

Nov 30, 2021 Committee of the Whole
November 30, 2021

COUNCIL OF THE CITY OF PHILADELPHIA
COMMITTEE OF THE WHOLE

Remote location using Microsoft® Teams
Tuesday, November 30, 2021
9:40 a.m.

PRESENT:

COUNCIL PRESIDENT DARRELL L. CLARKE, CHAIR
COUNCILWOMAN CHERELLE L. PARKER, VICE-CHAIR
COUNCILWOMAN CINDY BASS
COUNCILMAN ALLAN DOMB
COUNCILWOMAN JAMIE GAUTHIER
COUNCILWOMAN KATHERINE GILMORE RICHARDSON
COUNCILMAN DEREK S. GREEN
COUNCILWOMAN HELEN GYM
COUNCILMAN CURTIS JONES, JR.
COUNCILMAN KENYATTA JOHNSON
COUNCILMAN DAVID OH
COUNCILMAN BRIAN J. O'NEILL
COUNCILMAN MARK SQUILLA
COUNCILMAN ISAIAH THOMAS

RESOLUTION: 210680

1 - - -

2 COUNCIL PRESIDENT CLARKE: Good
3 morning, everyone. Sorry for the delay.
4 It's entirely my fault.

5 Due to the continuing threat as
6 we start our public hearing of the
7 public health from COVID-19 and the
8 Delta variant, City Council Committees
9 are currently meeting remotely. We are
10 using Microsoft Teams to make these
11 remote hearings possible.

12 Instructions for how the public
13 may view and offer public testimony at
14 public hearings of Council Committees
15 are included in the public hearing
16 notices that are published in the Daily
17 News, Inquirer and Legal Intelligencer
18 prior to the hearings and can also be
19 found on PHLCouncil.com. I now note
20 that the hour has come.

21 Mr. Christmas, will you please
22 call the roll to take attendance. And
23 Members that are in attendance, just
24 indicate that you are present when your
25 name is called and ensure that we have

1 your image displayed on the screen.

2 Mr. Christmas.

3 THE CLERK: Council Lady Bass.

4 COUNCILWOMAN BASS: Good

5 morning, Mr. President, colleagues and

6 Philadelphians.

7 COUNCIL PRESIDENT CLARKE:

8 Morning.

9 THE CLERK: Council Lady

10 Brooks.

11 (No response.)

12 THE CLERK: Councilman Domb.

13 (No response.)

14 THE CLERK: Council Lady

15 Gauthier.

16 COUNCILWOMAN GAUTHIER: Good

17 morning, Mr. President and colleagues.

18 Present.

19 COUNCIL PRESIDENT CLARKE: Good

20 morning.

21 THE CLERK: Council Lady

22 Gilmore Richardson.

23 COUNCILWOMAN GILMORE

24 RICHARDSON: Good morning,

25 Council President. Good morning,

1 colleagues.

2 THE CLERK: Councilman Green.

3 COUNCILMAN GREEN: Good

4 morning, Council President. Good

5 morning, colleagues.

6 THE CLERK: Council Lady Gym.

7 COUNCILWOMAN GYM: Good

8 morning, Council President. And good

9 morning, colleagues. I am present.

10 COUNCIL PRESIDENT CLARKE: Good

11 morning.

12 THE CLERK: Councilman Henon.

13 (No response.)

14 THE CLERK: Councilman Johnson.

15 COUNCILMAN JOHNSON: Good

16 morning, everyone. Good morning, good

17 morning, good morning.

18 COUNCIL PRESIDENT CLARKE: Good

19 morning.

20 THE CLERK: Councilman Jones.

21 COUNCILMAN JONES: Good

22 morning, Mr. President, colleagues and

23 Philadelphia.

24 COUNCIL PRESIDENT CLARKE: Good

25 morning.

1 THE CLERK: Councilman Oh.
2 (No response.)
3 THE CLERK: Councilman O'Neill.
4 COUNCILMAN O'NEILL: Good
5 morning, everyone.
6 COUNCIL PRESIDENT CLARKE: Good
7 morning.
8 THE CLERK: Council Lady
9 Parker.
10 COUNCILWOMAN PARKER: Good
11 morning, Mr. President, colleagues and
12 Philadelphia.
13 COUNCIL PRESIDENT CLARKE: Good
14 morning.
15 THE CLERK: Council Lady
16 Quinones-Sanchez.
17 (No response.)
18 THE CLERK: Councilman Squilla.
19 COUNCILMAN SQUILLA: Morning,
20 Council President and colleagues.
21 Present.
22 COUNCIL PRESIDENT CLARKE: Good
23 morning.
24 THE CLERK: Councilman Thomas.
25 COUNCILMAN THOMAS: Present.

