this money would then maybe come out of social services, I guess that's the whole problem is that -- I'm sorry if I misunderstood, but when public health can't find money, they can't go to the police to look for it. It's -- it's just been a continual discussion about a budget -- a part of our budget that grows and grows and grows and I agree that where we can leverage dollars, it's important to leverage those dollars. But there always seems to be, well, for only this much more, in this budget we can get this, and I just -- anyway.

[11:05:48 PM]

Maybe I misunderstood what you were saying.

>> Mayor Adler: That's not what I said. But councilmember Flannigan.

>> Flannigan: Can I just make sure what staff said. They say that if we reject the grant, that there's a certain number of positions that are currently funded with similar dollars, we would have to fund elsewhere? Is that what was said?

>> So, right now with the auto theft grant, we have three detective positions that are funded -- the base salaries of which are funded at 80% by the motor vehicle authority. And 20% by the city's general fund budget. The city also already pays for those three officer positions' benefits.

>> Flannigan: So it's three detectives?

>> Yes, sir.

>> Flannigan: Do you know just off the top of your head how

[11:06:50 PM]

many there are for detectives in that class?

>> This is chief Manley.

>> Flannigan: Go ahead, chief.

>> I can speak to that. There shouldn't be any vacancies in the detective ranks because we promote whenever those vacancies occur. There could be a vacancy

(indiscernible). So any vacancy that would be there would be one that would be created in the past two weeks or three weeks.

>> Flannigan: Generally in the department there's over 100 vacancies right now, is that correct?

>> More than that, yes. And they're officers.

>> Flannigan: So we're not going to lose these officers, because we already budgeted 100 officers in the department, that the team hasn't been able to recruit for, regardless of the cadet classes because this has been a long-standing multi-year problem, even though the recruiting system has failed it. This is just my point again. It's .1% of the budget on this day in this moment, I cannot vote for it.

[11:07:54 PM]

>> Mayor Adler: Councilmember kitchen?

>> Kitchen: I want to say a few things, because I'm not sure if I was clear on why I'm supporting it. And I respect everyone's opinion and approach. But from my perspective, these are existing three detectives for a much-needed service, and councilmember Renteria said that much better than I, and this is grant

money that we're going after. So from my perspective, that stretches our dollars, that we have available for other purposes. And I have been in the past, and will continue to be, and expect to take tough votes next week, and I have in the past looked for changes in the police budget, and I've been very proud of what we've done in the past. We need to accelerate it and do even more. And I am prepared to do that. But from my perspective, this is

[11:08:58 PM]

not turning down this level of grant funding, for three detective positions, in a function that is very important to our community is not something we should be doing.

>> Mayor Adler: Thank you. And that was just the point that I was trying to make earlier. Ready to take a vote? Those in favor of this motion, please raise your hand. It is councilmember alter, councilmember kitchen, koub tovo, councilman Ellis and myself. I'm sorry? And councilman Renteria. That's 7-4 voting against. Councilmember harper-madison, are you voting? 7-4, this item passes. With that, council, it is 11:09.

[11:10:01 PM]

We are going to adjourn the regular city council meeting. And we are going to recess the special called city council meeting. And we will reconvene tomorrow at 9:00. When people reconvene tomorrow at 9:00, do they use the same login that they used this morning, or another login?

>> You should have received a new login for tomorrow morning.

>> Mayor Adler: Sounds good. All right. So I think that's it. We'll see you all tomorrow.

>> Mayor, before you close --

>> Kitchen: Mayor, I think councilman harper-madison had her hand raised. Now I'm not seeing her, so I think --

>> If she logs back in.

>> I just wanted to wave good-bye.

>> I was trying to see if she wanted to say something, because it looked like she was raising her hand.

[11:11:01 PM]

But given the conversation today, I know there are more protests happening now, and tonight, and have been happening through the meeting. Manager and chief, I think -- I know that you all heard, I hope you all heard what people were talking about, and I hope for the safety of all people, whether they are working for city or out on the street, and I appreciate people testifying, and I know that you all -- I hope that you all have heard.

>> Mayor Adler: Okay. See you all tomorrow. Take care.

[Recessed at 11:11 P.M.]

## City Council Special Called Meeting Transcript – Reconvened Meeting on 06/05/2020

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[9:10:10 AM]

>> Mayor Adler: Everybody is with us now. I'm going to reconvene the -- the city council special called meeting. And yesterday ran late, so we -- we made it over to today and on June 4th, 2020, today is June 5th. The time is 9:10. Councilmembers -- yesterday, several of our neighbors testified before the council, including many who called in to bear witness to what happened last weekend. To how we handled the crowd control and the demonstrations. Some of them were shocked by the images and accounts of

[9:11:02 AM]

the police response. Others had that confirm and validate past traumatic experiences. Yesterday, included some of the most citizen testimony that I've heard sitting on this dais and I will be hearing Edwin's sobs for a long time when I close my eyes. As mayor and as a council, I think we heard the pain that -- that we heard and the stories of injuries to bodies and to souls. So I think that we are all back here today, eager to seize this moment, to -- to learn and to make change. I think it's important that we rise to this occasion. Real change is hard, it's uncomfortable, it's not without risk. I think it's okay. We need to lean into this.

[9:12:07 AM]

I called this special meeting this week because I wanted to make sure that we all had a chance to get-together before we went into the next weekend, this coming weekend of anticipated potential further demonstrations. Several of you contacted me over the course of the weekend or the beginning of the week to express similar -- similar desire. There are lots of issues that we could be talking about with respect to policing. This special called meeting, because there's limited period of time, has been narrowly drawn on the posting. And I just want to take everybody back to that. This is to talk about the protests. The protocols and the practices that were employed. So -- so that's the purpose of this. We've asked the -- the manager to pull together a

[9:13:09 AM]

briefing for us on that. And there are lots of questions about budgets and other kinds of things that -- that look like they're being Teed up for discussion, additional discussion, next week perhaps. And certainly thereafter. As we go into the budget season. But for now, and for today, this was a -- an immediate opportunity for us, as a council, to be able to talk to city management and public safety with respect to protocol and practices employed and issues associated with the protests. So what we're going to do is we're going to ask the manager to lay out for us what the presentation is. We're going to try and get through the presentation so that we make sure that we do that. And then we're going to open it up for questions. So, please make notes as we go through it, so we can get through the presentation.

[9:14:10 AM]

At the end of the presentation from the -- from the manager and the police chief and from staff, I'm going to give Ken Cassiday with the Austin police department also to be able to address us as a council and he is on the call this morning as well. So after those, then we'll open it up to -- to the dais to take the conversation wherever you guys want to take it. All right? So -- so let's go ahead and begin this work. Manager, do you want to lay out the -- how you intend to present to us this morning? >> Cronk: Yes, thank you, mayor, councilmembers and community. We have been looking to have a discussion today and Teed up a number of our staff to make sure that we're able to

[9:15:11 AM]

not only talk about what information we have at this point, but answer any questions that you may have about last weekend's events. The order -- that we've proposed is to have myself give some opening remarks, along with assistant city manager ray arrenallo, then followed by chief Brian manly from the police department as well as chief Rodriguez from the austin-travis county ems department to talk about some of the efforts that they made last weekend and some of the hospitalization records that they have at this point. I've also asked our director of office of police oversight to talk about what complaints, the number of complaints, the process that she uses to process those and then I will say some closing remarks before passing it back to the mayor, who just indicated that he's going to have the association president, Ken Cassiday say a few remarks

[9:16:11 AM]

before we open it up for questions. Mayor, you really Teed that up well on saying this was an incredibly challenging and difficult time for our communities. Something that we have not experienced before. And I've said this publicly, I've said this to you individually, to each of the councilmembers, that we are committed to a thorough and comprehensive investigation into the events of last weekend. We want to make sure that we hold ourselves accountable for each of the actions that were taken and that we will be looking into each of those complaints that we will receive, so that we can make sure that justice does prevail and that we can take appropriate action where we see those things that have been committed by

officers and the public that are not in line with our values. I know that chief Manley has dedicated his entire career to public service and he is committed to this work and we are in the process of going through a

[9:17:11 AM]

comprehensive reform of our police department. I just wanted to spend a few minutes on talking about the comprehensive nature of the institutional change that we are looking at throughout our enterprise. As you know, this council was the leading champion of creating a new office of police oversight, which I am pleased to have led by Sarah muscaden, we have really overhauled the role and responsibilities of that office and we are just getting started into what -- what they can provide our community in terms of the accountability that we need from a citizen's perspective on our police department. We are also about to institute a community police review commission, where we are interviewing applicants now. This is something that we have not had for a number of years. But we look forward to revisiting that and ensuring that there's additional oversight that our citizens have in our police department. I also will say that we are about to release a report [indiscernible] Rights

[9:18:13 AM]

entity within the city much Austin that would focus on proactive [indiscernible] And enforcement. The events of this past -- the need to create space for additional accountability across the entire city enterprise. I have asked staff to immediately move forward on fully developing a division of civil rights. My deputy city manager along with the equity office and human rights department have been working hard on doing and providing the recommendation based on best practices and a robust community engagement effort and I am convinced, now more than ever, that accelerating that work for this city is critical. We also have a number of audits investigations that have been -- also note that the leadership this council provided in December ensuring that we did a comprehensive audit of our police department and I was reflecting on the fact that in Minneapolis, where -- where the police department is now being investigated and audited by the Oklahoma -- by the

[9:19:17 AM]

state department of human rights, we have already initiated that work, which is very similar to that but it is on our own, something that we are looking for a third party investigator. We are actively accepting proposals for that, we are committed to a full and transparent process within that and taking immediate action with those recommendations. As the mayor said, today is about the reflection of last weekend and examining the policies and protocol that were employed during the protest last weekend. And I will now turn it over to ac for remarks. >> Good morning, mayor and councilmembers. Ray arenallo public manager, safety service group of departments. And at times like this, I can only be plain spoken. Yesterday was personally impactful and very difficult to listen to. And I balance that with the work that -- the challenging work during the last weekend that the police department

[9:20:18 AM]

had to -- to -- to work under in order to provide a safe environment for those that wanted to express their opinion and their perspective and still [indiscernible] Main order. Yes, there is work to be done. I am committed to working with the chief in order to bring about how best we might implement the changes that we know are required. It's going to be difficult, but I am here to -- to commit to you, to the city manager and to this community that we are here to work to make those changes. Thank you. >> Chief? >> Good morning, mayor and council. And community. Let me make sure that they give me a headset so that you all can hear me better today. Is this working? I, too, was present and listening all last night to all of those comments and share with you the difficulty that it is to hear from our community in

[9:21:18 AM]

that way. And I've been hearing as well from the officers of the challenges that were faced and how the purpose of what we were trying to do is give that space for people to come out and exercise their rights for free speech and to do so in a safe and positive manner. I think we all recognize the moment that we're in right now and what led up to this. You know, the most recent event being the killing of Mr. Floyd in Minneapolis at the hands of police and it is difficult for anyone -- to watch that happen. But especially when you have sworn your life to the profession, taken an oath similar to the men that were involved in that incident. And see how woefully short they came up. So this, on the heels of many other injustices that have occurred across the country, and within a mere month of an officer involved

[9:22:19 AM]

shooting here that has gotten a significant amount of scrutiny and concern with our own community as we continue to investigate that. So I absolutely understand the gravity of this moment and I want to paint for you a picture of where we were at, first of all, with everything going, on the national level. We were seeing significant protest events that were occurring across the country. I think most notably, obviously, was Minneapolis and many of you all were watching that as well. And we were -- we were taking into account things that we had seen happen in those locations, as we planned for the demonstrations that were being set for here in Austin. I think of great note was the -- the fact that -- that the protesters actually took over police headquarter and police substation facilities, I guess, in Minneapolis and burned them to the ground. So we looked at what was occurring across the country, followed not only with the acts of violence,

[9:23:19 AM]

but then the vandalism and looting and all of that and in an effort to not allow that to happen here in our community, that's how we set about putting together the operational plans. This was like nothing, I think, we had ever seen before as a country and

[9:24:40 AM]

. >> And specially with what happened here last weekend, nothing that we have dealt with in our own community like what we saw. As we prepare for these events, we have a special response team that's a group of officers that are trained crowding management tactics and that we use for large scale demonstrations. I think you know Austin has a long history of public demonstrations and activism and the Austin police department has been with the community.

[9:25:51 AM]

That we know. We look for what our objectives are as we work through the operation, and whatever tactical plan might be necessary to ensure the safety of all involved. We identify the resources that are available and then we identify the chain of command that will be responsible for the on-ground efforts and for overseeing that operation the chain of command has pointed out as well. So we go into these events with a plan that's laid out and we did in fact have a plan for each day, that being Saturday, which was the -- from Austin to Minneapolis was what that event was, and then on Sunday it was justice for them all, March for black lives and freedom. So we had operational plans for those events and that called for bringing in the appropriate amount of resources.



[9:26:52 AM]

What we also did leading up to this we put our department on an alpha bravo schedule. We understood what we were seeing around the country and what other police departments were experience and how it was overwhelming them at times and we needed approach that was all hands. We brought in additional resources from other agencies to assist in this most notably the Travis county sheriffs office provided with additional resources. What we saw play out over the course of several days, I'll give you an overview, it would take too long to go through everything and we're still really at the early stages of our overall review of this incident. One of the objectives obviously was protecting the police station because we had seen that was targeted in other locations, and in fact successfully [inaudible] In Minneapolis that we saw.

[9:27:52 AM]

That's why you saw the deployment of officers. It was the show-up location for at least the one on Saturday. Sunday was supposed to be a March that began at the state capitol. So our officers were deployed and throughout the course of Saturday and Sunday experienced many difficulties as we tried to allow those to express their free speech rights, to express their concerns with what was happening at a national level with police community race relations, with questionable police incidents, with the murder of Mr. Floyd, with the most recent officer-involved shooting here in Austin, there were so many things that were being discussed and demonstrated about that we were trying to give free space for

that to happen. We had plans to close down

[9:28:54 AM]

I-35 and then additionally eighth street outside of police headquarters was available for those to protest to have space. What we saw begin to happen though was the protesters made an effort to take over I-35 and that is something we do not allow. I-35 cannot be closed unnecessarily because that's the main highway through our city and that jeopardizes the public safety of everyone. If police, fire, EMS are delayed that puts other people's lives in danger. Additionally a high speed roadway having to come to an abrupt stop, although that happens at times when there's bad crashes, it adds to that danger. So we had an intent at the beginning, and this was a plan as well that we were not going to have I-35 closed by protesters. We did see a significant

[9:29:55 AM]

number of protesters enter I-35 on Saturday and shut down both sides of I-35, both the northbound and the southbound. We had to put resources on the highways to shut them down while we then put members of the Austin police department up on the highway in an attempt to clear them off the roadway so we could reestablish travel. What we saw is officers being pelted from or on the east side, the inclined side of the road that leads up to the condominiums over there, they were having rocks thrown from that side.

[9:30:56 AM]

The protesters were not following the direction to get off the highway, so that was one of the big challenges that we had happen. One of the others was that officers that were at the front steps of the police station were also having objects thrown at them. They were having bottles, rocks and various types of incendiary devices, fireworks or others, that were being thrown at them. I know the water bottles has been discussed a lot, but we know from protest activities around the country that that water bottle may have been frozen overnight and may instead be a solid chunk of ice. They don't always contain water, they contain other caustic chemicals or flammables.