1 COUNCIL PRESIDENT CLARKE: Good
2 morning.

3 THE CLERK: Councilman Clarke.

4 COUNCIL PRESIDENT CLARKE: Good
5 morning, everyone. Thank you. A quorum
6 of the Committee is present and this
7 hearing is now called to order. This is
8 the public hearing on the Committee of
9 the Whole regarding Bill No. 210680.

10 Mr. Christmas, will you please
11 read the title of the bill.

12 THE CLERK: An ordinance
13 amending Section 21-1203 of The
14 Philadelphia Code, entitled
15 "Appointments to Citizens Police
16 Oversight Commission," by revising the
17 qualifications for appointment, all
18 under certain terms and conditions.

19 COUNCIL PRESIDENT CLARKE:
20 Thank you. Before we begin to hear
21 testimony from the witnesses we have for
22 today, everyone who has been invited to
23 the meeting to testify should be aware
24 that this public hearing is being
25 recorded. Because the hearing is

1 public, participants and viewers have no
2 reasonable expectation of privacy. So
3 by continuing to be in the meeting, you
4 are consenting to being recorded.

5 Additionally, prior to
6 recognizing Members for questions or
7 comments they have for our witnesses, I
8 will note for the record at this time
9 that we will use the chat feature
10 available in Microsoft Teams to allow
11 Members to signify that they wish to be
12 recognized. In order to comply with the
13 Sunshine Act, the chat feature must only
14 be used for this particular purpose.

15 Mr. Christmas, will you please
16 call the first panel to testify.

17 Before they do that, Councilman
18 Jones, would you like to say a word
19 prior to the testimony?

20 COUNCILMAN JONES: Yes. In
21 efforts to keep this brief, I would like
22 an opportunity to clarify while we're
23 doing this. We passed a very powerful
24 ordinance that will help shape police
25 community relations into the future.

1 One of the things that was brought to
2 our attention over and over again from
3 people who represented a wide variety of
4 law enforcement views, particularly
5 those who are from NOBLE, which is a
6 National Organization of Black Police
7 Officers and the Guardian Civic League
8 said that by the limited scope of who
9 could apply, no one that was ever
10 associated with the police or the FOP,
11 that would limit people like -- and many
12 of you may not remember him -- Alphonso
13 Deal, who gave his whole retirement not
14 only to become a state rep, but to
15 become a powerful force for modernized
16 policing and community relationships,
17 and not to mention people from the
18 Guardians today that may have been out
19 of law enforcement for five years which
20 this calls for, to never ever into
21 perpetuity be a part of this Commission,
22 and I think that was short-sighted, and
23 we hope to correct that with this
24 amendment and this bill.

25 Thank you, Mr. President.

1 COUNCIL PRESIDENT CLARKE:

2 Thank you, Councilman.

3 Mr. Christmas, you can call the
4 first panel for Bill No. 210680.

5 THE CLERK: Anjelica Hendricks.

6 MS. HENDRICKS: Good morning,
7 Council President Clarke and members of
8 Philadelphia City Council. My name is
9 Anjelica Hendricks. I'm the Chair of
10 the Selection Committee for the Citizens
11 Police Oversight Commission. Thank you
12 for allowing me the opportunity to speak
13 today in support of Bill 210680 as
14 amended introduced by Councilmembers
15 Clarke and Jones, which would allow
16 former police officers who have not been
17 employed by the Department or a member
18 of a police union for over five years to
19 qualify to potentially serve on the
20 Citizens Police Oversight Commission.

21 A few months ago, this body
22 appointed me to serve on the Selection
23 Panel for the Citizens Police Oversight
24 Commission. My colleagues also selected
25 to serve on this panel include Pastor

1 Mark Kelly Tyler of POWER; Pastor Carl
2 Day of Cultural Changing Christians;
3 Deputy Managing Director Vanessa
4 Garrett-Harley; and Samantha J.
5 Williams, Director of Legislation and
6 Policy for Councilmember Curtis Jones,
7 Jr.

8 Shortly after our appointment,
9 my colleagues nominated me to chair this
10 panel because of the several hats I have
11 worn within the City as it relates to
12 policing. As a former Philadelphia
13 public defender, I've represented
14 clients who were falsely detained,
15 searched, arrested and even falsely
16 convicted. As a former Senior Policy
17 Analyst for the Philadelphia Police
18 Advisory Commission, I have investigated
19 police conduct and navigated changing
20 PPD policies and practices with
21 stakeholders and community residents.
22 And now, as a member of the Quattrone
23 Center for the Fair Administration of
24 Justice at Penn Law, I speak with state
25 and national stakeholders and work

1 alongside sociologists, psychologists
2 and economists and how we can identify
3 errors within the criminal justice
4 system, including how we can better
5 identify when police misconduct occurs
6 and developing tools to ensure that it
7 never happens again.

8 This panel is made up of
9 individuals who have different
10 experiences with policing. From an
11 individual who has prior criminal
12 justice context to some who spiritually
13 counsel those breathing from gun
14 violence and policing harms. Some who
15 filed a complaint against police
16 themselves that led to an officer being
17 found guilty of misconduct to someone
18 skilled and negotiating policing labor
19 disputes while continuing to keep the
20 needs of the community as a priority.
21 Overall, we have dedicated our careers
22 and personal time to assisting the
23 residents of the City.

24 The five of us have a vast
25 array of experiences relating to

1 policing, and we support Bill No. 210680
2 as amended because we all believe police
3 have a role to play in identifying and
4 eradicating police misconduct and
5 assisting the community and reimagining
6 public safety that works for all. There
7 are a few recent examples of this
8 occurring.

9 Just recently police officers
10 within the NYPD came forward to inform
11 the public that some were being forced
12 to conduct illegal race-based quotas
13 within New York City. In Chicago, a
14 police sergeant filed a misconduct
15 report against his superiors when his
16 superiors allegedly misused police
17 resources by demanding for officers to
18 leave their posts to protect his home
19 and his neighborhood during the
20 demonstrations in response to the murder
21 of George Floyd. And just earlier this
22 year in Philadelphia, a memo was leaked
23 allegedly showing a captain with the
24 department demanding for his officers to
25 disregard the Police Commissioner,

1 police policies and an ongoing consent
2 decree as it relates to stop and frisk.
3 This is just a few examples of how
4 police have contributed to identifying
5 potential misconduct.

6 The Selection Panel believes if
7 we are truly to dismantle the blue wall
8 of silence, we must provide police with
9 an opportunity to contribute. However,
10 this opportunity must be qualified. The
11 calls, protests, marches, letters
12 written and even the unfortunate lives
13 lost have shown us that we cannot afford
14 to continue the status quo. Those
15 wishing to contribute to CPOC as a
16 commissioner must be critically examined
17 by a civilian group of selection
18 members.

19 Councilman Jones is offering a
20 floor amendment today to do just that.
21 I believe we must continue to preclude
22 former sworn members of the department
23 or members of the union from serving on
24 the Selection Panel. The Selection
25 Panel remaining civilian is key and I

1 will explain why. Selection panelists
2 are appointed to decide whom shall be
3 nominated to City Council to fill a CPOC
4 commissioner vacancy.

5 These five members must meet,
6 draft an application, interview
7 applicants and critically evaluate what
8 skills are necessary to lead this
9 agency. For example, my colleagues and
10 I met upon our appointment and decided
11 five key criteria to evaluate
12 candidates. As such, we are reviewing
13 every applicant to determine, one, how
14 their identity reflects the diversity of
15 this City; two, their community
16 experience in advocating for their
17 neighbors; three, a system thinking for
18 brainstorming how to navigate systemic
19 barriers; four, experience in ensuring
20 justice and advocating for transparency;
21 and lastly, a commitment to bringing
22 forth structural transformative changes.
23 This last pillar is what we believe the
24 residents of the City demanded and what
25 the original intent of this bill called

1 for, structural transformative change.

2 In the words of Audre Lorde,

3 The master's tools will never dismantle

4 the master's house. In the aspect of

5 police oversight, those selected to

6 nominate the next Commissioners for CPOC

7 must not come from the sworn members of

8 that department or the former sworn

9 members of that department. They must

10 continue to be selected from civilian

11 residents, the clergy, the formerly

12 incarcerated, the community activists

13 and even our youngest Philadelphians.