[9:32:02 AM]

The officer next to him received a minor injury. We did have another officer that was struck in the face shield with a bottle and the face shield and bottle ended up going into the officer's face it took a while, that car ended up being completely destroyed. I'm sure many of you have seen the video that as that car was burning, people in the crowd took on a homeless man's property, mattress and all that and threw it into the fire as well. I'm trying to just paint a picture as to the atmosphere the officers were working within as they were trying to keep peace for those that were there for the right reasons. So these were the issues that they were facing. The group would also at times, during the day, more so than in the evenings, would leave and take marches through the city, at

[9:33:05 AM]

which point we would just have officers keep an eye on that group, maintain safety, ensure that they didn't commit any acts of violence along the way, and we were keeping an eye on them. Many of you have asked questions about the incident at city hall on Sunday morning, and what the -- Sunday was supposed to be a March, we were going to March ourselves, along with bike officers, having them escort the group, but as -- that took place about an hour before the March. Many of our local social justice groups that we regularly work with and that are involved with all of you as well, they declined to participate because they feared the violence that might take place. And so we, too, did not March, but instead, we did like we regularly do here in Austin, and that is, we let that March progress down congress avenue and our officers on bike paralleled them on the side streets just in case we needed to go in. If there was any criminal activity taking place or if we

[9:34:06 AM]

had to do anything to secure traffic in the event that they took over an intersection along the way. The group got down to city hall and very quickly expanded beyond the bounds of the plaza, out into the street, and ultimately crossed over Guadalupe, blocking all lanes of southbound Guadalupe. We had several vehicles that got stuck in that one block range. There were two capital metro buses that I remember and then several civilian vehicles. The protesters were not willing to step back a lane and let the traffic move. So that's why you saw us move our bike control in, to allow the clearing of that one lane so that we could get everyone that was trapped in that block in their vehicles, get them out, and safely out, and then we were give all of that space back to the protesters so they could have their speaking event. After we were able to get all of the vehicles out, the crowd did

[9:35:08 AM]

not initially move back so the officers had to utilize the tactics to try and use bikes to push the crowd back a bit. And I do know there was pepper spray disbursed as well, based on the resistance those officers were receiving. We were able to final move those vehicles out, and then at that point the crowd, there obviously had become an engagement there, so we brought in our special response team, and the plan was to leave the area. But as the officers attempted to back away, the group advanced on the officers. And I understand I know -- I think, mayor pro tem, you were watching that and mayor, I know that you had seen some of that as well. As we tried to give some of the space back, the crowd kept moving forward and advancing on officers. We ended up at a point to where we had members of the crowd basically surrounding us and we had about a 25-minute time, I'm estimating, to where we were trying to determine the best way for us to retreat and allow the protesters to -- to have the

[9:36:11 AM]

space we were trying to give them in the first place. With some really good work along the front line, the officers built some rapport, got them to turn around, face that group of protesters and allow them to hold off and allow us to retreat safely, get out of the area and give them their space. We saw similar things throughout the rest of Sunday as the protesters again were engaged in activities here at headquarters, some of which, again, involved the use of throwing objects at the officers as described

before. And again, there was a takeover of ih-35 by the protesters as well. On the second day when ih-35 was compromised, taken over and closed, given difficulty we had the first day regarding the clearing of ih-35, we employed the different tactic, and although I know is -- might be more controversial, the opportunity for injury is notably

[9:37:13 AM]

less because there's no contact, really, between the officers and the -- and the group, and that was after giving repeated commands for the group to leave the highway, and their refusal to do so, the officers first deployed canisters of smoke, quickly followed by canisters of cs gas, commonly known as tear gas, which was effective in removing the crowd from the freeway and we were able to get that freeway cleared of protesters. We know later on that night, a group much larger than the first group actually got back on I-35 again and we had to get back out there in an attempt again to clear ih-35 for all the reasons that I've mentioned before. And, again, the safety for the protesters themselves on an interstate is in jeopardy as well. On this instance, as soon as the officers donning their facemask face shields again, the crowd

[9:38:14 AM]

exited ih-35 so there was no necessity to do anything further at that point. The experience on the steps and what has drawn a lot of attention as well is the use of the less lethal impact munitions, and these were deployed with our officers over the weekend, and that is a tool to be used to defend officers from attacks or assaults. And it is specifically spelled out in our policy as far as the appropriate use of those devices. One of the allowable reasons is for individuals or groups engaged in riotous behavior or throwing rocks, bottle-tosses or other projectiles at officers or people causing injury. The weapon is an approved tool for that circumstance. However, we saw some horrific outcomes, outcomes that no one

[9:39:16 AM]

expected. And I can tell you that many, on my team alone, I know have seen the injuries that were caused by that. We've never seen that before. And it is absolutely heart-breaking to see the level of injury that occurred as a result of the use of that tool. And I know we talked about this a little bit last night already, but that tool -- I have changed policy already and that tool is not allowed to be fired into crowds again. It was -- it is a tool that is meant for -- not an indiscriminate use but instead, a use directed at an individual. And we were not aware until after the event, the number of people that were hit with projectiles that reportedly were not involved in any of the, I guess, aggressive actions, and that's part of this ongoing review.

[9:40:17 AM]

We've got a lot of video that we're going through, a lot we're trying to understand as far as what happened during those moments when that took place. What we saw Monday through last night was very different. We had protest groups and demonstration groups come out that Austin is very familiar with, that the Austin police department is very familiar with they were still very angry, emotional, upset

about things at a national level, as well as things here locally, but we didn't have the agitators in the crowd, they weren't throwing objects at officers, weren't shutting down freeways, they instead were engaging in peaceful protests that we stand ready to protect and participate in. If you saw images of those nights, you saw images of police officers walking arm in arm with protesters from city hall. Officers escorting groups to the capitol to protest and demonstrate there, and back. That was what we were wanting to

[9:41:18 AM]

have happen Saturday and Sunday, but unfortunately, we had groups that had infiltrated that movement and again were doing those acts of aggression towards officers, which threatened officers, as well as the crowd. This incident, as the reports are now coming in, again, we were not getting these reports over the weekend to the extent that we have them now. We realize that there were several hospitalizations as a result of these incidents. And to date, what we are tracking -- and I know that the police -- police monitor will give oversights on the number of complaints, but I am getting regular briefings on 10 specific cases involving the use of that impact munition, less lethal munition, where we had less lethal individuals struck in the head or face, one in the hand, one in the foot, these are cases I'm being briefed on regularly, these cases are you will under

[9:42:18 AM]

investigation by the department's special investigations unit. And the district attorney has also reached out and will be participating in the review as well. And so I know that there will be cases beyond that that will likely come in that we just simply are not aware of. We're not aware of over the weekend that that was actually happening. So that is why we changed the approach to the protests that may take place over this weekend. Again, we know we have one tomorrow where we have some of those groups coming out again that advocate not for coming out and speaking against the atrocities that have occurred with policing and community and relations and all of the incidents, but are here instead to, began, vandalize and commit acts of violence. So we still have changed our response protocols to that, that 12 gauge, less lethal, will not be fired into crowds, and instead, we will have other

[9:43:19 AM]

options that will be available that are more precise that will be handled by officers that train on them weekly, and that, again, will be used only in the most aggravated of circumstances. But the officers have to have a way to protect themselves when they're having objects hurled at them. And so that is the purpose of having these tools out there. Can we -- can you pull that map? Somebody has that map. I want to give you an update on what we saw in the way of arrests over the weekend.

>> Can ctm staff pull up that summary?

[9:44:24 AM]

>> All right. I will get a copy of this to each of you. This was completed, I guess, late yesterday, last night. What this shows is that since Friday afternoon, there were 77 crime-related incidents related to this civil

unrest. There were concentrated areas, as you see. We talked about police headquarters already. But there was the domain, 6th street, capital plaza, and other large shopping areas along 183 and I-35. I won't read all of the popular businesses. You can see them there. There were some that were specifically targeted, and then there's also a list of the other businesses, as you'll see in the million dollars at the bottom there. We made 56 arrests during this period of time as well. And those charges were to include non-residential burglaries, inciting riot, engaging crime, unlawful carrying of a weapon,

[9:45:25 AM]

criminal mischief, damage to city property, gravity, aggravated assault, and robbery. What you'll see on the map to the left is where those protest-related offenses occurred. You see the areas of concentration but you also see that they did occur throughout the city. So this was just information we thought was important to explain what was happening and where it was happening around the city. And whenever everyone is done, feel free to take that down. I'll go ahead and keep speaking, though. The other changes that we've made here at police headquarters is that we now put up water barricades at the bottom of the stairs that lead up to the plaza. That way, there's not that constant back and forth with officers that are trying to again, you know, staff that front line, to say -- in that way. We think that gives a little bit of an offset to where, if

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necessary, people can stand behind that and say whatever they'd like to say, but it pulls our officers back a little further because we were having instances where they were having bull horns put directly in their face, and again, that can cause injury, hearing loss, and the like. So, again, we're trying to do everything we can to learn from what happened last weekend, but also to handle what could happen this week so that we ensure the safety of those that came here to participate and that we protect the rest of the city as well. So with that, that is the briefing that I have at this time, and I will -- I will turn it back over to whomever is next.

>> Thank you, chief. Let me ask chief Rodriguez to give us a briefing from the austin/travis county ems perspective.

>> Sure. Good morning, mayor and council. I'm Ernesto Rodriguez, chief of emergency medical services. I was asked to provide you some information about the range of injuries that ems treated and

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transported to the hospitals. And so I've got some data that I want to share with you. And also some qualitative information that's more descriptive about the types of the injuries that we saw. So you can get a better understanding of what was realized from the use of the less than lethal weapons. Overall, we had a total of 53 incidents that involved emergency medical services. Of those 53 cases, there were 10 cases in which the patient refused any sort of care or treatment. And then we had 19 cases where there was no patient found at all, that we could care for. Of that, we had 29 cases that we actually transported to the hospital. And 11 of those 29 we know had injuries that were caused from the less than lethal weapons. Some of those chief complaints that we received -- so when someone calls 911, they give us a

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description of what is going on with them and we record that as a chief complaint. And that's to give the medics who are responding a little bit of information about what they're about to see and they can prepare for it. So in this case, we had things like abdominal injuries, falls, several reported as gunshot wounds and I'll give you details on those. Bleeding, respiratory, seizures, we had a whole assortment of cases. The highest were from injuries and gunshot injuries. From the gunshot wound injuries, we went in and we looked at each of those cases, and we found that only two of them actually involved less than lethal weapons. One was involving another condition that was not a gunshot wound. And one patient refused care or assessment so we really don't know what's happening with that individual. And then in five of those cases, we were not able to locate a patient. What we did find is that some of those injuries that resulted from

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the less than lethal were recorded as injuries, and that is why I think that group of a few complaints is so large. We had ten of those, and that's where we found the most of the less than lethal ones. So we also looked at the gender and age groups to see how that -- how that worked. So what we found is the majority of the injuries were sustained by males. We had 28 males that were injured and 13 females. We had about a dozen cases where we didn't record that, so we don't really know, either it was unavailable or the medic didn't have time to record it, but we didn't capture the gender for some reason. And that sometimes happens in emergencies. The age group that saw the most number of injuries was 30 to 39. We had about a dozen of those. And then the next group was the 20 to 29 age group. So a fairly young age group was

[9:50:31 AM]

involved in this -- the whole protest and received injuries. So now I want to give you a little bit of a description of the types of injuries ems -- that ems actually treated and transported to the hospital. You've already heard stories yesterday about some of the injuries and they were pretty severe. We had others. So we saw significant injuries did the protests that were caused by the less than lethal weapons. And these are, like I said, in addition to the cases that you've heard of before. We had one patient that suffered an open skull fracture with their related soft tissue injury. That's a dangerous injury because it exposes the inside of the skull to the potential of infection. There's a lot of potential for brain injury in that type of a situation from bone fragments, and anything that touches and moves the skull can cause further injury. We had another injury who

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received a fracture to their lower jaw with their penetrating soft tissue injury that went through the cheek. And we found that individual with the beanbag embedded in the oral cavity. That's a dangerous injury from the bleeding, from the ability to control their airway and from the potential of a blockage to the airway. We were able to resolve that and transport that individual quickly to the hospital. We had a

person who took an impact from a less than lethal weapon to the temple and that caused a severe hematoma underneath the skull, between the brain and the skull. Those are very dangerous as well because they can build up pressure that squeezes the brain and causes damage. Although we can't see that image, the victim of that did show signs of increasing pressure in the skull.

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And so we feel that that's probably a hematoma that's developing. We took that patient very quickly to the hospital as well. We had another injury that resulted in open chest injury, with what we call a sucking chest wound. That's a very traumatic injury. That person has broken ribs and a hole in their chest. The problem with that is when they attempt to breathe, the air enters the body through that chest wound instead of through the mouth and nose as usual. Which means that air never reaches the inside of the lungs where it needs to go. So that can be a very severe and rapidly Progressive injury. We were able to treat that very quickly and manage that patient's injury and transport them to the hospital. All of these injuries are potentially lethal injuries. Recovery from these injuries could involve significant medical care, including surgical interventions. Physical recovery from these

[9:53:33 AM]

could take years. Psychological, mental, and emotional recovery even longer. So these are very significant. Ems also transported two dps troopers who were assaulted. They were assaulted by approximately 10 or 12 protesters and also one pd officer who was experiencing heat and stress related conditions. And we picked him up at APD main and transported him quickly to the hospital as well. Many more APD officers were also injured, as previously discussed by chief Manley. Most of them received treatment but were not transported by ems, although they may have gone to the hospital on their own or by different means later. And that's pretty much a summary, to give you an idea of the quantity and type of injuries that we saw. Of course ems did not see all of the injuries that occurred during the event. Many people who may have been hit or who fell or who had other

[9:54:35 AM]

types of injuries did not use ems. So we don't know the total quantity of injuries that could have involved -- could have been the result of this protest event. But this is to give you a summary of what we did see and a description of the types of injuries that we saw, and to give you an understanding of the severity of some of those injuries. Injuries ranged from very minor, scrapes and bruises, all the way to those that I've described. That's pretty much my report, so thank you very much.

>> Flannigan: Thank you, chief Rodriguez. I'll turn it over to the officer of police oversight.

>> Thank you, city manager Cronk. Good morning, mayor, council. I'm the director of the office of police oversight. Our office has been very much engaged with monitoring the protests. I myself monitored the protests

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beginning Friday night, and I've been pretty much monitoring every day that weekend and every



evening. Just -- I think it's my job to do so, so I've been very much engaged in personally observing the protests. Our office has been extremely busy with complaints. Our four-day total from Monday to Thursday is 159. That is unprecedented. During the 15, 16 years of the police monitor's office, the average number of formal complaints were around 50 a year. And already in four days, we're at 159, with much more coming. We have literally 250 complaints just for Justin Howell that we are processing, 30 voicemails related specifically to Justin

[9:56:35 AM]

Howell. And I just also want to give you just a brief summary of generally what they are, what the complaints are related to. They're mainly related to witnesses that saw the incident with Brad Ayala, saraneka martin, the woman who was pregnant, and Justin Howell. Most of the complaints involve excessive use of force and calling for officers -- you know, determination of officers who shot directly into the crowds and, you know, pepper sprayed directly into the crowds. Many have video and include officer names and badge numbers, and so we are -- we are reviewing them as they come, my whole team, all six of us.

[9:57:35 AM]

This is all we're doing, all week. And so when we receive the complaints, the majority of them are coming through our online complaint form, from the website. But we are getting emails and calls as well. We review them. Obviously, many of them have come with video. We review the video. The complaint staff is then drafting the notice of formal complaints. They send them to me, I review them, and then I send them to internal affairs for investigation. And so, so far, as of close of business Thursday, we have sent 159 notices of formal complaint. We still have well over 200 emails and complaints to review, but I do imagine that we will have additional complaints coming forward.

>> Flannigan: Thank you, director. And I know that the chief has said this before, but if there

[9:58:36 AM]

are others that have video or have evidence of what happened last weekend, we encourage you to send that in. Can you remind those in the public, director, of how to engage with your office?

>> Absolutely. Our website address is [atx police oversight.org](http://atxpoliceoversight.org). Again, [atx police oversight.org](http://atxpoliceoversight.org). We also have a dedicated line, 512-972-2676. 512--- [audio difficulties] --

>> Flannigan: Do you mind trying to say that one more time, the phone number?

>> Sure. The phone number is 512-972-2676. And our email is [police oversight](mailto:policeoversight@atxpoliceoversight.org)

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[at austintexas.gov](http://austintexas.gov), all written out, [policeoversight@austintexas.gov](mailto:policeoversight@austintexas.gov) thank you.

>> Flannigan: Thank you. I'll just conclude, mayor, that this is an incredibly painful time for our community and to be able to face these realities head-on, to make sure that we're looking into every single incident that happened last weekend, to make sure that there is full transparency and accountability for those actions, I know that I stand committed to doing that. Our chief does our director

of police oversight does. Our entire city enterprise does and we are here to ensure that we can maintain that balance of providing public safety and ensuring everyone's right to express their first amendment's

[10:00:37 AM]

rights. So with that I'll pass it back to you. I know there's many, many questions, but you know, mayor, that you were also hoping to have some testimony from our president of the Austin police association.

>> Mayor Adler: Manager, thank you. Staff, thank you. Ken Cassidy, are you with us?

>> Good morning, mayor.

>> Mayor Adler: Morning. Good morning. Turn on your camera, if you're just on the phone.

>> Did that do it?

>> Mayor Adler: Got you.

>> All right.

>> Mayor Adler: Now you froze. If your band width is such that you can't do the camera and talk

[10:01:38 AM]

to us, then just talk to us. And I think that we may be having multiple elm having problems with camera. I know that Natasha has also been trying to get video back on and is unable to do that I don't know if staff can get with her and work with her. Ken casaday, as you saw, has logged back on.

[10:03:34 AM]

I've been in that loop before. Is there a phone number to be able to join in this call?

>> There is, mayor, and we are working on that to have him call in that way.

>> Mayor Adler: Okay.

>> Stand by.

>> Mayor Adler: Thank you. My understanding is that Natasha is able to hear everything that's going on, but she can't be seen.

[10:04:35 AM]

>> Mayor, Ken casaday is back on so we'll be able to hear him.

>> Mayor Adler: Okay.

>> Sorry about that.

>> Mayor Adler: Not a problem. Thanks for joining us this morning. I wanted to give you a chance also to be able to address the demonstrations and the procedures and protocols as well.

>> Absolutely. Thank you, mayor. I've spent the last six days with the officers downtown, and the one thing that I want to lead off with is that everyone was horrified watching what happened up in Minnesota. And, you know, we are in support of George Floyd and his family and we hope for a quick resolution to that incident up there. But as far as the protests go, the association has been working alongside with the department trying to keep the officers hydrated, making sure that, you know, that -- we've had two casualties last night that were overheated and had to go to the hospital so we're just trying to

[10:05:37 AM]

keep them hydrated. On Saturday -- I'll just explain what I did, but we are working overtime that day to put up barricades for the event, and started off with a officer -- a citywide officer needs assistance call, which I've only ever heard one other time in my entire 22-year career. And we had officers that were cornered on the interstate and that had been assaulted. And it was one of the most dynamic moments of my career, having people shake our car going up the on ramp and having to have the forces come up to clear the on ramp so that we could get up to the disturbance because we were not allowed through. That was Saturday. The same thing on Sunday with the rock-throwing and one -- very

[10:06:37 AM]

sadly and unfortunately, there were innocent bystanders that did get hit by bean bags, from what my understanding is. It's -- you know, it's very sad and, you know, we're going to do everything we can to try to make that right. I think chief Manley has done a very good job of trying to manage this because this is something that we don't see on a regular basis here in Austin. Our srt team, their motto is defend the first amendment. And every weekend we have abortion rights marches, we have gun rights marches, I mean, you know because you've lived here a long time, we have marches every weekend, including, you know, the kkk and the other individuals that come into March here and cause problems in our city. And over the last 20 years, they have a fantastic history of keeping the peace, but nothing like this has ever happened since I've been here. And even a lot of the retirees don't ever remember anything like this happening.

[10:07:39 AM]

And, you know, the turn of events is very unfortunate, and you have my promise to work with the city. I've been the contact with Nelson lender, chas Moore, people from lulac, people from all the different community groups trying to communicate and explain what happened and to listen to them, listen to their anger. And I've spent the last three days out in the crowd talking to individuals. You know, there's extreme anger at police departments around the nation, extreme anger directed towards us, but there are also a lot of underlying issues which they also wanted to talk about. Gentrification, lack of anybody to get a good education -- I can go on and on about the issues that people were out there wanting to talk about that were really not equipped, as police officers, to discuss. We can talk about police issues, we can talk about police tactics,

[10:08:39 AM]

but once you start getting into the issues of education, gentrification, that's really kind of out of our league. But you have my promise that we're going to work with you guys. We're going to speak to chas and people from ajc just about every day. Nelson lender, we're starting to work on the community event for the day after juneteenth. So the association is very active in what we're doing. We also have a charter, Austin charters that has worked with different groups. The African American harvest foundation. I can go on and on and on, groups that we're working with to try to do the right thing in our

minority communities. And, you know, my biggest advocate is Nelson lender because of all the work I've done with him over the years, and you just have my commitment that we'll continue to do that tenfold and we'll try to work with you guys on policy changes and things that we see that need to be changed

[10:09:41 AM]

going forward.

>> Casar: Mayor, you're muted.

>> Mayor Adler: I think, manager, you're presentation is done. That's the presentation. Your presentation is done. Thank you. Ken casaday for participating. I'm now going to open it up to the dais for questions. I will tell you real quickly that what I was most struck by, for me, in watching, was, chief, was the use of the bean bags, the firing into the crowds. It just seemed to be so much of that happening in what felt like

[10:10:43 AM]

an indiscriminate way. So I'm glad to hear that you have moved away from that, having seen the impact that that has. I'm sure you'll get a chance later to better describe what it is that you say that you're moving to. Because the use of that just seemed to be something that it didn't look or feel like our city. But let me open up for people that want to ask questions or talk. Councilmember harper-madison. You're muted still. You can't unmute?

>> Harper-madison: There it is. Actually, I'm going to say my questions if you don't mind -- can y'all hear me?

>> Mayor Adler: Yes.

[10:11:43 AM]

>> Harper-madison: Okay. Thank you.

>> Mayor Adler: Jimmy.

>> Flannigan: I have a lot to say and a lot that's in my head, and very little sleep, and so I'm just going to ask one question for now. The -- chief, the map that you showed with arrests related to the protests, I think is how you described it, it had kind of dots, kind of all over?

>> Yes.

>> Flannigan: The Macy's at like line mall is something that I reached out to my Dr about, and he didn't share that there was any evidence that it was related to the protests. Can you help understand how you're determining what, on that map, is being noted as related or not related?

>> I may have to get back with you. This was put together by our crime analysis unit and I'm looking on here to see if it has the criteria.

>> Flannigan: I think it would be

[10:12:44 AM]

good to note for the public what crimes are -- what you're describing as crimes related and what might be actions taken as -- as opportunities were identified. I think there's -- there is a difference and an

important nuance there. You know, there was also a tweet by the police association, or I think it was the 31st, a couple days ago, that implied that there were not enough officers to cover the whole city. And so I think that -- that might cause some issues with folks who were unrelated to the protests. So I'm just interested in that answer coming at some point.

>> Okay.

>> Mayor Adler: Mayor pro tem.

>> Garza: I -- I don't have very many questions. I -- I want to thank the chief,

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who did take time Saturday to respond to some questions that I had that were specifically about what I witnessed at city hall on Saturday. And I have -- you know, I think like many of you, I had knots in my stomach all day for many reasons, but starting with whether I should attend or not because with the backdrop of the pandemic, that was my biggest concern. How -- how were we going to be able to socially distance. And then is that -- and then weighing is that important. At the end of the day, and weighing -- well, it probably -- it is important. We're still in a pandemic, and going back and forth and back and forth all morning, if I should attend because I felt it was important for our city's leaders to be there.

[10:14:47 AM]

And then finally I had made the decision to attend and was about to walk out the door and heard that it had been cancelled. So I didn't. But I watched much of it on -- I believe it was KVUE that livestreamed the entire event. I had knots in my stomach watching Saturday at it started up the capitol. Then they started walking down congress, and I got to a point where I was like, it looked just like any other protest here in Austin and I started to feel a little bit better, like it's going to -- you know, I've been -- many of you, we walked down that street so many times, either from city hall to the capitol or from the capitol to the city, and it looked just like it was going to be another one of those kinds of peaceful moments where we joined together as a city and have our voice heard. And then as it approached city hall -- and in fact the commentators were commenting that there was not a police presence,

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and I thought, that's probably good that, you know, everything is going okay and, you know, and then as it got to city hall, you could see the officers on Guadalupe and the line of bikes and I have never felt so much -- you know, a huge mix of emotions in seeing these, you know, officers doing what they were told to do and seeing your city essentially at war with itself, it felt like. I have never felt so sad, frankly, and scared. I talked to the chief. Thank you for the explanation you gave, and it was that because those cars had to be moved, but I just -- there were cars everywhere. There were cars stuck on Lavaca going north. There were just as many cars in

[10:16:48 AM]

almost every intersection at that point right there. And I know I don't know what could or may have

happened had we not had our police department -- I guess my biggest concern here is, I don't feel like there's a genuine feeling of we shouldn't have done it that way, or we should have done things differently, or we're going to do things differently. And I guess when I hear -- we went into this thinking of what had happened into other cities where buildings were being burned down. So when we go -- when we send our staff into a situation, let's be ready -- buildings are going to burn down, be ready for this, it almost feels like we don't know our austinites. We know that every protest gets the detractors, you know, the jackass -- pardon me -- every

[10:17:49 AM]

protest gets these certain people, and to go in, to send our officers in with the mindset buildings are going to burn down, be ready, that's -- I guess that's where I'm so concerned because it seems so peaceful in the beginning, and it didn't escalate until it got to city hall. And I'm still not satisfied with the reason. I just think things could have been different, in that instance. I know there were several things going on throughout the city, but for that particular instance, I -- things could have been handled differently. I'll just also say the -- yesterday I made comments about the budget. I just wanted to correct one thing. When I had asked for that 1 here from public safety, EMS actually was the one department that offered some money so that we could get public health.

[10:18:49 AM]

I did want the record to show that. But I'm just -- I don't have very many questions because every time I feel like we ask a question, there's some -- with all due respect, like, military response. And that, I think, is the problem with where we are right now, is that. That was our response to a variety of very dynamic moving parts, and I just need us to move away from that. Lastly, is Mr. Casaday still on the phone?

>> I'm here, Delia.

>> Garza: Okay. Ken, I appreciate the call that you will work with us. I really hope it's genuine. You have reached out and thanked me sometimes for things. But in that vein of working with each other, because it's the only way we're going to get through

[10:19:51 AM]

this incredibly difficult time, is to invite councilmembers and press and tell the press we've invited councilmembers to this thing at a time where you knew that we were going to be in the middle of a meeting, where we had told the public we want to listen to you, and we were going to be in the middle of a meeting. I just ask that you make genuine invitations to us to get involved and to be part of the conversation and not do what happened yesterday. To get calls from the media asking, are you going to show up to this event? I believe it was at 5:00, to hear that the police association has invited you to this event, knowing that we were going to -- we were expected to be here, you know, obviously, virtually, listening to austinites about what happened. I just ask that you give us -- give us a fair shot, too, at

[10:20:52 AM]

being part of that conversation.

>> Absolutely, Delia. And, you know, we have Saturday and Sunday with a bunch of marches scheduled. I would invite you down there. And what I would really like for council to do, and we can work with you on setting that up, and a lot of you have already done it, but just please come spend some time with the officers. And also some time next month because I know you're very busy. Come out on a Rideout. We've always been very appreciative of [indiscernible], she comes out and rides a lot and she spends time with the officers. We had some of the public safety committee members come last night and we spent a lot of time with them. And, you know -- you know, I'll just reinvite everyone to come down Saturday or even to March with us, scheduled to March on Saturday. But I totally understand what you're saying, and maybe it wasn't worded right but we meant that to be for last night, Saturday, Friday, whenever you have time to come down.

[10:21:54 AM]

>> Garza: Thank you. I appreciate that.

>> Mayor Adler: Councilmember Casar.

>> Casar: Thank you, mayor. I have a list of questions here that is longer, and I hope that I can have time to get through them. But, chief, thank you for being here. I understand we're all still reeling from events this past week across the country and in our city. I know that this is very difficult. I also understand that a small minority of protesters engaged with officers that led to some of their injuries, and my thoughts are with them through this because that's not okay. But today I'm technically interested in asking follow-up questions based on yesterday's testimony about where we succeeded and where I believe we clearly failed protecting people's first amendment rights and people's ability to engage in

[10:22:55 AM]

this activity without fear of harm to themselves. We heard stories from hundreds of austinites, including people with firsthand experience. So I have some questions that I didn't have time to ask yesterday. First of all, as we heard that this was going to happen, I wanted to make sure that we deescalated, that we made sure that deescalation was a top priority. I and I know others here on the dais contacted either you or the city manager. I decided to have my conversation with the city manager directly so it would be a top priority, and coming from the very top. And so I want to know, first of all, given those -- given that Austin is about and given what -- how that message was delivered both to you and to the city manager, what actions did you take to make sure that deescalation was a priority

[10:23:57 AM]

given -- given all of that?

>> Well, I think probably the initial action that I took was my message to this department after the murder of Mr. Floyd up in Minneapolis. And within that message, I told the entire organization, both civilian and commissioned, that we need to understand where our community is right now and we need to meet them there. We need to give that extra ounce of patience and deference. And so I've been emphasizing that since before even the protests began because I understand the hurt that exists in our community for what has happened. And so I think that's what I did leading up to it. And then in the daily briefings that the officers were given, I know on one of those, in particular, I was reminding them about

the importance of, if there was the agitator in the crowd, that they needed to engage to

[10:24:57 AM]

make sure it was done in a way where they were engaging with that agitator and not others. But as we obviously see now, that we had what is being described to us by many as people that were impacted that were not, in fact, the agitator.

>> Casar: So coming up into the weekend, given that we saw what was coming, we couldn't see everything, but were there specific instructions or specific training on how to interact with the public and specifically a strategy on keeping peaceful demonstrators safe?

>> We didn't have any specific trainings. Again, this is primarily our srt team that we use for this. And the motto of our srt team is defend the first. That's what we do and that's what we have regularly and successful successful -- successfully done throughout the city, whether it's against us or a social issue or against the wars when we were

[10:25:58 AM]

engaged in the Middle East, actively, our team has always performed under those circumstances in the face of provocation, whether they good

-- whether they agree or disagree with the items being discussed, so that is the core of what that team is for.

>> Casar: Given that that is the team's motto -- and I appreciate that motto -- why then, in your mind, do we have hundreds of people testifying that they felt terrorized and why do we have innocent people in the hospital?

>> Well, I can't speak to the specific feelings of others, I guess, but as we've described the incidents that occurred at police headquarters and is occurring throughout the country, we're seeing a movement right now where either antifa groups or alt groups with mixing in with what are planned, peaceful protests and demonstrations for the purpose of violent or criminal activities or vandalism. So the actions the officers were taking were geared towards those individuals. However, we realize what

[10:26:59 AM]

happened.

>> Casar: Were there specific directions given to officers in advance of the protests regarding protocols around impact munitions?

>> They're not allowed to carry impact munitions unless they're trained on them so they understood.

>> Casar: So it's your sense that training was followed?

>> We're still reviewing everything at this point. There's so much video that we're going through right now, so it would be premature to speak to that. I'm sure that in time we'll be able to get a better sense of that.

>> Casar: Is there training to officers to intervene if they see improper use of these munitions, training not being followed by somebody they're working with?

>> Not specific to these munitions, but the Austin police department has a policy to intercede if you see an officer engaging in inappropriate conduct. We do have a policy that dictates that.



>> Casar: We know how many times

[10:28:00 AM]

those impact munitions were used. Any sense of how many times those were fired on Saturday or Sunday?

>> I do not have that number.

>> Casar: One number that the director shared with us earlier was traditionally we get about 50 complaints a year. She -- I just learned it this morning, that there's over 150 complaints this week alone, with over 200 calls specifically related to Justin Howell. What are your thoughts related to that really significant number of complaints compared to how many we usually get?

>> Well, I think that reflects, obviously, the great concern that exists with what transpired last weekend, and that's why we're going to the extent that we're going to go to review this incident. Nobody can look at the incident with Mr. Howl and not be devastated. And that is -- that is, you know, one incident that occurred over the weekend that's being reviewed, amongst many.

[10:29:02 AM]

>> Casar: You've mentioned elsewhere that the impact munitions we were uses were these bean bags or lead pellet rounds. Is that correct or have we looked into it and seen that rubber bullets were used as well?

>> That question has come up so many times, we've gone through the inventory, we thought since the question kept coming up, that maybe the inventory got compromised and something got put in there that we -- we have no indication that there were any rubber bullets used at all.

>> Have you seen the photograph from the Texas tribune showing a beanbag shell, canister and rubber bullet found on the ground at the event?

>> I have not.

>> Casar: I think Mr. Ellis, Cory Ellis, would you put that up?

>> Yes. Give me one immunity.

[10:30:31 AM]

-- Give me one moment.

>> Casar: Not the video, I'm interested in the photograph.

>> Okay. One second. I'm working on it.

>> Casar: While he works on that I've got another question. So, you know, we heard from no small number of individuals who were struck by these impact munitions. Are we aware, do we have a sense that we're aware of all of the

[10:31:34 AM]

incidents using these munitions, and what are we doing to follow up on them?

>> I'm sorry, was your question do we know of every incident?

>> Casar: Yeah, do we know of the number of incidents, and can you describe what we're doing to

follow up on them?

>> So what the officers were instructed to do, specifically, in a routine day-on-day patrol, the officer after a use of force response to an incident, would write an offense report and write details, pages, and do all of that. There was direction given, since this was a large scale operation, that officers couldn't immediately leave the line and go sit down and write a report, that they had to stay out there and continue to conduct the public safety activities. So they were instructed at the end of the night, they would write a report on the activities of the day and the uses that they had of any response to resistance. So that is what we're working through right now and that is what should be reported in the offense reports and the incident

[10:32:36 AM]

reports from these -- from both sides. And then since you've got these pictures up here, what I see is the 12-gauge munition is the one on the direct left. That is a foam baton round, and so that -- rubber bullets are -- and I guess maybe it's a misnomer -- rubber bullets are also from a 12-gauge shotgun something you do as a skip round into the answering or something. That is a foam baton round that we also have access and use of. That's what that larger one is that's being held there. And then of course the one in the middle is a gas can, and I don't know whether that is smoke or whether that was the cs can.

>> Casar: Okay. That is helpful to understand. We don't need the photograph anymore. I wanted to understand that question since it had been asked. So you have mentioned to the

[10:33:37 AM]

press and to us that the use of impact munitions were within policy. Can you give us an outline of what that policy is?

>> Certainly. And I think that that -- anyone that watched knows that that was an emotional press conference and I don't think I spoke clearly. My comment meant that it was within policy because you are allowed to use that weapon, whether it be the 12-gauge shotgun or the cs or the chemical agent under the situations in which officers were engaged. Not that each and every use of them was appropriate because, as I've said several times, many of them are still under review. So as I mentioned earlier, when we look at the use of impact munitions, which in our policy are called kinetic energy projectiles, the use of those includes engaged in riotous behavior, throwing rocks, bottletion, at officers other other people causing risk of injury. So policy allows for that use of that impact munition under those

[10:34:39 AM]

riotous conditions where we have individuals throwing rocks and bottles, it's specifically named out in policy. And then also, under our chemical agent guideline, it states that a chemical agent is authorized for use, there's several categories, but one is to address situations where there is a reasonable expectation that it will be unsafe for employees to approach within contact range of the subject. And then in another one, is to disburse violent crowds or riots. And so that's what my comments were around, is the fact that our policy covers some of the situations that officers were encountering, but not that each individual situation had already been reviewed and determined to be within policy.

>> Casar: Understood. Is that a policy that require requires riotous conditions or riotous person?  
>> I'm sorry, my microphone broke up at the very end. Does it --  
>> Casar: Does it describe the use of impact munitions against riotous goodness or a riotous person?  
>> The impact munition is always

[10:35:40 AM]

to be directed at a person, not to be fired indiscriminately.  
>> Casar: So I don't have that section of the policy manual in front of me, but what was -- one thing that was sent to me was a part of the general orders related to those munitions, saying that approved munitions are justified in order to compel individuals to cease their actions. Officers are not required or compelled to use those munitions in lieu of reasonable tactics if they determine that deployment of the munitions cannot be deployed safely. It seems to me that in some cases, those munitions were not deployed in a safe manner. Have you come to that conclusion as well?  
>> Well, not -- I have coming to the conclusion that we had outcomes that were not intended or expected, and that's what the review is right now.  
>> Casar: Mr. Ellis, will you play now the video? Because as I mentioned yesterday,

[10:36:40 AM]

I did want to ask specific questions as it relates to  
[indiscernible]. You can see him on the right side of the screen standing in the blue shirt. Mr. Ellis, in case people missed it, will you play it one more time? I think it was a little choppy. Chief -- that's enough now. Chief, I don't see riotous behavior in that video from him. I also don't see him in a crowd. Do you have thoughts?