14 Therefore, I believe former police can

15 contribute to CPOC, but the role of the

16 selection members must continue to be

17 reserved for civilians.

18 If a formerly sworn member of

19 the department believes that their

20 qualifications, experiences and

21 endeavors to change the department can

22 persuade a panel of activists, civil

23 rights attorneys, community leaders and

24 all of Philadelphia residents, that they

25 are needed to serve on the CPOC, that

1 they should make that petition.

2 A former police officer who can
3 pass this rigorous examination from the
4 Selection Panel should be able to be
5 considered nominated and put through an
6 additional rigorous examination before
7 City Council such as every other
8 nominee. If a Selection Panel misjudges
9 an applicant and if City Council
10 mistakenly places the individual on the
11 Commission, there are mechanisms in
12 place to ensure that person's removal.

13 I have faith that if a member
14 seated to serve on the Commission is
15 unfit to complete their duties, then
16 City Councilmembers, the Mayor and most
17 importantly, the residents of this City
18 will make a demand for a hearing for
19 that commissioner's removal. I will
20 also like to use this opportunity to
21 provide an update on those who have
22 applied to join CPOC as a commissioner.

23 As of today, the Selection
24 Panel has reviewed more than 225 out of
25 316 applications. All five of us have

1 reviewed every single application and we
2 look forward to interviewing those
3 selected for further discussions. These
4 316 applications reflect the diverse
5 make-up of the City.

6 58 percent of the applicants
7 identified as Black or African-American;
8 29 percent identified as White; 6
9 percent identified as Hispanic; 3
10 percent identified as Latino; and 3
11 percent identified as Asian, with only a
12 few applicants preferring not to answer
13 the question.

14 As for age, the applicants
15 ranged from 18 to 75 and older. 21.8 of
16 applicants are 25 to 34; 21.8 percent of
17 applicants are 55 to 64; and 20 percent
18 of applicants are 35 to 44. Income
19 levels are also very diverse. 30
20 percent of applicants selected that
21 their income is 50,000 to 100,000; 29
22 percent selected that their income is
23 25,000 to 50,000; and 14 percent
24 selected that their incomes are less
25 than \$25,000.

1 I am confident the nine
2 candidates that we are tasked to
3 identify and present to this body will
4 reflect the diverse make-up of this
5 City. Thank you for the opportunity to
6 speak and I welcome any questions.

7 COUNCIL PRESIDENT CLARKE:
8 Thank you very much for your testimony.

9 Are there any questions from
10 members of the Committee for this
11 particular witness?

12 (No response.)

13 COUNCIL PRESIDENT CLARKE:
14 Thank you very much.

15 Before the panel, let me note
16 for the record I wanted to say
17 Councilman Oh is present. Just let that
18 be reflected.

19 Pastor Carl Day and Reverend
20 Mark Tyler are also members of that
21 panel. Are they giving testimony or
22 does your testimony reflect the panel?

23 MS. HENDRICKS: Yes, Pastor
24 Mark Tyler is here and present for any
25 questions as well.

1 COUNCILWOMAN GYM: Council
2 President, I did have a question for --

3 COUNCIL PRESIDENT CLARKE:
4 Chair recognizes Councilwoman Gym.

5 COUNCILWOMAN GYM: Yes. Good
6 morning. Thank you so much. Of the
7 applicants, are any current or former
8 police officers on the panel?

9 MS. HENDRICKS: Yes, there
10 are -- not for current. The bill
11 continues to preclude current officers
12 from applying to the -- from applying
13 with being considered. There have been
14 applicants from former sworn members of
15 the Department mainly because this bill
16 was introduced months prior.

17 And so, the original
18 application did have a caveat on there
19 explaining at least five years
20 separation from the Department. But we
21 have not yet started the process of
22 actual interviewing applicants. We are
23 going through the paper applications
24 right now, the electronic applications
25 as well as the video applications

1 because we did allow individuals to
2 apply with video or social media.

3 COUNCILWOMAN GYM: And how many
4 applicants are previously former members
5 of police departments?

6 MS. HENDRICKS: I don't have
7 the exact number, but they are very,
8 very few, very, very few.

9 COUNCILWOMAN GYM: Does the
10 current bill cap the number of police
11 officers or former police officers who
12 could serve on the Commission?