[10:37:40 AM]

>> That is one of the ones, as I mentioned, that is under immediate review right now because we're trying to understand the circumstances, what the officer saw, perceived, and what the decision-making process was at that time. And we are bringing in video, obviously, what preceded that so that we can put any event into context. But I cannot answer for you today the circumstances around that.  
>> Casar: I don't see him throwing any objects. It does not seem within policy to me. So I want to ask again, as I asked yesterday, what steps are we taking to make sure that that doesn't happen again?  
>> Well, I think the only -- there -- you're pointing out the -- that instance in particular. The steps that we would take, again, is just to make sure officers understand the use of force requirements, what thresholds have to be met, before

[10:38:40 AM]

utilizing any level of force, whether it be that less lethal munition or anything else. And I've made the amendments to the policy on kinetic energy projectiles as well, although as you pointed out correctly, that would not necessarily apply specifically to this situation. We will look at our policy as well to see if there's anything that we should include about inclined -- inclined positions that could impact the

trajectory of the rounds as well, not only the decision into firing the round.

>> Casar: Even if there were a change on inclined positions, it seems to me that he was not in a crowd, nor was there -- was he throwing anything. On a separate track of questions, do we know at what time there was the first time that there were injuries of our officers taking place on Saturday and on Sunday?

>> I do not.

[10:39:40 AM]

>> Casar: Do we know what time, more or less, on Saturday or Sunday those impact munitions started first being used?

>> I do not know right now, but I would imagine we'll be able to gather that.

>> Casar: I would like us to look at, from the information, once you put it together, to know -- because my sense is, the majority of injuries sustained by both officers and the public occurred after the use of those munitions, as far as I can tell. Do you have a thought now, looking back to the weekend, that the use of those munitions, if they had any influence whatsoever on the escalation of injuries both on our police officers and on the demonstrators?

>> I'm sorry, did they have any impact on...

>> Casar: On the escalation that resulted in injuries of both our officers and demonstrators.

>> It's hard to tell what led to any of the escalation. Obviously if the officers are getting rocks and bottles thrown

[10:40:41 AM]

at them, that is an circulation. If they respond with less lethal, does that further escalate the crowd? I don't know. What I can tell you now, I've just had information sent to me that our first injury that we know of was Friday night when an officer was struck in had is face shield with some projectile, some object that was thrown at him from the crowd and it cracked hit face shield and struck him in the face. I've had that information sent to me.

>> Casar: I sent you a message on Saturday. I copied the city manager, the assistant city manager, the mayor, the mayor pro tem, and the director. I included firsthand testimony of people that were contacting us, that were sending photographs to us of people getting hurt that, as far as anybody could tell, there was no business in them getting hurt. What did the police department do in response? Because I know it was not just me

[10:41:42 AM]

but others sending that information.

>> I know there are a few messages I got and people that I will be calling back. I'm not sure in particular in that moment what we did with that information.

>> Casar: On Sunday, I know that others, including the mayor pro tem and I, and the mayor, sent information talking about the escalation that was occurring. When you received that information, was there a discussion about a change in escalation or tactics?

>> I had already briefed the officers Sunday morning at the showup briefing about the importance of the -- the use, if there was to be use of the impact munitions again and about target discretion and the like.

So I had already had that conversation Sunday morning. I did not have a conversation subsequent -- or upon receiving the message that you sent me.

>> Casar: Are you aware of how those devices are being used in

[10:42:43 AM]

other major Texas cities and how that is going?

>> I do know -- I do know that other major cities have had similar negative outcomes with the use of these. I know in Dallas, I believe there have been three individuals that have lost an eye after being struck with impact munitions. I know in -- I believe it was Indiana, there was an individual that was struck with a tear gas canister and suffered a severe injury because I guess they -- I guess they throw them or launch them in that city. I don't know. But I am aware that, again, police departments across this country are struggling with protests like we've just not seen before, definitely not here in Austin, but also not in many parts of the country, and officers are doing the best that they can with the tools that we have. And we are learning some very difficult lessons that we are seeing some very serious injuries that I'm not sure anyone

[10:43:46 AM]

anticipated.

>> Casar: What about in Houston?

>> Houston, I'm aware of an incident where they interacted with a horse, I believe, a child and a horse, something had happened. But I'm not aware of anything else.

>> Casar: I've heard reported that there was not the use of tear gas or impact munitions in Houston where they had much larger demonstrations. Do you know if that's the case?

>> I do not know that it is the case. And I'm not disputing it, I just don't know.

>> Casar: My understanding, unless the media reporting is off, is that that has been the case in Houston. Mayor, council, and chief, I want to thank everybody for letting me -- giving me that time to ask these questions, and, chief, I'd like to thank you for making yourself available for our questions today. I don't have any further questions, but I want to say something in closing. Chief, I've been on council for five years -- for five years,

[10:44:49 AM]

plus now, five and a half years almost, and the whole time I've had the opportunity to work with you on a variety of issues. Personally I've found you to be a really kind and thoughtful person, devoted father who's made sacrifices for this community over a long career. After building this relationship with you over five years, I feel it's important for me to be able to say this directly to you and in public. In many of our conversations about policing, there have been times when we agreed and disagreed. I voted for your confirmation understanding that we would have times where we agreed and disagreed. There have been times where we talked about the need for change. On several of the reforms we've worked on, like the juvenile curfew, at first we disagreed, you were transparent about your concerns, after the discussion that you and the department were involved in, you changed your mind. That showed me many things, not the least of which you could be

[10:45:50 AM]

courageous in public, acknowledge you changed your mind. On many other notes, lots of other internal conversations we've had, especially in the last year and a half, I have found you and the department to be unresponsive to many of the concerns that have been raised. Many of the directives that council has pushed to try to make change that people are demanding have fallen by the way side or faced serious obstacles. I, in particular, still cannot understand your reasoning for -- and your explanation for the timeline, when you had all the different pieces of information around chief Newsom, and how long it took for there to be a response there. I'm distraught by many of the issues that were raised last night. And like so many in Austin, I'm overwhelmed by the events of this weekend. I found the answers to what has

[10:46:50 AM]

happened and the answers to questions about preparing for this event to be unconvincing and disappointing. At this moment, we need our police department to be able to work together with our community for healing. We have to repair what is tearing at the seams. Because of that, I believe and hope that you can do the right thing to put us on a path to healing, and because of that, we -- it's hard to say, but we have so many changes we need to be able to make to regain safety in our community. But in fact, true change is going to happen if true healing is going to take place, we need people to know that we are listening to them and that we recognize the need of all people. So, chief, for our city to heal and for our community to make progress, I believe the honorable thing would be for you to resign the position of police chief. As you know, we cannot by city law take a vote on that.

[10:47:52 AM]

By charter, I can't make that an order, and it's simply what's on my heart and it's my opinion. Mayor, that concludes my remarks this morning, and I return the floor to you.

>> Mayor Adler: Thank you. Councilmember kitchen.

>> Kitchen: I have -- I have a lot of things I want to say, but I want to use this time to ask questions -- to ask some questions. And let me just -- let me start by asking some questions that I think -- I think a lot of people want to really understand and want -- well, first of all, let me say it's very difficult for me to understand how this could happen in the -- at the level it has. Hearing from our ems chief about the number and range and

[10:48:53 AM]

seriousness of the injuries is very difficult to hear, but that's not really the point, whether it's difficult to hear. The point is that it's -- it signals a huge, huge problem and really gives me pause on how we are handling things as a city. So I think that, you know, I want to focus today in talking about what happened. So let me focus on that with a range of questions. So my first question is, I want to understand exactly, specifically, what the steps are and what the timeline is for accountability on the incidents that happened. Now, I know that we -- you know, we have information along those lines, and

of course you all understand that there's a process. But I -- for transparency purposes, I want to -- I want that to be laid out right now, to tell us and the public, what is

[10:49:55 AM]

this process for these investigations, what are the steps along the way, and I think it ought to be available in writing. I know it is in writing, but it might be difficult for people to find, so I think that needs to be laid out. I also want to understand how swiftly this can occur, and I hear, city manager, your commitment to provide the resources that are needed to help our departments make sure that that investigation happens quickly. My question to you right now is, what are -- please lay out -- I know you've talked -- you've talked some already, you know, in terms of the investigations proceeding, you know, investigations being done, and also through police oversight, but I think -- I need something that's more specific. It's a little hard to understand exactly what the steps are and what the timeline is and what's being done to expedite.

[10:50:56 AM]

>> So what we have right now is the 10 instances that I specifically mentioned to you earlier are all already under investigation by our special investigations unit. That is the unit that investigates officer incidents like shootings where we've got serious injuries. And they investigate that from a compliance with state law perspective. And the district attorney has reached out to us and wants to review those instances as well. I just heard this morning that there's 159 complaints that have already been forwarded, and so we're going to have to figure out how to deal with such a large number of complaints, given the short timeline that we're given under civil service law of 180 days. So the process is, when a complaint goes into the office of police oversight, they vet it, send it over to internal affairs, and after the discussions between those two divisions, if it merits

[10:51:56 AM]

being filed as a complaint, then it is -- or opened up for a formal investigation, then that investigation is opened, and the 180-day time window started from the day of the incident. So that's what we're looking at on these cases right here. And so to give you a specific timeline is -- is hard on any individual case, just because we're looking at so much -- so much going on right now. And I'm being -- I'm sorry, I'm reading something right here. And what we're also going to do is look at individuals in the department that have prior experience in internal affairs and bringing them back to assist in this effort because we do realize this will overwhelm the capacity of a unit that's already overwhelmed with work.

[10:52:57 AM]

>> Kitchen: Okay. And can you speak to -- can you speak to providing something in writing? And, actually, chief, I understand that your role in the investigation is [indiscernible]. We also have what the police oversight process, and perhaps the city manager. How are we helping to make sure that the resources are there to process the complaints that are -- the volume of complaints that are coming through? How are we helping with that?

>> Thank you, councilmember. As you mentioned both in the police department and the office of police oversight, I'm having regular discussions ensuring that they're able to meet the meets that have come into their various departments in realtime, and so we are continuing to ensure that they have the appropriate staffing so we can quickly and thoroughly look at each one of

[10:53:58 AM]

these complaints.

>> Kitchen: I'd like to ask for this information in writing so that I can see the steps along the way, in a timeline, and what we're doing to expedite. So is that something that you can provide to me?

>> We can do that, councilmember.

>> Kitchen: I think that's important for transparency so everyone has a clear understanding of what to expect. I'll ask just a few more questions and then I know my colleagues have a lot of questions too. I'll just focus on one set of questions and then defer to my colleagues. So I want to understand a little bit -- I want to understand at an additional level of detail how -- how the department accounts for the use of the less lethal use of force. Councilmember Casar already asked questions about the -- you know, the number that were required and that sort of thing, and, chief,

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you spoke to reporting. So let me make sure I'm understanding. So the use of force in this way, the less lethal use of force, is supervisor permission required for that or is that -- tell me more about that.

>> So, in the circumstance in which these less lethal beanbag rounds were used, these were officers that were making independent decisions that they noticed someone in the crowd that had engaged in conduct that would have met the policy requirements for the use of that. And then they're supposed to make the determination if that's appropriate. There may also be a circumstance that either a supervisor or someone else behind the line saw someone in the crowd that was engaged in the conduct and then they keep an eye on that person, because typically if someone is going to do this, they're likely going to do again if you're there to incite or to instigate. So -- so the officers are making

[10:56:00 AM]

these decisions as they're on the line, looking at the crowd, because they're the ones that are seeing everything, and then there's no direction or command needed. These are tools that the officers carry with them out on patrol every single day we have these available. So this is not something that is specific to this instance. They were just -- this was just a different circumstance, as I've said several times, one we've never really faced before here.

>> Kitchen: Okay. So each officer makes these decisions with the parameters being the policy and with their training? Is that --

>> Yes.

>> Kitchen: Okay. And I think you mentioned earlier the requirements around reporting.

>> Yes.

>> Kitchen: Can you tell me a little bit more, specifically the date that it's reported, about an incident?

>> So the data from last weekend will be a little bit more difficult. One of the things that we looked



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at, the -- the -- I'm sorry. Given the fact that the circumstances we were facing, in a typical situation, an officer will -- if they're on a call for service and they've had a response to resistance, they'll follow our policy, they'll write the report, they'll document everything in that moment. Given that we're in a crowd control situation where officers can't step off the line, come inside and go write a report, given the dynamics, what they were instructed is that at the end of their shift, they would write a supplement with everything that they remembered about each of those instances that led up to each of those use of force response to resistance circumstances. So we're going to see how detailed that was. We recognize now that with everything that happened, again, all of that was unexpected, that the level of reporting is likely not going to be to what we would want it to be, especially with the reviews that we need to do. So the direction has now been given that if an officer engages with any type of response to resistance during these

[10:58:03 AM]

instances, they they are to step back for a minute and into their body worn camera, they're to give all of the information regarding what just happened. In other words, date, time, location, what they encountered, and who they were engaged with, so an area that is probably not going to be satisfactory to some or many on our reporting from last week, is yet to be determined, but we've recognized that and we've made immediate changes and that's why, going forward, officers will be dictating into their body worn cameras all of that information so when they go back later on at the end of shift to write the reports, they'll have a detailed account from in that moment.

>> Kitchen: Okay. Thank you. I have other questions, and, mayor, I know I'm going to defer to my colleagues now. I will have other questions later relating to impacts on individuals who are injured, as well as businesses and what

[10:59:05 AM]

remedies are available to them, and then I would just say -- and I have other questions, too, but I'm going to defer right now. And I would just say that -- I want to say to you, chief, that -- you and the city manager and acmi, I think that, for me, I'm hoping -- or not hoping, I'm expecting that this is a wake-up call for us. I really want to see some leadership. I want to see some -- I want to see some leadership that puts our city in in terms of how we incorporate deescalation and community policing into -- into our -- into our everyday approach to policing. I think that there's been lots of conversations over the years and efforts at

[11:00:08 AM]

direction not quick enough, not with the level of forethought, with the level of leadership that I would like to see, and I expect this [inaudible] Of all of us to accelerate and move more quickly. And then last thing I'll say is I'd like to ask -- I'd like to -- I can't see, is Ken Cassidy still on the line? If he's not -- >> I'm here, Ann.

>> Kitchen: Okay. So I want to say to you that I respect the work that our officers do, and I also respect that you and they expect accountability because that's what it takes to have a first class

[11:01:10 AM]

policing system. And, you know, we worked on many things before and I hear you in saying that your promise to work with us, and I want to ask you right now for your commitment to work on deescalation strategies and approaches, and I mean in a very specific and Progressive, swift way. So can you commit to me now that you --

>> I can give you a 100% commitment that I'll work with you. And the one thing that I'll always do is protect the rights and the safety of my officers. As far as I'm concerned, we do this every two to four years when bargaining over contract issues, but we usually don't get involved in policy as much. That's more of the chief Manley and his folks, but we are happy to be part of the

[11:02:11 AM]

process and work along, you know, on policy changes that you got to see fit. But the one thing that you have to know is that I will never agree to anything that I think endangers a police officer, but I promise you that I'll participate and work to the best of my abilities with deescalation.

>> Kitchen: Thank you for that. I'm not interested in endangering a police officer either. Nor any of us nor is this community. The work that police officers do and that includes protecting them, but I don't think that this is mutually exclusive. I think that we can be a city that employs the best approach to deescalation and community policing and that doesn't -- that doesn't put our officers at risk. Mayor, if there's time, then

[11:03:12 AM]

I have other questions later, but I'll defer now.

>> Mayor Adler: Okay. Thank you. Councilmember Renteria, then councilmember pool.

>> Renteria: Thank you, mayor. Chief, I want to know when was the policy implemented to use impact munition?

>> The office and police department has had impact munitions for quite some time, I don't know if it's 15 years. I can find that out for you, but in this moment, we've had them for a long time.

>> Renteria: You know, I was very alarmed when I was looking at -- when they was using that on the crowd down below. You know, after -- you know, you were saying that the only people that use those beanbags, are they specially trained to shoot those or

[11:04:13 AM]

everyone on the force is trained to shoot one of those?

>> Every officer that utilizes that system has to be trained on it and has to qualify on it once a year.

>> Renteria: So that young cadet that was just out of basic training there that shot Michael Ramos, are they the ones that are trained right at the beginning in the cadet policy, I mean cadet classes?

>> He would have been trained in cadet class for the use of that weapon, yes.

>> Renteria: And you know, after I read up on that beanbag, I read that, you know, even if you get shot in the chest it could break some ribs there. Were you aware that it was that kind of impact that can have on civilians, on protesters or whoever you use it on?

>> We were -- we are aware that it can cause an injury, however, the injuries that we saw last weekend are like

[11:05:15 AM]

none we've seen before. We've been using that tool for quite some time, but -- and yes, we are aware that it can cause an injury because it is an impact, but we were not and have not experienced what we saw this past weekend.

>> Renteria: Do you all get trained on shooting those beanbags at people's heads?

>> No, the policy, and that's another change that I made, the policy talked about that the head and neck should not be targeted unless there's a need for an immediate incapacitation. I've changed that language this policy that will be signed into effect, I've got the team writing it now, that it will state you will not target the head or neck unless it is a deadly force situation.

>> Renteria: And would you consider that what was happening Sunday when the police officers were out there on top of the patio of the police station shooting down into the crowd, and I

[11:06:15 AM]

was very alarmed because I saw them reloading and reloading and shooting. Is that -- I mean if you had a policy of not shooting people in the face, neck, that would -- the way they were shooting, they were shooting down in the crowd, I was very alarmed and I said nothing good is going to come out of this one. I was telling my wife that. So is that -- I mean, did the officer know that what they were doing was going to cause injuries?

>> Well, that's part of the review that we'll do is the officers' decision making. Any officer that is issued or uses that weapon gets trained on it and understands the capabilities of that as well as the possible outcomes of that. So yes, they would know what the possible outcomes of using that system is.

>> Renteria: You know, I'm a big supporter of the police department and I

[11:07:16 AM]

believe in community policing and I started out, you know, bringing that -- a resolution to implement community policing at the beginning of my first term. And every time I seem like I'm getting close enough to get some money in the budget to create community policing, an officer goes out and do something really dumb, crazy, I mean and goes out and shoots someone or seriously injures someone that's unarmed, you know, and it just throws us right back -- it's so hard for me to be on the council and see this happening over and over and over again. Do you -- do you have a solution to that? Is that just something that we just got some really bad police officers in your force or is that something that, you know, I really

[11:08:16 AM]

believe that we need to change our policies. We need to implement those eight policies that I talked about yesterday, you know, doing away with the stranglehold and the choke hold and requiring deescalation, require warning before shooting, exhaust alternate before shooting to intervene. Shooting at moving vehicles. These are the kind of policies that, you know, we need to implement, and, you know, I'm struggling, you know. I heard what my colleague Greg said about you should just honorably resign, and, you know, I grew up here, you are a home boy, you went to Johnson high school and I just -- you know, it just really bothers me about what's going on.

[11:09:19 AM]

I've seen these episodes and these things, and I see, you know, growing up here, I've gone to demonstrations after demonstrations against police brutality, and I know the frustration, you know, because we did it in the '80s and, you know, on the boat races and Juarez Lincoln and there were fire bombs and, you know, and people got hurt. And these were minority businesses that got hurt, you know. And we are constantly seeing that happening over and over. What do we need to do to stop this? >> Well, to your point, I just want to highlight a couple of things. The Austin police department does not allow combholds. That is something that's been -- chokeholds. That's been banned for decades. Deescalation is highly in our policy and actually the

[11:10:20 AM]

first thing to consider whether force was reasonable was whether there was an option to de-escalate. All know not every one of the eight are included, we meet almost all of those as we go down the list, we meet many of those. And so I think that what we have to do is what we've always done and that is continually search out best practices to make sure that we truly are learning from other police departments when it comes to things like tactics and training, but then here at home when it comes to the core of trust and relationship, we have to continually work together building those relationships that, you know, when we have instances like we've had here that the relationships fray at times and that's why we have to continually invest in community policing and we need officers to have that time away from calls for service so that they can make those stops into businesses and homes and build those relationships. So I think there's a lot that we have ahead of us, opportunities to build upon

[11:11:21 AM]

and to just improve on what is a good police department, although not perfect, but I do agree there are areas we can improve and I know that my team and my department is committed to that. >> Renteria: And, you know, one of those policies is to ban shooting at moving vehicles, which I was very alarmed to see that video, to hear that, you know, that Mike Ramos, after he got hit with a beanbag, I'm pretty sure he was painful, but shooting at a moving vehicle, I just can't see that happening, you know. Just one of the things that we have to ban. I mean to have a young lady in that vehicle with him and just, you know, this just has to stop. I mean, you know, I just -- you know, I'm really losing confidence in you and I hate to have that feeling.

[11:12:22 AM]

I would like to have that feeling that we have achieved that really are -- we have a chief that's going to implement these kind of policies that's going to keep police officers from shooting our citizens here in Austin. You know, nothing good comes out of this. You know, a young man was running down the street naked with nothing on him and an officer shoots him, and my god, he didn't have anything in his hand. These are things I feel like, you know, I'm just, you know, trying to -- trying to police force and their policies and I'm not getting nowhere. And, you know, I don't know if it's just the leadership, you know, or -- because I don't know what else to do. You know, it's just so

[11:13:23 AM]

frustrating. You know, I want to have confidence in my chief that he's going to be able to accomplish what we are asking you to do with your police force, and if you can't, then I'm just going to have to take the same position as my colleague Greg and ask that you honorably resign. Because I need that commitment. I need to see that commitment that you have that in you that you are going to change our police department.

>> If I may just follow up on two of your points, the incident you described with David Joseph, that officer, as you know, is no longer with us because that was not consistent with our policies. And the policy on shooting at vehicles is extremely restricted. But we recognize that people are using vehicles as weapons around our country and other countries and when we look at, I believe it was Charlottesville where they drove a vehicle into a

[11:14:25 AM]

peaceful protest, in Nice, France where they drove a truck into a crowd of people and we understand the dangers and that's why our policy is restrictive as it is. It doesn't allow an officer to leave a position of cover and place themselves in the path of that vehicle thereby creating the situation where force is necessary, but if that vehicle without the officer being the one to get in its path is posing that deadly threat to somebody else, then it is allowed. But we are very restrictive in that based on what we're seeing happen with those that want to do harm with others using vehicles as weapons.

>> Renteria: Well, mayor, you know, I don't have anything else to say. I'll let someone else go ahead.

>> Mayor Adler: Councilmember Pool.

>> Pool: Thanks, mayor. I have a couple, three questions for the chief and then one for the city manager and the chief. So chief, could you talk to

[11:15:26 AM]

us a little about training that's called [inaudible] Force and tell us where that training occurs and how often APD holds training, mobile field force.

>> So mobile field course is when we pull together officers from around the city and form up a mobile field force for crowd control. And so that training is more about crowd movements such as how do you form a line and then move a crowd. When you get to an intersection, do you divert that crowd one way or the other, and it's a way for moving crowds around. And I don't know the last time we trained it. I know a couple years ago we had every officer kind of come in and go through a retraining on mobile

field force, but that's what that unit is particularly for is helping with crowd control, more about either maintaining the safety around a crowd or if it's a crowd that needs to be moved how do you move them.  
>> Pool: Okay, so we would

[11:16:27 AM]

have seen some of those -- some of that training and those tactics over the last week or so. Is that right?  
>> You saw the B pot team, our bike public order team. It's a different concept than mobile field force, but when they were moving that group that had on Sunday morning that had expanded beyond Guadalupe and we were trying to free those movement, that's a movement that the B pot team teaches.

>> Pool: Do cadets in the police academy receive the training on the mobile field force?

>> I believe they still do, but let me check with the most current curriculum and make sure.

>> Pool: Okay. The next -- the second question I had about the mobile field force was is this training that could be expanded to the entire department for refresher? When you find out the last time the training was, I would be interested in knowing how often and how -- whether that training could

[11:17:28 AM]

be expanded to the entire force.

>> Absolutely. That -- yes.

>> Pool: Okay. Thanks. Can you tell us why officers were not using shields?

>> So the shield is -- is -- can be seen as both positive and negative. When officers deploy with shields, sometimes the shield becomes the target to throw things at. We have shields, we've used them in years past. We actually brought the shields out with the thought we might use them this weekend, but unfortunately they were so old that they had degraded and when they tested one and threw a rock at the shield, it disintegrated. So we unfortunately did not have any shields that were serviceable or usable at this time.

>> Pool: If they had been serviceable, is there a policy on when they are used and when they are not used?

>> It would be in the circumstance we were in this

[11:18:28 AM]

weekend, it would have been a tool that the leadership that was out there that day, again it might have been in the operational plan, they would have made that decision if that would have been the appropriate tool.

>> Pool: Okay. And then how does APD respond when an officer uses racist language?

>> Well, that obviously is a serious complaint and one we've been talking about a lot here in the community. And if we received that language, then we would immediately begin the internal affairs process in conjunction with the office of police oversight, an investigation would be undertaken and then we would conclude with wherever the findings were.

>> Pool: Is it also accepted policy and procedure that if one officer hears another officer using racist language, that the officer hearing it would intervene

[11:19:29 AM]

and remind the other officer that that's inappropriate?

>> That is the expectation.

>> Pool: Policing yourselves.

>> Yes. That is the expectation is that we have a policy that says if you are aware of another employee violating policy, then you have a duty to report that. So I'm para phrasing, but yes, that would be the expectation.

>> Pool: I've said a number of times this week people feel like they are being policed when they should feel like they are being protected. And I think that should be -- we should fiercely focus on that goal. Should have been, must do now and must do going forward. So city manager, and chief Manley, if you could respond what thoughts you have about that statement, about feeling people feeling they are being policed when they

[11:20:30 AM]

should be feeling like they are being protected.

>> Since my mic is hot, I'll go first. I regularly say that policing is something that should be done with the community and not to the community. And I understand the feelings coming out of last weekend and so I am committed to restoring that feeling where it was lost because I do believe that policing is a partnership and the only way we success is if we're doing it with a community and not to a community.

>> If I may, councilmember, this is similar theme the last couple of years where we had this concept we should be guardians and not warriors, and work has been done in that regard. And certainly the way you are characterizing it as protecting rather than policing certainly is one that can help enhance how we approach what we might do going forward.

[11:21:32 AM]

>> Councilmember, I've been here for just over two years and I've seen how austinities

[inaudible] That we're committed to the same values of not only having everyone in Austin have the same opportunities but ensuring that we keep each other safe and protected. And I know that protection of our police department of ensuring that everyone does have the ability to live their lives and feel safe and security, but ongoing discussion, ongoing relationship that each individual officer and each individual resident has with each other, and we don't take that for granted. We consistently work on that and it's something we have to continue to build over time.

>> Pool: Thanks so much. Thank you.

>> Mayor Adler: Councilmember alter, then councilmember Ellis.

[11:22:33 AM]

>> Alter: Thank you. I wanted to start by asking Ms. Musc Odin a question. First I wanted to thank [inaudible] For the work that you do every day. I know it's been a challenging several weeks. I know you are investigating the hundreds of complaints you are receiving and that has taken its toll mentally,

emotionally, et cetera. I wanted to, first of all, thank you, but I wanted to ask for clarity. You mentioned there were 159 complaints received Monday through Thursday, many of which I'm assuming are from the weekend. I want to understand if those represent 159 different incidents or if they cover the same incidents to the extent you know, you mentioned 250 communications related to [inaudible]. Can you help me better understand?

>> Sure, absolutely,

[11:23:36 AM]

councilmember. So we received a significant amount of communications from the community via our online complaint forms, emails and calls. And so our process is we review them, generally in this particular case they would have video attached, we would review the video, we review policy, and then what happens is staff internally and then determine whether or not we see any potential policy violations. And then we draft what's called a notice of formal complaint and it's basically an official complaint form we send to internal affairs that will hopefully lead to an investigation. And so that 159, that 159 that I mentioned is notices of formal complaints that we sent to internal affairs. We've had much more contact with the community than that. That larger number I don't really have at this moment but I can follow up with that with you on that. But in terms of formal complaints we've sent to internal affairs, that number is the 159.

[11:24:37 AM]

When I was referring to the 250 in our in-box we have 250, over 250 emails that specifically relate to the incident involving Justin Howell and 30 voice mails specifically related to that. And so when we look at generally what we have been seeing through contact with the community through the various means, the complaint form, email and phone calls, that we put them in kind of three buckets which is the incidents related to Brad Ayala and sayer nicaean nicaean and Justin Howell and the pepper spray. There is overlap with the complaints and so we've been sending them down because we think it's important because the community is coming forward, we've been sending

[11:25:37 AM]

them to internal affairs, but there is overlap with the complaints in terms of relating to specific incidents. Does that make sense? Does that clarify a little bit? It's not necessarily 159 different incidents. Like ten of them may specifically relate to Brad Ayala. I don't have the specific breakdown, but they are not 159 different incidences. But they are all related to the protests, if that makes sense.

>> Alter: Yeah, I guess I'm trying to understand if there are specific incidents that we rightly heard a lot about and I was just trying to understand whether there were other incidences that we hadn't heard about that were represented in that 159 and how those three or four specific ones where we had a lot more publicity about how they were represented --

>> Yes, so there are other incidences that are

[11:26:37 AM]



concerning that you probably haven't period about what we received complaints about. That is very much correct.

>> Alter: I might like to talk with you a little more about that but off line. City manager, in response to an earlier question I think from councilmember kitchen, you spoke a little about making sure that our staff had the resources that they need to carry out these investigations. And we actually had a conversation last Friday before the protests about my concern about how the hiring freeze was potentially impacting the office of police oversight. What steps have you taken since I raised that on Friday specifically to make sure that the office of police oversight is able to have its [inaudible] And obviously able to protestors

>> After we had our discussion I immediately followed up with our deputy city manager to ensure that if there were requests to

[11:27:38 AM]

make sure the resources were available so that has been followed up on.

>> Alter: Okay. Thank you. And then I have a question for chief Manley. I appreciated the information that you shared about changing the protocol for officers speaking into their body worn cameras before firing these

[inaudible], but I heard you say each officer who fired one of these rounds completed a report following the events that evening. Can you tell me if you have reports from officers who fired on individuals like Brad Ayala and Justin Howell and saraneka.

>> They won't speak into their body camera before taking action, but if they do take action, they would speak into their body camera about what happened. That way at the end of the night they could write a report. I do not know for certainty

[11:28:38 AM]

we've identified the officer specifically in those three cases. I do believe we have in two of them, but I'm not certain. And so that is something that we're still working through.

>> Alter: Okay. And as follow-up, as you just said, you are sorting through the footage, et cetera, but when will that video be available to the public and when will the officers culpable be identified and what is the course of action?

>> That will all depend upon the course of the investigation as we talked about earlier. So Siu is currently investigating the incidents that I discussed. There will be a concurrent internal affairs investigation in those incidents as well, and video would be dependent upon the state of the investigation, plus our work with the district attorney if they are going to review this as well be and what the appropriate time line would be for release so it

[11:29:40 AM]

wouldn't jeopardize any of the investigative integrity. So I can't give you an exact time line for what that might look like.

>> If I may, councilmember, the chief, myself, district attorney know that the timing of this is of critical importance and so we are doing everything we can to ensure the swift release of them as soon as they

are available.

>> Alter: Thank you. And then chief, another question for you is how is the riotous behavior defined? I ask for many reasons, we've seen the video of officers being sprayed with water and responding with impact munitions at close range. Can you speak to this incident and how that fits into the standards you shared with councilmember Casar.

>> Sure, so riotous behavior, I'm not going to give you a verbatim definition, there's a penal code definition that has a minimum number of people for

[11:30:40 AM]

engaging in riotous behavior, but that would include things like throwing objects at officers, throwing the rocks, we had -- you know, we had the car set on fire. All of those things feed into the decision of whether that riotous behavior. But the Texas penal code has a definition for riot and I can look that up and get that to you, but here in this moment I can't give you the exact.

>> Tovo: Okay. I would like to understand that better because I'm not sure that shooting whatever they were shooting is the right thing to be shooting when you are getting sprayed with water. Obviously there may be more information for that instance.

-- Instance. So in thinking about last night, I was really struck by the way that councilmember harper-madison framed something that I've been struggling with and this was kind of echoing something that someone had said. And namely we have to be

[11:31:42 AM]

able to recognize that we can have a problem that we need to address and we can have good officers on the force. And those two things can be true at the same time. We've received thousands of emails over the week and some of those do communicate a need for us so support the police and to support you, chief Manley, specifically. Do you believe it is possible for us to assess the situation, examine what went wrong and identify needed reforms while still being supportive of our public safety staff? I would really like to know what suggestions you have on how we might do that because we clearly have a problem, but I also believe that most officers are -- approach their duty as providing public safety for all of Austin. And I really want to understand how we can approach that.

>> And councilmember, your question is how do we effect

[11:32:46 AM]

reform? I was trying to follow that and I want to make sure I answer the right question.

>> Alter: I think it gets at a broader issue and I'm trying to stay within the confines of this briefing which was presented to us as we were supposed to talk about the protests. But my question is really a broader one in the context of everything we've been experiencing and everything this council has been working on, but to make it specific to this protest, how do we -- do you believe that -- do you believe and how would we assess the situation, examine what went wrong and identify a reform. And how would we do that in a way that is supportive of public safety?

>> I'm going to try. Tell me -- I think first we have to do a critical after action review and we have to look at, you know, what happened that, you know, at

[11:33:46 AM]

each step of the way. And it will be difficult because there was so much happening, it was happening at multiple locations while we were dealing with protesters in front of police headquarters that the officers were dealing with, at the same time we had people up on I-35 that had closed the highway, and we had gotten reports that the target in capital plaza was getting looted. We're going all over the place and there may even have been a March at the same time. We've got to be able to pull together a thorough after-action review looking at how we handled each of those incidents whether they were occurring concurrently or in succession or however, and then if there are areas that we identify as opportunities for improvement, we have to. And how do we do this with public safety concerns in mind. I think that's what you have to do is realize that the policies have to reflect the importance of the safety of our community and the people that we are entrusted to

[11:34:46 AM]

care for, but also the safety of the officers while they are carrying out their duties. And so I think it's that balancing act as well.