13 MS. HENDRICKS: No, it does
14 not.

15 COUNCILWOMAN GYM: Okay. Thank
16 you very much.

17 COUNCIL PRESIDENT CLARKE:
18 Thank you, Councilwoman.

19 Any other questions by members
20 of the Committee for this witness?

21 (No response.)

22 COUNCIL PRESIDENT CLARKE: And
23 I just want to be clear, Reverend Tyler
24 and Pastor Day are not testifying or are
25 they available for questions?

1 MS. HENDRICKS: I believe they
2 are not testifying but are available for
3 questions.

4 COUNCIL PRESIDENT CLARKE: I
5 just to want to make sure.

6 MS. HENDRICKS: I believe
7 Pastor Tyler is here.

8 COUNCIL PRESIDENT CLARKE:
9 Okay. Well, good morning to both of
10 you. Thank you all.

11 Reverend, you have something --

12 REVEREND TYLER: (Muted).

13 COUNCILMAN JONES: You're on
14 mute.

15 COUNCIL PRESIDENT CLARKE:
16 You're good? All right. You're on
17 mute, Reverend.

18 COUNCILMAN SQUILLA: He's
19 actually unmuted. We just can't hear
20 him.

21 COUNCIL PRESIDENT CLARKE: All
22 right. Okay.

23 Well, thank you very much for
24 your testimony and your availability
25 today, and we appreciate your work and

1 your commitment for this very, very
2 significant process.

3 MS. HENDRICKS: Thank you.

4 COUNCIL PRESIDENT CLARKE: So
5 hearing no further questions from
6 members of the panel and there being no
7 other members to testify, we will take a
8 brief five-minute break to allow the
9 public to be connected so they can
10 testify on Bill No. 210680. We'll take
11 a brief recess.

12 (Brief recess.)

13 COUNCIL PRESIDENT CLARKE:
14 Thank you very much. We are back and
15 good morning. And if you are connected,
16 just please state your name for the
17 record and proceed with your testimony.

18 MS. GUTTENBERG: This is Marta
19 Guttenberg. I'm ready to testify if
20 this is the time for me to testify.

21 COUNCIL PRESIDENT CLARKE:
22 Please proceed, yes.

23 MS. GUTTENBERG: Thank you.
24 Thank you for allowing the public to
25 testify. And as I begin to speak, I

1 don't want to sound too much like a
2 grinch. I understand the reasons why
3 members retired and former officers
4 might feel called to bring their skills
5 to the Oversight Commission. And some
6 of my objections have been spoken to
7 already as the measure was introduced.
8 But I still have kind of a bad feeling
9 about permitting former officers to
10 serve on the Committee and it's as much
11 for optics as anything else.

12 The former officers remain FOP
13 members, their pensions and benefits are
14 due to their FOP membership and they
15 have a debt of obligation to that
16 organization. I feel that under many
17 other parallel circumstances they would
18 be asked to recuse themselves from a
19 discussion of their former employer. So
20 I would like to bring to the attention
21 of Council that there's a possibility of
22 real or presumed conflict of interest in
23 permitting such people to serve, and I'm
24 hoping that this will be taken into
25 account, perhaps not by rejecting the

1 amendment all together, but tweaking it
2 in some way so that people, the
3 citizens, can have trust in the Citizens
4 Police Oversight Commission. Thank you.

5 COUNCIL PRESIDENT CLARKE:

6 Thank you so much for your testimony.
7 We appreciate your participation today
8 and we'll take all you said into
9 account. Thank you.

10 Mr. Christmas, are there any
11 other individuals testifying today from
12 the public?

13 THE CLERK: Councilman, a
14 citizen Alicia Dorsey submitted
15 testimony by way of email. And if
16 you're satisfied, Mr. President, I will
17 just briefly read it.

18 COUNCIL PRESIDENT CLARKE:

19 Sure.

20 THE CLERK: Okay. This is the
21 testimony submitted by Citizen Alicia
22 Dorsey. I would like to add testimony
23 on Bill 210680. We the people deserve
24 to have oversight of the Philadelphia
25 police in a comfortable nonthreatening

1 environment. We don't trust the police.
2 That is why we are requesting citizens
3 aka community oversight without corrupt
4 police. If the police are to be part of
5 the Oversight Committee, then we should
6 have the right to view their ethics and
7 work records. We should be allowed to
8 interview them and see if they are a
9 good fit for everyone on the Oversight
10 Commission. Please submit this as my
11 testimony. Alicia Dorsey, Family
12 Community Advocate.

13 That concludes her remarks,
14 Mr. President.

15 COUNCIL PRESIDENT CLARKE:
16 Thank you. Thank you, Mr. Christmas.

17 And that concludes our
18 testimony from members of the public.
19 So that will conclude our hearing and we
20 will now go into our public meeting.

21 There being no further
22 questions from members of the Committee
23 and no other witnesses to testify, I
24 would like to ask if there is anyone
25 else present in this hearing whose name

1 we have failed to call that wishes to
2 offer testimony on the bill being
3 considered today?

4 (No response.)

5 COUNCIL PRESIDENT CLARKE:

6 Hearing none, I want to thank all the
7 panels and the witnesses for their
8 participation today. We value your
9 opinions, and I now invite all panels of
10 witnesses to please disconnect from the
11 meeting before we go into our public
12 meeting. We will now pause the
13 proceedings briefly as multiple
14 participants leave the hearing.

15 It appears that's been a long
16 enough pause and we're going to start
17 our public meeting. This concludes the
18 public hearing of the Committee. We
19 will now go into the public meeting to
20 consider the actions to be taken on the
21 bill before the Committee today. We
22 will now convene the public meeting.

23 Mr. Christmas, will you please
24 call the roll to take attendance.
25 Members that are in attendance, please

1 indicate that you are present when your
2 name is called.

3 Mr. Christmas, call the roll.

4 THE CLERK: Council Lady Bass.

5 COUNCILWOMAN BASS: I am
6 present.

7 COUNCIL PRESIDENT CLARKE:
8 Council Lady Brooks.

9 (No response.)

10 THE CLERK: Councilman Domb.

11 COUNCILMAN DOMB: I am present.

12 Thank you.

13 COUNCIL PRESIDENT CLARKE:
14 Council Lady Gauthier.

15 COUNCILWOMAN GAUTHIER:
16 Present.

17 THE CLERK: Council Lady
18 Gilmore Richardson.

19 COUNCILWOMAN GILMORE
20 RICHARDSON: Present.

21 THE CLERK: Councilman Green.

22 COUNCILMAN GREEN: Present.

23 THE CLERK: Council Lady Gym.

24 COUNCILWOMAN GYM: I am
25 present.

1 THE CLERK: Councilman Henon.

2 (No response.)

3 THE CLERK: Councilman Johnson.

4 COUNCILMAN JOHNSON: Present.

5 THE CLERK: Councilman Jones.

6 COUNCILMAN JONES: Present.

7 THE CLERK: Councilman Oh.

8 COUNCILMAN OH: Present.

9 THE CLERK: Councilman O'Neill.

10 COUNCILMAN O'NEILL: Present.

11 THE CLERK: Council Lady

12 Parker.

13 COUNCILWOMAN PARKER: Present.

14 THE CLERK: Council Lady

15 Quinones-Sanchez.

16 (No response.)

17 THE CLERK: Councilman Squilla.

18 COUNCILMAN SQUILLA: Present.

19 THE CLERK: Councilman Thomas.

20 COUNCILMAN THOMAS: Present.

21 THE CLERK: Council President

22 Clarke.

23 COUNCIL PRESIDENT CLARKE:

24 Present, and thank you all very much.

25 We will go into our public meeting.

1 Chair recognizes Councilmember
2 Jones for a motion on the amendment to
3 Bill No. 210680.

4 COUNCILMAN JONES: Thank you,
5 Mr. President.

6 I offer an amendment to Bill
7 No. 210680. A copy of that amendment
8 has been circulated to all Members, and
9 I move for the adoption of the approval
10 of the amendment.

11 COUNCILWOMAN PARKER: Second.

12 COUNCIL PRESIDENT CLARKE:
13 Thank you. Chair notes for the record
14 Councilmember Parker seconds the motion.
15 It has been moved and properly seconded
16 that the amendment to Bill 210680 be
17 approved.

18 All those in favor of the
19 motion will signify by saying aye.

20 (Aye.)

21 COUNCIL PRESIDENT CLARKE:

22 Those opposed?

23 (No response.)