>> Alter: So I guess I -- I want to hear what you just said and kind of digest things from this morning. But it does seem like we've had a lot of incidences and complaints and I'm trying to figure out how we know that it's not just isolated error, mistakes, but there's a cultural and structural problem. We talked about the policies and the policies are important, but we also are going to have to talk about the culture and how we change that culture. And I think that is just something that we're going to have to think long and hard about how we do that. From what you know, chief,

[11:35:48 AM]

do you believe that what we are hearing and seeing from this weekend just represents isolated incidences that are part of error or mistake, or do you agree we need significant institutional reform? >> I'm going to start with the early part of that question or comment maybe. And that is the need for cultural change at the Austin police department. We are open to the review and we are actually engaging in that review. The Tatum report identified some things we are working on as a department in an attempt to further move into that direction. We have entered into an agreement with a local consultant that does work specifically in this field about coming in and doing a culture assessment on the Austin police department. Now, this is specific to the findings and recommendations in the Tatum report itself, but I think that what may

[11:36:48 AM]

grow out of that is the opportunity to look at the culture of the entire organization. I don't believe that the occurrences of this weekend should lead people to believe automatically there's a culture problem. We had our officers in very uncertain situations, situations that were extremely dynamic that we have not faced here before in my 30 years, and you only have to click on the national news for 15 minutes to see there are so many other cities that are grappling with this very same issue where police

departments have been called in to quell these what were supposed to be peaceful protests but got could opted and some meant to be what they were and police departments around the country are going to be doing a lot of self-analysis and as a profession we'll be doing a lot of self-reflection. This will be one of those watershed moments for our profession that we learn from, grow from and are better for in the future,

[11:37:49 AM]

but we -- and here we will be committed to engaging in that.

>> Alter: I appreciate your comments. I think that, you know, the protests did not come in a vacuum for Austin and we've been, you know, working as a council to address these issues, the very fact that we have the ability to do the anonymous complaints which is a function of what we've been doing and there's been a lot of that, but there's -- there is a broader context within which this is happening and I think it's important that we recognize it. So my very last question is to Mr. Are. No and we've not heard what you are doing in your managerial role to make sure that our police department is carrying out the policy

[11:38:49 AM]

that we set as council, and I would like to understand what you see as your role and what you have been doing and kind of what lessons you've taken from the many resolutions we've had over the last few years that have asked for some reform of some sort, many of which admittedly are still in motion and we are ahead of some other cities in doing. But, you know, I'm trying to understand where the buck stops here and we haven't heard from you.

>> Councilmember, thank you for that opportunity. In many ways I operate behind the scenes serving as the interface, if you will, from the city manager with the chief. And I strongly work with chief to -- in order to see how we might best implement the council policies that are enacted as well as balancing what the chief informs me about in terms of maintaining his officers safety.

[11:39:50 AM]

So again I reiterate the commitment I have in order to see that we might be able to react to what we've heard and experienced over this past weekend, and commit that these changes are very important, that they need to be done and certain I can take a much more visible presence in this regard.

>> Alter: I think these have been there for a long time and just wish it didn't take events of this weekend to have you do the job that is your job, which is to help us implement the policy and to hold folks accountable that are under you. So thank you.

>> Mayor Adler: Councilmember Ellis, I think, was next.

>> Ellis: Thank you, mayor. Gosh, there's a lot to go over. I want to get back to the use of these, quote unquote, Leslie that will bullets.

[11:40:51 AM]

We've obviously seen they are putting people in the hospital, they can kill people. I don't know that

terminology is appropriate, but who determines how much the officers are carrying on them and when deployed. Is there some sort of process to inventory to what is appropriate when going into a situation like this with unarmed civilians?

>> So the operational plan that I mentioned at the beginning of this, that would outline who the command structure is, who the commander or assistant chief is running the operation, how many officers will be there, whether there will be teams like the special response teams, the bicycle public order team, and then within that would be the assignment of roles. As far as who carries which piece of equipment, the srt is very detailed in what -- what a squad will consist of, what a platoon will consist of, and within that squad you will have officers

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that don't carry anything so therefore their hands are free so you can just engage someone with your hands. If you were to try to place somebody in handcuffs, all the way up to officers that are obviously going to carry the impact munitions as well. That's all defined in the operations protocols for those teams.

>> Ellis: And can you define srt for us and for those who might be watching that aren't familiar with the terminology?

>> The srt is our special response team and their motto is defend the first. That gives you insight. This is our team that is really trained to handle protests, free speech-type events that happen in Austin so frequently. And their role is to keep those events safe to allow them to take place. Oftentimes as we know there will be countering opinions, there remember a protest and counter protest. These are groups that go in and try to ensure the safety of everybody, can come out, speak out, speak against what's being said and do so

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safely.

>> Ellis: And is there any kind of inventory so in a situation like we saw this weekend is an understanding of how -- how much was fired by officers?

>> I don't know with this last weekend whether we'll be able to get an exact amount, but typically when an officer utilizes that weapon system, the Leslie that will munition, when they write their report there's a detail page where you document the person on whom you used that force on a response to resistance, you will document specific information, race, gender, age, and then in there is also number of shots fired. So typically yes, that information is gathered. With the way the weekend went, I'm not sure that we're going to have all of that information.

>> Ellis: Do you have an idea what portion of APD's budget is for these Leslie that will types of rounds?

[11:43:53 AM]

-- Lethal.

>> I do not.

>> Ellis: I would be interested in that because I'm really concerned with the indiscriminate. Is body come are going to be released?

>> That goes back to the question about status of review into these incidents and the district attorney is looking into some of these. Where we think it's appropriate if it would not impact jeopardize any ongoing investigation and then if it meets the definitions under state law about releasable video, we would absolutely release that.

>> Ellis: Earlier the 180 day rule. Would that apply to some of these occurrences?

>> Yes, the 180 day rule will apply.

>> Ellis: If it takes longer than 180 days, we might not get information to

[11:44:53 AM]

the public?

>> By civil service law, the maximum discipline that an officer can face would be a written reprimand. So that's the big constraint under civil service law.

>> Okay. And is that civil service law something that we handle through the contract or is that set at the state level or how does that work?

>> So the civil service law is set at the state level. The meet and confer agreement negotiated every three or four years between the city and the Apa, that's where you can make changes to the civil service law. So oftentimes what city leadership and management wants is to have officers forego some of their rights that are guaranteed to them under civil service law and then the Apa representing the department, the officers, will have things they want in return for that. So that's where you would make changes to rights that are guaranteed under civil service. You either have to go lobby the legislature to change civil service law

[11:45:53 AM]

or you have to handle it here during meet confer discussions.

>> Okay. I seem to remember that did come up the last time the police contract was being discussed.

>> I'm sure. It actually did, yes. I'm sorry. I do remember that the 180 did come up but there was no revisions. And then there is one -- there is one exception that if the incident being investigated has the potential for being criminal, then I can, prior to the 180th day, send a letter to the attorney general letting them know that I need to hold off on making any disciplinary decisions based on the ongoing criminal investigation. And so that's the only real exception to that, though.

>> Okay. And what would happen if you, as the chief, identified that rules have been broken and you decide that someone is not able to serve anymore as a police officer.

[11:46:54 AM]

What does the process beyond that look like?

>> So the way our system works here is the police chief has the ability to indefinitely suspend an officer, and that's our term for fire, for firing someone. But then that officer has the right to go to arbitration. And so they can take that before a third-party administrator and do an arbitration. There are some provisions that let you go to the courts instead of the arbitrator, but officers absolutely have the right to contest a chief's decision and then the decision of that ruling body, normally an arbitrator, is the decision that stands.

>> That's something that is of note to me because I know that recently you did actually fire two officers who were shown to be lying when the body camera footage was released. There was news recently that they are now back on the force with back pay. So I see that as a place

[11:47:55 AM]

where you saw something was wrong and you made an appropriate call and so I just wanted to daylight, while we're all talking about this discussion, that there are moments where there is an action by a officer that is not according to protocol and there are still some other rules at play that are a part of this conversation. Understand the inner workings of the police force and state rules and levels of courts and governments that sometimes go against the wishes of a police chief. So I'm very concerned about the actions that took place this weekend. We need to be providing a safer space for our community members of color to be able to peacefully protest. I am concerned about the use of these less lethal bullets. That's a soft word for what these things do. And if I heard you correctly earlier, is the

[11:48:57 AM]

bean bag bullet going to be discontinued or is that discontinued on certain basis type of decision? Can you remind me of that? You may have said it and I may have missed it. The language will be prohibited from using it in a crowd. In other words, you wouldn't fire it into a crowd . It is still a very useful piece of equipment for officers to have because it gives them the opportunity to have a less lethal option that without that less lethal option that might have to revert to the next level up. The only other really less lethal option officers have that provides that standoff distance, in other words, you don't have to be up close, is our taser. But if memory serves me right, I think those are only 21 feet long, the cables that attach to those, and pepper spray has a limited range as well. It is a tool that in the right circumstances provides officers with an extra way to approach a situation without having to engage.

[11:49:58 AM]

>> I think as people are seeing what these beanbag bullets are and how much medical damage they can do to the people hit by them, that is very concerning. I know one was used shortly before Mike Ramos' death. And seeing what damage was done to the people who were hit by them this weekend, I just cannot imagine anyone being hit by one and then deciding to start voluntarily complying. And I think that's just a matter of police process. It's extremely disappointing and I'm glad to hear you say that some of the you'll see you've changed already. I believe that we need to get to the eight rules that have been shown to assist with deescalation. I think we also need to look at deescalation protocols so the officers aren't the first ones showing up if it is a situation of a mental health crisis, like

[11:50:59 AM]

Mr. Desantos. We need to be looking at this more comprehensively. We do need to be changing some rules and some of the financial decisions that are going on within the department. But I do appreciate you being here to answer our questions and to listen to the testimony of our community members that gave us their heartfelt responses yesterday.

>> Mayor Adler: I'm going to give a quick comment here myself. Because I think that we've addressed the -- some of the specifics, certainly with respect to the non-lethal use, but I just want to touch on a little bit larger context, and I direct it to the three of you, ray and manager. There was something that happened this weekend, past weekend that didn't feel like or look like Austin. I think that's what people are reacting to,

[11:51:59 AM]

to some degree. It just didn't feel like the Austin that we aspire to be. I'm glad that there's a change in policy with respect to firing guns at austinites that gather to protest, and it's important that there be review and accountability for all the videos and the complaints that we've heard. But the trouble in my heart goes beyond the specific analysis of any particular officer's conduct at any moment in time, although it certainly includes that. Austin is a Progressive, caring, innovative, friendly, and supportive city and we need a police force that in conduct and in spirit is part and parcel of that. We need a police force that supports and implements and shares that Austin culture to which we aspire.

[11:53:02 AM]

So I'm trying to put the decisions and practices this weekend into that larger context because we're not going to be able to anticipate at any point in time every decision that has to be made as people are out doing their jobs and their duty. After the city adopted a policy that ended curfews for adolescents, and there was a debate about whether or not that was the right thing to do because it was additionally seen as a tool that was important for the police to have. We needed a police force that leans into that new policy, once the city takes it. And you and the force did that, and it worked really well and for the benefit of the community. After all the debate and the discussion was over and the city acted and adopted a policy that

[11:54:03 AM]

seeks to decriminalize homelessness, also a race issue here in that almost half the folks experiencing homelessness are black. We need a police force that really leans into that new policy and tries to make it work at all levels. And I did not feel like we had a real partner in that regard. After the city adopts a policy on low-level criminal offenses, like we did with marijuana possession, for many of the equity and issues that we're dealing with right now and cities across the country are coming from the same place, we need a police force again that adopts and supports and tries to further that policy direction that the city has taken. In this community I think

[11:55:04 AM]

what we want and need are practices and visuals from our police department that are seen as being with and supporting the protesting community in our city, because that's who this community is. And there were moments of that this past weekend and they were great to see and reaffirm. It just didn't seem like the dominant conduct or the dominant message. I recognize, as I think we all do, a need for our officers to be able to be safe and to defend themselves and the police station, especially against



criminal activity , but we also have to recognize that doing that sometimes is going to create an image or a visual that's hard. That's just part of that

[11:56:05 AM]

reality, but especially when that is present there needs to be a significantly increased and deliberate and intentional effort by everybody on the force to more than balance that with actual conduct and tangible and visual messaging to our community that we are or that we truly become, as the sign says hanging on the police headquarters, Austin one community, safer together. And I think that goes to a larger issue. There will be trust in this community to the degree that the community feels that our police force, that everyone working in this city internalizes and is motivated by the Progressive city policies that are this community.

[11:57:07 AM]

And that's what we need. Jimmy, your turn.

>> I asked one quick question at the beginning so I'm glad to have a moment to share my thoughts a little more. Thanks to all my colleagues who have asked some very important and good questions that I think all of us are sharing. We have spent the last two years doing some very deep and difficult reform work on policing. And one of the things that kept being repeated very clearly that we all agreed with was that community trust is a critical component to successful policing and a critical component and the point of community policing.

[11:58:07 AM]

Chief, I'm glad to hear that you have a commitment to making change and a commitment to reform. I don't know that using some of the language that we hear the president use is going to help us get there. There are certainly provocators that act but I don't think this community is looking to hear it described the way the president describes it. I have had many concerns long before this weekend and ultimately for me I think that I would encourage you to consider a path in this movement for big structural change in reform where your role may not be in the seat that you are in now. And it might be -- I am open to other options and look forward to hearing them, including what you might do as a private citizen.

[11:59:08 AM]

>> Mayor Adler: Kathie and then Natasha. Kathie, can't hear you. Can't hear you.

>> Tovo: How about now?

>> Mayor Adler: Yes. You're fine.

>> Tovo: Thank you to my colleagues for your questions. I have tried to revise mine so I'm not duplicating them but I do need to indicate I have multiple questions that I'd like to have an opportunity to work through. Let me start by saying -- let me ask my questions and then I'll make a few comments. Chief, you've addressed procedure and have

[12:00:09 PM]

answered questions about procedures, but I'm not sure -- and if you said it and I missed it. Can you help me understand when the last time was that the policies and procedures related to the policing of protests were revised?

>> I would have to go back and look and see because there's different policies as far as the -- I guess the use of kinetic energy projectiles as a policy, because that came into play last weekend. Mobile field force. So there's not like just one policy on how to manage a protest. So I would have to go back and try and identify which policies would be relative to that question and then provide you feedback.

>> Tovo: So let me just bookmark. I believe we need that information and I think that feeds directly into what multiple people have called for, which is a real plan for

[12:01:10 PM]

transformational change. So in addition to knowing when those policies and procedures were revised last, I would be interested to know what kind of best practices have been reviewed in recent history to revise those. And I think that the events of last weekend show very clearly that those policies need revision. I appreciate that you've made one for this weekend. It seems to me that they probably need to be broader and wider in scale. I want to go back to the discussion of I-35, ih-35 because it does seem that the most -- that the impact munition and tear gas were deployed largely because, as I understood your testimony and the

[12:02:10 PM]

testimony of the many, many others who have written or participated yesterday, it seems to largely be surrounding that decision of APD to keep ih-35 clear. I understand that it's a major corridor. Of course we want to protect the safety of those who are occupying the road but we do close down ih-35 from time to time. Can you walk us through -- can you answer I guess for us how thoughtfully and deliberately and broadly was that conversation had ahead of time about whether ih-35 would be kept clear or whether protesters would be allowed to occupy it?

>> Well, that is a discussion that was had ahead of time when we were looking at what the concerns were for what

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protester activity might take place that would disrupt the operations of the city. And we recognize that if we let protesters take over ih-35 then we have impacted not only public safety, but quality of life around the entire city. And to what extent do we allow that to happen. And then what if tomorrow we have a group of ten people that are protesting something totally different than what this last weekend was about and those ten people walk up on ih-35 and decide they want to sit down. Where do you draw the boundary on who gets to close ih-35 and who doesn't. What size crowd does it take to close ih-35 and what doesn't. At the end of the day it is unsafe to allow that interstate to -- interstate to be closed. I understand there's construction and then when we were having major construction done up at

[12:04:12 PM]

the 183 interchange, txdot came in and put up barriers so people knew well ahead of time. And so the decision, it is a well-thought-out decision, but it is a decision that we have had here for quite sometime about the need to keep the interstate open. And that is a discussion that I had with others as well.

>> Tovo: I guess I'll have to reflect on those -- on this particular issue and those words and whether or not this was a necessary instance where a closure would have been the more appropriate method. I wanted to move on to the conversation that we had about -- I may have misheard you, but I believe at some point during this morning you indicated that APD was not informed of the hospitalizations or the extent of the injuries. And my question is for

[12:05:18 PM]

you or Arellano. Why wasn't APD informed of ems's response and the volunteer medics' response of the significant serious injuries that were being seen by our paramedics and our medics out there on the streets as a result of the impact munition?

>> We were not aware. Oftentimes when an officer will be involved in a response to resistance, we're taking that person into immediate custody, so we understand whether there was an injury or there's a complaint of an injury. In these cases, we were not, you know, oftentimes, I don't know if ever, taking these people into custody. Instead, they would run away if they were impacted or, as we're learning now, obviously some of these rounds apparently hit people that were not the intended person. So I was not aware that we had such high level of injuries. We were not getting immediate reports. We did know the night

[12:06:18 PM]

when Mr. Howell was injured, because obviously he was brought forward to us and we got him immediately to the ambulance. But many of these reports that we're getting, especially on the ten cases that I said we're tracking, they came in well after the event. We were getting information on Monday on those. Now, it may have been known to a few, but we didn't have an information system where we were getting updated reports from individuals presenting themselves at the hospital, I guess, is the best way to say it.

>> Tovo: Mr. Arellano, can you help me understand what the information transfer was like between ems and APD?

>> One more thing to add to the chief's remarks. Thank you, council member. I was going to add to the chief's remarks is that this is an opportunity, I think, to see how we might better connect that information as he described. We are generally, because it's not a crowd, we are generally knowledgeable

[12:07:20 PM]

about the impact to the person that was involved in this incident. And so we know what we might need to do in order to modify whatever the response to resistance was or can be. Clearly, this is an opportunity, I think, to see how we might better connect the information on a realtime basis rather than having to look at it several days afterwards.

>> Tovo: So multiple, multiple people have also -- we have spent -- rightly spent a lot of today's discussion focused on the use of impact munition, and, again, rightly, because the injuries were so significant, you know, but the testimonies that we received yesterday and again via e-mail were horrifying listening to chief Rodriguez describe the extent and impact and significance and ramifications of them

[12:08:21 PM]

this morning was stomach turning. So, you know, again, rightly, I think those are the instances that will require the most investigation in terms of reviewing videos and determining who was responsible and why they fired -- and why they, at least in the cases we talked about, appear to have fired outside of the training instructions that I read in the force policy. But I hope that we're also -- that you are also looking at the videos and the other testimony and the other examples of instances where we're hearing reports of officers firing pepper

[12:09:21 PM]

spray within extremely close proximity to protesters and looking carefully at those instances as well. One question that has been raised multiple times by individuals who are rioting is whether there was thought given behind the use of tear gas, especially given the fact that we're in a respiratory pandemic, as one speaker put it yesterday. Was there any conversation around the use of that tactic in light of the current pandemic?

>> We did not have a discussion linking the use of cs with covid, no, we did not.

>> Tovo: So, you know, we have clearly gotten lots of requests for what our constituents -- and by that I mean all residents in Austin -- have asked us to do. I have never seen --

[12:10:23 PM]

having lived in Austin for decades and having participated in protests for decades, I have never seen a police response like this. Certainly, I stand with my colleagues who have expressed that we expect our officers to be able to keep themselves safe as they're keeping members of our community safe and creating safe spaces for people to raise their voice in protest. I appreciate, chief Manley, your commitment to making an immediate change with regard to the policy. I would ask a few things. One is police monitor -- and thank you for the information you provided. I know you are extremely busy responding and evaluating all of that information, and I appreciate it and appreciate the work that

[12:11:24 PM]

you're doing and your staff. At an appropriate time, if that information could be communicated with us in writing. I need that captured and go back to this transcript and make sure I have correct information about the number of reports and some of the other data that you gave us earlier. I think it would save -- city manager, that is information that our public also wants sooner rather than later. Chief Manley, you talked about an after-action report, and obviously that has to be done

[indiscernible] In a deliberative manner. I would ask, one, as a direct question, will there be a public

component to that? You know, you have asked and monitor musket has asked for information from the public and I think that's important and necessary. As you develop your

[12:12:25 PM]

after-action report I hope there would be significant public input that goes into that. Chief, I would ask you if that is your intent?

>> I am not opposed to the process in which we are going to do the after action. I think a lot of the information that came forward last night is important and I think there will be an opportunity for public input. We have not framed how we're going to carry that out yet.

>> Tovo: Thank you.

>> Council member, if I may, I'll commit here publicly to ensuring that there is a public release of whatever we can through that investigation. So we want to be as transparent as possible about this.

>> Tovo: City manager, it may have been on my end, but I couldn't capture what you said.

>> I appreciate the spirit of your question in ensuring that we can get out information to the public as appropriate. And I am committed to doing that.

>> Tovo: Thank you. And as I was starting to say, I understand that an after-action report will

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need to be delivered in thorough and will take time. I would request of you, manager, that, you know, chief Manley referred to an operational plan of the police and going into this. I think we need an operational plan for transformational change. I think that is clearly some of the work that this council has initiated already and is in progress. The Tatum report gave other recommendations that I hear you and I hear your commitment to implementing. I believe we need an operational change for transformational reform. I think that operational plan needs to identify some immediate short-term actions, as chief Manley you have with the change in policy that will be implemented this weekend. I think we need some near-term recommendations

[12:14:27 PM]

and some longer-term ones. Manager, I would ask you and your team to work on that. It needs to really be immediate. And so it's fine for it to evolve and to deepen and to become broader, but we need that commitment for immediate change and we need it just as very soon as you can make that. We have, you know, all gotten feedback about last night's vote with regard to the acceptance of the grant and what that signified. Some of my colleagues spoke about it at the time. I voted for it for the reasons several of them suggested, that it was a conversation about accepting a grant with a match that was supported by existing salary. I would welcome my

[12:15:28 PM]

colleagues' conversation. I have, in some of the e-mails, gathered that several of you are working on resolutions and action for next week and would welcome that conversation here today. I think it's important for the community to get a sense of the kinds of conversations we intend to have so that they

can provide feedback. So if anyone feels comfortable sharing some of those details today, I would welcome that. I want to say very clearly to my constituents, I am horrified by what I saw in the videos. Not only -- it doesn't look and feel like Austin, I absolutely agree, but it really shouldn't be happening anywhere, not just in Austin. I condemn the use of the methods and the way that, as I understand they were applied, which was to individuals who were

[12:16:29 PM]

protesting peacefully, in many cases, and I'm going to support policy changes if needed to make sure we don't see injuries like that again. So, again, I appreciate those -- all of the conversation. And really all of the community members who have provided us with input, and I would like to just emphasize again, manager, our operational plan for how we're going to implement transformational reform and transformational change here in Austin needs to be done in collaboration and co-created with our community.

>> Mayor Adler: Thank you. I'm going to recognize council member harper-madison next. Time check, colleagues. It is 12:20. We had talked about going until noon. How many other people still would like to speak? Mayor pro tem would still like to speak. Should we keep going and

[12:17:32 PM]

just hear from

[indiscernible]

>> Mine are short.

>> Mayor Adler: Then let's go ahead and do that. Natasha, you want to go first or last?

>> Harper-madison: As you all know, I have been having tech difficulties today, but I think it's been resolved. Can you hear me okay?

>> Mayor Adler: Yes.

>> Harper-madison: Excellent. Oh, boy, where do I start? I feel like I've been taken up a lot of space and there was a part of me that felt guilty for that. And then I realized I don't feel guilty for that. There's a lot of space that I need to take up right now, and I'm okay with that. I have lots of questions, but I will try to respect everybody's time today, especially the mamas on the line. I know that y'all are getting the same questions I am about I thought it was Friday! You don't work on Friday. So I know Ken is off the

[12:18:34 PM]

line but one of the reasons I wanted him to come before us today is during the course of this conversation, such a difficult conversation, I wanted to take the opportunity to take note of how frequently I feel like the Austin police association is absolutely irresponsible with what they share on social media and how they engage with the general public. And I'm not talking about engaging with their members. I'm talking about with the general public. I think they do and say things often that are problematic and incendiary. That was one of the reasons I wanted him on the line today. And I think he's already gone, but I wanted to take this opportunity to say moving forward, it is my hope that they will be more responsible with the voice they have and how they say things. The other thing I wanted to say was that it is also my hope that especially during the course of this time as we have this conversation

about this topic that

[12:19:36 PM]

what's being reported back to the membership is emotionally mature and responsible and productive. I hope that what's being reported back to the membership is that we all recognize the complicated nature of what it is we're discussing and we need for, you know, during the course of these conversations about leadership, we need to be able to have this conversation with chief Manley. But I think a lot of folks don't recognize Apa, the Austin police association, is the voice for the membership of our men and women in uniform. And we need them to be very, very responsible in how they communicate where council is. And so my hope is that will be the course moving

[12:20:36 PM]

forward. Some of my questions. Thank you, mayor pro tem Garza for saying -- I wrote it down because there's no possible way I could remember it all. So I'd like to know, and, chief, this is specifically for you and/or -- I guess the only other person on the call who could address this would be acm marriano. I kept hearing over and over how there are opportunities where the use of a particular type of force -- and that is what it is, right? It's force -- were justified or within the parameters. You know, but I can't help but ask when we -- Ken Cassidy talked about all the rallies, all the

[12:21:36 PM]

marches, all the protests we have in Austin and I don't know that he saw the irony there. So when the Klan comes and protests in Austin, are we deploying these trajectory whatever military term you used to describe things that hurt people? And that's a real question. Like, I'd like very much to know when the Klan comes to Austin to protest, when the reopen Austin rallies and protests happened, did any of those people get shot by anything?

>> Is that a question, council member, for me?

>> Harper-madison: I can't hear you.

>> I said is that a question for me?

>> Harper-madison: I can't hear you. Let me see if I can't do something with my tech.

>> Mayor Adler: Hang on

[12:22:37 PM]

a second, chief.

>> Okay.

>> Harper-madison: Okay. Can you try again?

>> Yes. Can you hear me now?

>> Harper-madison: I'm sorry. I still can't hear you.

>> Okay.

>> Mayor Adler: Is there a phone number you can text to Natasha and be able to call in in here?

>> We have given all the information to council member harper-madison already.

>> Mayor Adler: Thank you.

[12:24:12 PM]

>> Harper-madison: Hello?

>> Mayor Adler: We can hear you now.

>> Harper-madison: Awesome. So it turns out, for whatever reason, what's happening with my tech issue is I can't see audible and visible at the same time. So I'm just going to walk away from the computer. So, yes, that was the question.

>> And I just wanted to make sure before I started speaking. I don't know the particulars of those protests, sitting here right now, but what I can tell you, the decision of whether or not there is a response is based on what the officers are confronted with. So it has nothing to do with who is protesting or what is the subject matter of the protest, it has to do with the conduct of those protesting. And as I have said many times on I know this meeting so far today, is that we know there were groups that came in and infiltrated what was to be a positive, productive, free speech opportunity.

>> Harper-madison: I'm

[12:25:14 PM]

sorry. That's unacceptable.

>> I can't hear you.

>> Harper-madison: Can you hear me now?

>> Mayor Adler: Can you hear her, chief?

>> Can you try again, council member?

>> Harper-madison: Yes, I can hear you. Can you hear me?

>> Now I can. Yes.

>> Harper-madison: So I cut you off because I just feel like that's unacceptable, and it's -- frankly, not to be rude, but that's a cop out. We've watched these people exhibit extraordinarily bad behavior, if that's what we're talking about. Human beings exhibiting bad behavior. We've watched those people exhibit bad behavior and time and time again, even during the course of this unprecedented series of events, we've watched, frankly, white people with guns behave badly and they don't get shot

[12:26:16 PM]

at. And so I'm really just trying to figure out why it was appropriate to deploy that level of force, both by way of the present and the deployment of what you keep referring to as tools. I simply cannot for one moment understand why it was appropriate now and it hasn't been before. And maybe it's not a question at this point so much as a statement, in which case I'll keep moving. The other question I have for you is, as we're having this conversation about non-lethal policy, I don't know that you've answered this. Maybe you did. Maybe I was having tech issues. Is there a policy about not shooting above the knee?

[12:27:16 PM]



Is there a policy about the path to least damage to human flesh?

>> We have policies that first talk about the sanctity of life, but when you talk about specific target areas, some of our policies do address that. And I just did make a change to the kinetic energy projectile policy. Previously it said something to the effect of you would not target the neck or head area unless there was a need for immediate incapacitation. What I will be signing into policy is that you will not target the head or neck area unless it is a deadly force encounter. So we do have policies that talk about specific target areas. In other words, an impact baton strike to the leg is a much lower level use of force than an impact baton strike to the head which, again, would ever to be a deadly force situation.

>> Harper-madison: Man,

[12:28:17 PM]

I'll keep it to myself because at this point it's not a question. It's a statement and I don't know that it's helpful. So in terms of the new protocols, how quickly will they be put into place and as we are on the precipice of having these conversations about cadet classes and training or frankly, in my mind's eye, the lack thereof, how fast will that be a part of the curriculum that new --

>> So that policy change, as soon as I sign it, obviously becomes the current policy. We've already put it out verbally to the officers working right now on the protests so they know that that is in place, and this would be part of the curricular for the upcoming cadet class.

>> Harper-madison: I appreciate hearing that and I really do look forward to continuing the conversation with my colleagues about when it is appropriate for us to resume cadet classes.

[12:29:17 PM]

Because in my mind's eye, now is not the time. So the next thing I would ask -- and I think you might have sort of touched on it earlier, but I think it would be helpful for those on the line or listening in, you talked about chain of command. You said if there's a lieutenant or a sergeant behind, they're going to watch the person who engaged in behavior that was dangerous, so to speak. And so I just couldn't help but wonder -- like I think a lot of folks are wondering -- watching this it felt like nobody was in charge. I would just like to talk about chain of command and, like, under what circumstances are there people in positions who have had the necessary degree of training and time on the job, and how many people are they overseeing? Is it one sergeant

[12:30:19 PM]

[indiscernible]. How does that work?

>> So what is spelled out in the operational plans is who the chain of command will be for that event. So in other words the operational plan for one of these day's events, it names the assistant chief that was the chain of command over the operation over the commander. It identifies them as having operational command for the day over the operation. And then it goes on to identify a lieutenant that's over the srt component, a lieutenant that was over the bike patrol, the bike public order team and the horses. And then it's got listed out on this one here, it's got four sergeants over srt and it's got two sergeants over the bike public order team, it's got the mounted patrol sergeant, and it's got the sergeant over the motorist division. The chain of command is all spelled out as far as which sergeants are over which

individual operational unit and then the lieutenants that they will report to and then ultimately the commander

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and the executive, if there's one over the operation.

>> Harper-madison: Chief, you'll have to forgive me and anybody else on the line who is ignorant. It just sounds like military talk to me. And so I only understood half of what you said. So I guess if I could say it in real practical layman's terminology, how many people are in charge and who -- how many people are they in charge of?

>> So on the chain of command, as it's spelled out in the operational plans, there is an assistant chief who will be over the operation. And so that person is over the plan, the operation, the event. And then underneath them, you're right, it is a rank and file system. Underneath them will be a couple of commanders so that they can help carry out the direction of the assistant chief. And then underneath the commanders will be the

[12:32:21 PM]

lieutenants who will then supervise the sergeants. And so it is a rank and file system, and that's how it's structured.

>> Harper-madison: I'll be honest, I don't know that you answered my question. I'm not trying to badger you, I really am not. I just I have questions and the people have questions and I really don't feel like you're answering them right now. So if you could -- I'm going to try one more time. Let's say there's one sergeant, one lieutenant. Approximately how many people are under their watchful eye and -- I guess we're really trying to get a mental image of where's the boss right now and who's telling you to stand down when your behavior is inappropriate? That's what I'm trying to get a feel for.

>> So the sergeant will be over a group of officers. And I can't say with exact certainty. Typically there's going to be between eight and

[12:33:22 PM]

ten officers that will be with that sergeant. That's how we, on patrol, a sergeant has a group of anywhere from eight to 12 officers. And so that's the first-line supervisor is the sergeant. The lieutenant will be over a couple of groups of sergeants, potentially, unless it is just a lieutenant who has a specific assignment. But typically the lieutenants will have a group of officers under them. So like in this one operation, we had one lieutenant who was over srt. So the entire srt component, with sergeants there would be srt sergeant, they would report to that lieutenant. The other lieutenant would be over the bike public order team and the mounted patrol, the horses. And so the lieutenants supervise the sergeants. So they, depending on how many sergeants -- so the srt had four sergeants working on the ops plan I'm looking at right now. So those four sergeants

[12:34:22 PM]

would be over all of the srt officers. Those four sergeants would be reporting to one lieutenant, and that

one lieutenant would report to one commander. That commander, obviously, is over however many lieutenants there were that day, unless there was a second commander. And then, obviously, the assistant chief is over the entire operation.

>> Harper-Madison: I think that's much closer to the answer I was looking for. So thank you. I appreciate that. And so I would echo the sentiment of some of my colleagues. I really wish I could see y'all right now but as soon as I turn my video on, everything goes wonky. I'll echo the sentiment of some of my colleagues in that we can't possibly -- and I think if for no other reason, I think all of our officers are recognizing, you get 3,000 e-mails in 24 hours and you're the person tasked with handling

[12:35:23 PM]

that, there's no human capability for them to be able to do that. So being inundated constantly all the time and still trying to do your job, I'm recognizing that we can't possibly ask the OPO to do the great work that they've been doing so far without offering some support and some additional staffing. And so manager, this is for you as much as it is for Chief Manley. I would just like for you to offer, one, publicly, some commitment to making certain that we staff that office appropriately to where they can be a viable substantive continued force in doing the right thing. So I would just like to know, both of you, can you confirm that you agree with that?

>> Yeah, thank you for that opportunity, Council member. I have made that commitment when this office was first started.

[12:36:23 PM]

I continue to have those touch points with the director, and then over the past week having some more specific conversations that I know the director had with our deputy city manager. But this is a commitment that I will reiterate here that we will only be a stronger and more trustworthy city if we have a strong office of police oversight. I know we have laid a good foundation two years ago but that foundation needs to be built on.

>> Harper-Madison: If I could, if you wouldn't mind just elaborating. The question was do you agree that we need to fortify our office of police oversight at all cost right now, in which case I recognize that we have a hiring freeze. You're not going to offer up employees for all of our staff to manage the thousands of e-mails. But can we at the very least commit to the city that we are going to fortify the office of police oversight as it should be?

>> Yeah, Council member, if that wasn't clear, absolutely.

[12:37:23 PM]

I make that commitment.

>> Harper-Madison: Thank you. Chief Manley, I'm just asking for your thoughts there and hoping to get a pretty clear and firm commitment from you as well that this is a need and this is something you believe?

>> I believe in it, absolutely. And it is a need because I understand the workload that the OPO director's office already has, and with the influx of complaints they're going to receive, it will exceed that capacity and we stand ready to assist in whatever way we can.

>> Harper-Madison: So my hope is that we get to hire full-time employees who are culturally competent

and capable of doing the work, as opposed to shifting people from other departments who can maybe help with some admin work. They need something and it's not something that I want us to take lightly. I'll move on. So you mentioned earlier during the course of your conversation around civil

[12:38:24 PM]

service law and meet to confer. You said the opportunity you get to make acceptance. I'm super curious about the level of discretion there and like how often does that happen? I think everybody's curious about what does that even look like.

>> Were you talking about an exception to the 180-day rule, council member?

>> Harper-madison: Correct.

>> If I have a case that has both an administrative component and a potential criminal component, then I can file a letter with the attorney general asking them to give me an extension of the 180 days because I need the criminal component to carry its course first. This is done in a handful of cases. Oftentimes officer-involved shootings, because the review that is done by the d.a.'s office is lengthy and thorough and

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doesn't get completed within that 180 days, and so I need to hold on to that. We have also had instances where we have had officers that may have been accused of other criminal conduct and that came to investigation. And then at that point the 180-day rule, if it was going to run, I could expand on the deadline with a letter to the attorney general there as well. So it's not something I get to pick or choose.

>> Harper-madison: That's very helpful. I'm sorry, go ahead.

>> I was just going to say, it's not something I get to pick or choose when I use, it has to have a criminal component that's still under investigation and therefore I can't render my decision prior to its conclusion. That's when I have to seek an attorney general letter.

>> Harper-madison: I think that's the clarity that we were all looking for. Another question I have is you talked about how there's a code, and frankly there's policy, protocol, about what

[12:40:25 PM]

happens when officers engage in behavior that's, frankly, unprofessional. You said the thing about how misconduct is addressed. There's a system for other officers to hold other officers accountable. I'm just super curious and would like to know so that I can share this information with our constituents, were there any officers who had to report that they had to intervene over the course of the weekend?

>> Not that I'm aware of right now.

>> Harper-madison: So my follow-up would be do you find that problematic once we're recognizing -- and you said yourself multiple times throughout the course of this call -- that there are things that are under investigation and that could potentially be problematic. Do you find it problematic that nobody used the intervention

[12:41:25 PM]

policy and that you haven't heard from a single officer, including what it sounds like a handful of people in positions of leadership, you haven't heard a word from anybody? Nobody has used the intervention policy? I know that was a lot, so I'll keep it clear. The question is do you find that as problematic as I do?

>> Well, once I get a review of the incident and who would have been near an incident that occurred and whether they were focused on that and something that they should have reported, then I think that's when I would be able to make that determination.

>> Harper-madison: Okay. I'm doing my best here. Okay. So another question I had is about -- and we're talking specifically about [indiscernible]

>> I'm sorry.

[12:42:25 PM]

About the what?

>> Harper-madison: I said we're talking specifically about the course of the weekend.

>> Okay.

>> Harper-madison: So I won't go as broad as I could, and I really appreciate council member alter for saying some of these considerations and concerns are broad, and they didn't start this weekend. These have always been problems. This is always how -- you know, there's a certain segment of the population for whom this is how they assume pd will show up. All battery and no community. And so the question I'm going to ask is along those lines, but I'm going to try to keep it within the confines of what it is that we were intending to discuss today. I really have some concerns about how frequently, in my mind's eye, there were situations that occurred over the course of the

[12:43:26 PM]

weekend that were a very us versus them kind of mentality. I would like very much to know what you or, frankly, whoever is in the position of leadership moving forward for the Austin police department, sees as a more appropriate course of creating relationship where there's not this mistrust. It feels like y'all hate them and they hate you. I know that's really sort of vast, but that feeling is palpable. People feel like y'all hate them and you treat them like lesser than and inhumane in ways that we watched play out over the course of the weekend. And I will remind you -- this is a statement, not a question. I will remind you I didn't see one klansman

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get hurt. We got young black and brown people out here getting hurt. I would like very much to address by way of what happened over the course of the weekend. How do we -- how does the leadership address the issue of the them versus us mentality? We got to fix it and I would like very much to know your ideas and, frankly, that will be my last question. So I hope your answer is substantive.

>> Certainly. You know, one of the things that we try to do is align ourselves with the event organizers ahead of time. And typically we've been able to do that when these are events that are organized by our local groups that we work with regularly. And through that, many times we would actually participate in the March but at least we would have solid avenues of communication so that it didn't become that.

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What we've been encouraging individuals to do, especially Monday through last night these protests out front were extremely peaceful. Officers were out there mingling, talking with those that were here to protest. We escorted the protesters to the capital and back because we weren't having rocks and bricks and stuff thrown at the officers. So they were able to have a much different approach to how it happened this past weekend. And one of the things we were talking to the protesters as they were there about was that if we can continue to have those that are here for the right reasons, those are here to speak out against the injustices and the events that have happened, help to self-police -- I say that cautiously because we don't want them getting involved in any type of disturbances with those that are there for the wrong reason, but to help identify them, convince them not to engage in that behavior, or point them out if they are, then that will help keep all of these events safe. And I know one of the

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things the team has been working on too this week is to develop a community outreach team that will be here in front of the headquarters talking and listening to the protesters as they show up, to hear what their concerns are about, whether it is about Mr. Floyd's case or whether it is about our local Mr. Ramos case, or whether it's about our incidents last week. So that is another step we're taking to try and do that. Because I agree, it cannot be us versus them. It gets complicated, though, when we have the antagonizers, the anarchists, those that are here to do harm intermix and then start throwing and doing other things towards the officers.

>> Harper-madison: I appreciate that. I definitely recognize the nuance there and for anybody who's listening and thinking about going out this weekend, I'll double down on my sentiment from yesterday. Be careful about who you connect with. And if people are handing

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you stuff and telling you to throw it and that's not in your heart, don't do it. Don't let people co-op what otherwise would have been an absolute beautiful opportunity to show up, to be seen, to be heard in the face of recognizing that black lives matter! So y'all be careful out here. Thank you, chief. I'm going to leave with a few parting words. I'd like to say to my colleagues and to anybody who's listening, I've had a really rough week, y'all, and I know you have too. And there are some people who are physically injured in a way that I'm not, and my heart goes out to them. I know there have been some calls for me to be present and -- you know, physically present. And I'm relatively private about it but I'll just go ahead and take

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the opportunity now to say I'm an immunocompromised person. When we talk about compromised people, when we talk about at-risk populations, I'm one of those people. I haven't been out of my house in almost three months at this point, and I can't. So I would love to be standing arm in arm with you. I would love to be, you know, speaking out loud in front of you in solidarity in a way you got to see my

love for you. And understand I'm as frustrated as you are. I hate this bureaucracy! It sucks! Everything costs too much and takes too long. Like, we can't get the work done, so please don't think I'm not there with you, because I'm physically not there with you. I can't be. I'm a mama. I got to keep living. Like, he said, keep living, don't die. I got to keep living and

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I can't die. I got to be here for my babies, in which case I can't be out there with you, but I am 100% out there with you. Don't doubt that for a minute. Yesterday, today, these are some of the most powerful council meetings I have had the opportunity to participate in. I've only been here for a year and a half now but, wow! This has just been amazing to watch and to hear. Sometimes so painful I had to turn my camera off so you didn't watch me ugly cry. Other times I couldn't wait to raise my fist in solidarity with you. So thank you to everybody who is showing up. We appreciate y'all. And, more importantly, we need you. We need you to keep holding us accountable and remind us why we beg for these jobs. It's not easy. Block walking, all the things you have to do to be elected, that's not

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easy. We begged for these jobs. And so now that we're here, remind us what all that work was for. Remind us why we begged for these jobs, and don't let us sleep on you. Make sure that you hold us accountable. The unity of the voices that we heard yesterday was just -- I'm very rarely speechless, but I'm speechless. I don't know what to say. But like I said at the beginning, the time for us to talk in circles is absolutely over. We need to listen. We need to take action. I feel like in the last two days, especially, my colleagues and I, we listen and we're going to continue to listen. What I hope for is that as a body, and moving into early next week, that we can start taking action. People are hurting. People have been

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absolutely traumatized. And sometimes we're talking about people who are already traumatized just by how they show up in the world they were traumatized. People were traumatized by recent events and, you know, that's been happening since 1865. I just want to say thank you to our constituents who have taken the opportunity to share a kind word. So I'll say this too. While I appreciate the criticism and you all holding us accountable, I mentioned it yesterday and I'll say it again today, we are all just people. Every now and again share a kind word too. My friends and some of our supporters have been dropping off food and cookies and taking my kids on walks. We need that too, y'all. Please, do both.

[12:52:36 PM]

I will say I recognize that this is far from over. I 100% recognize this is far from over, but please continue to make your voice heard. Do not cease to speak out. Don't stop taking up space. I implore you. I've even had to remind myself of that. Girl, take up some space, and that is okay. So I'm telling you that too. Take up some space. Let your voice be heard. Show up. Show out. The one thing I would say there is out of concern for people who have to get to the level one trauma center in our city, if we don't leave any other space clear, we have to leave the space clear for our emergency services professionals to get

people to the hospital. And my hope is that that's sort of one of those rules of engagement conversations that folks can have amongst themselves. If somebody's hurt, if they're injured, if they

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had a stroke or a heart attack or an asthma attack, they have to be able to get to the hospital fast. That would be the one thing I'm begging people to do. Keep the space open for folks to get to the hospital. I will say this. I know tonight is probably not going to be, you know, a regular Friday night for a lot of folks, but I do encourage folks to get some sleep, get some rest. I'm going to do so myself. I'm tired, y'all. We got to come back. We got to keep coming back. If we're going to achieve the change we want to see in this city, we got to keep coming back, and you can't do that when you're broken and exhausted and delirious. The only way we can heal and rise up from this is to rest, reflect, and to act. I'll close with a couple of things. There's two quotes that keep coming to mind, over and over.

[12:54:37 PM]

Dr. King said the ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy. And then, lastly, I'll say Frederick Douglass said it and I couldn't say it better. If there is no struggle, there is no progress. So I hope that everybody stays as safe as possible over the next couple of days. We'll see y'all again next weekend -- I'm sorry, next week, next Thursday. Thank you to my colleagues for offering me the opportunity to really just take up some space.

>> Mayor Adler: Thank you, council member. Real quickly, I guess Ann. Mayor pro tem.

>> Do you want to go

[12:55:39 PM]

first, mayor pro tem? Okay. All right. I'll be brief. I have just -- well, just three quick things. One of them relates to -- you know, thank you chief Rodriguez for sharing with us what you had seen from ems and from the injuries that were reported. I would ask you if there's any other source of data that you can access? I don't know that there is, but I'm curious whether there's any hospitals that could report. And then I would just ask individuals to let us know. Because I do know, as you mentioned, that there are folks that didn't go to the hospital or didn't call ems that experienced injuries. I've received information from two individuals in my district, and I have

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let them know that I have shared this information with the city manager and ask that these incidents be reviewed or investigated, just as others have. But council member alter, you had asked about other instances and that's why I wanted to share. The first one, the first one involved someone who was shot twice by a beanbag bullets and ended up going to their doctor and were diagnosed with a broken rib as well as, you know, the other kinds of injuries that go with that. And the other one involved an incident that we had some conversation about yesterday, that involved pepper spray that was experienced by someone's child. And so I mentioned -- I just mentioned these two because I want to highlight that it's



really important for us

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to understand that there are more injuries that people experienced than we have reported. And so I would ask you -- I think I know the answer, but I would just ask you. Is there any other source of data that you think that you can look to, other than the transports that you all made?

>> Council member, thank you for the question. I do believe that there are some other sources that we can tap into. We can make a request of all our area hospitals to see if they have any additional information that they can provide us, at least regarding maybe the counts of victims that they saw. As we're trying to get a better -- as we are trying to get an idea of the total impact on our community, I am not sure exactly what route we would do to do that but I am sure we can figure that out and make a request.

>> Well, thank you.

[12:58:40 PM]

Thank you for doing what you can in that regard. And city manager, I would ask you to look into -- let us know what the city can do with regard to the impact of individuals and on the businesses that we heard from. We have talked -- we have been talking about the injuries. There are so many -- there is so much that is related to that. And there is a cost to individuals as far as medical care and there is a cost to businesses, from what was experienced in terms of the, you know, the illegal activities that occurred with the looting and that sort of thing. So I don't speak you all to answer that right now -- I would like a report to us or information to us about what the city can do to help -- help the

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impact we have seen on these -- from these people. So if you would follow up on that.

>> Sounds good.

>> And then finally, I want to echo what others have said and the way in which councilmember tovo asked for it and that's an operational plan for transformation.

>> I really, really think that just -- I think it is absolutely necessary to, in addition to addressing what happened is to have a very clear path forward, and I like the way councilmember tovo mentioned so, so I won't repeat all she said but city manager, I think that is -- I think that is your responsibility to make sure that that happens and in a way that we can all see as a council and as a community, and a way the wreck talk there, so thank you.

>> Forbes force.

>> That's all I, have mayor.

[1:00:41 PM]

>> Okay.

>> Mayor Adler: Okay. Mayor pro tem?

>> If the mayor pro tem wants to

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>> I don't want to end but -- anybody else can go after me.

>> I just want to add that I know that these problems are incredibly complex and it takes more than one decision to change it and to move in a different direction. These problems are individual. They are institutional, and they are systemic. Maybe it is because of those of us on the judicial committee have really been working on these issues so much, maybe these why the four of us often provide a different -- or have a different perspective, because we are in the weeds of it. And seeing time and time and

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time again efforts to reform, efforts to change things, you know, trying to get information, you know, something as small as when we -- when we gas policy to decriminalize marijuana because it was, you know, a waste of resources when it is a crime that is not low -- low level marijuana is not being prosecuted right now. Why are we wasting resources still ticketing and arresting for something nobody is going to be prosecuted for and we are met by our chief, the very following day, nope, I am going keep doing this. I am going to keep doing this. This is still the law of the state. Which, you know, -- you see why people are so frustrated. You see why we have got, what, thousands of e-mails, thousands of calls asking for change and

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it is because of that I have to join my colleagues who have said, who have asked the chief to reconsider your role in this organization, including asking for your honorable resignation. I don't know how we show the community that we are listening. I don't know how we move past this. I don't know how we -- how we retain faith in our community after this weekend. After seeing that video over and over and over again . Of a 16-year-old boy -- I don't know how we move past this without a change and without being responsive and without showing courage at this time. Zoo I hope we can in the most peaceful way possible I plan to

[1:03:50 PM]

be there in the most careful way possible, because we are still in a pandemic and we need to be careful.

>> That's all I have, mayor.

>> Mayor Adler: It is 1:00 o'clock. We have a couple of people who are raising their hands. Do we want to break for lunch and come back?

>> If I may, I just wanted to offer -- oh, sorry.

>> I just wanted to offer real quick that ATS emergency supply has offered us over 6,000 masks for folks who are going to be attending the protest this weekend. So just to echo what mayor pro tem said about being as safe as possible, we are going to be able to keep a lot more people safe by way of that. So thank you all for that donation.

>> Leslie, is it going to be long?

>> No. It is short.

>> Go ahead.

>> Wednesday Barack Obama had a virtual town hall and he talked again about initiatives his

administration put out a couple

[1:04:50 PM]

of years. Years ago and that's for the it can't wait community policing focused items that I drew on and was -- and have been talking to my staff about that there will be some amendments, some resolutions brought on the 11th. I was already the intending to work with staff and with any of you. I think councilmember Renteria indicated an interest in working on community policing with me. So we will try to pull these together and do it as fast as possible to do it on the 11th or maybe just bring them, if we can't pull together and entire resolution bring the amendments

-- there isn't anybody on this dais or grid here where we are all watching and deeply concerned who doesn't want to make these -- the transformational and institutional change that we need to the systems. So thanks, everybody, for all of the insights and the help and

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the explanations and the tenacity and keep working together and pulling together on these issues.

>> Thanks.

>> Mayor --

>> Mayor Adler: Yes.

>> To that point, there will be published on the council addendum here in mere hours, changing to get all eight of those policies in our city, along with other changes looking at our budget, looking at our city's direction and goals, so I know that there is real support on the dais, I appreciate the words of everyone and what you just said councilmember pool. By our rules we can't all talk but you will see those published here in the next few hours.

>> Okay.

>> Mayor Adler: Thank you for that work. I have endorsed those eight principles so I am happy to bring them forward. Just -- and if you need to

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demonstrate or want to demonstrate this weekend, I would urge you to be safe. I am still concerned about what we are going to see in several weeks, the event on Sunday is really for the -- an event that centers on black voices, black stories and black solutions. It is at 1:00 o'clock at Houston tillerson, if you want to do something it may be good to hashtag wait until Sunday. And social distance and wear a mask if that is -- that is something to do. And with that, I think that we are done. It is 1:07. Chief, thank you, manager ray, for bringing, Vera -- for participating with us today. We are going into this next weekend in a better place, I think procedurally than we had going into last week. With that, this meeting is adjourned.

[1:07:53 PM]