24 COUNCIL PRESIDENT CLARKE: The
25 ayes have it. The motion carries. And

1 the amendment to Bill 210680 has been
2 approved.

3 Chair again recognizes
4 Councilmember Jones for a motion on Bill
5 No. 210680 as amended.

6 COUNCILMAN JONES: Thank you,
7 Mr. President.

8 Again, I move that Bill No.
9 210680 as amended be moved from this
10 Committee with a favorable
11 recommendation and I further move that
12 the rules of Council be suspended to
13 allow first reading of this bill at our
14 next scheduled meeting of Council.

15 COUNCILWOMAN PARKER: Second.

16 COUNCIL PRESIDENT CLARKE:
17 Thank you. It's been moved and properly
18 seconded that Bill No. 210680 as amended
19 be reported from this Committee with a
20 favorable recommendation and further
21 move that the rules of Council be
22 suspended to permit first reading of
23 this bill at the next session of
24 Council.

25 All in favor indicate by saying

1 aye.

2 (Aye.)

3 COUNCIL PRESIDENT CLARKE:

4 Those opposed?

5 (No response.)

6 COUNCIL PRESIDENT CLARKE: The
7 ayes have it. The motion carries --

8 COUNCILWOMAN GYM: Council
9 President --

10 COUNCIL PRESIDENT CLARKE: Yes.

11 COUNCILWOMAN GYM: -- I wanted
12 to vote no.

13 COUNCIL PRESIDENT CLARKE: That
14 is Councilwoman Gym?

15 COUNCILWOMAN GYM: Yes.

16 COUNCIL PRESIDENT CLARKE: Let
17 the record reflect Councilwoman Gym
18 voted nay.

19 And the motion is approved.

20 Thank you all very much. This concludes
21 the business before the Committee of the
22 Whole today. Thank you very much for
23 your attendance.

24 COUNCILMAN JONES: Thank you
25 all.

1 COUNCIL PRESIDENT CLARKE:

2 Thank you all.

3 COUNCILMAN SQUILLA: Thank you
4 everybody. Have a great day.

5 (Committee of the Whole
6 concluded at 10:12 a.m.)

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

C E R T I F I C A T I O N

I, hereby certify that the
proceedings and evidence noted are contained
fully and accurately in the stenographic
notes taken by me in the foregoing matter,
and this is a correct transcript of the
same.

TANEHA CARROLL
Court Reporter - Notary Public

(The foregoing certification of
this transcript does not apply to any
reproduction of the same by any means,
unless under the direct control and/or
supervision of the certifying reporter.)

A	amending 6:13	assisting 11:22 12:5	blue 13:7	30:3	20:22 21:4	15:6	context 11:12
a.m 1:6 32:6	amendment 8:24 13:20	associated 8:10	body 9:21	change 15:1	21:8,15,21	commitment 14:21 22:1	continue 13:14,21
able 16:4	24:1 29:2,6	attendance 2:22,23	18:3	15:21	22:4,13,21	Committee 1:2 6:6,8	15:10,16
account 23:25 24:9	29:7,10,16	26:24,25	brainstorm... 14:18	changes 14:22	24:5,18	9:10 18:10	continues 19:11
accurately 33:4	30:1	31:23	break 22:8	changing 10:2,19	25:15 26:5	20:20	continuing 2:5 7:3
Act 7:13	Analyst 10:17	attention 8:2	breathing 11:13	chat 7:9,13	27:7,13	23:10 25:5	11:19
actions 26:20	and/or 33:23	23:20	BRIAN 1:15	CHERELLE 1:10	28:22,23	25:22	contribute 13:9,15
activists 15:12,22	Anjelica 9:5	attorneys 15:23	brief 7:21	Chicago 12:13	30:16 31:3	26:18,21	15:15
actual 19:22	9:9	Audre 15:2	22:8,11,12	Christians 10:2	31:6,10,13	30:10,19	contributed 13:4
add 24:22	answer 17:12	availability 21:24	briefly 24:17	Christmas 2:21 3:2	clear 20:23	31:21 32:5	control 33:23
additional 16:6	appears 26:15	available 7:10 20:25	bring 23:4,20	Christmas 6:10 7:15	clergy 15:11	Committees 2:8,14	convene 26:22
Additionally 7:5	applicant 14:13 16:9	21:2	bringing 14:21	9:3 24:10	CLERK 3:3	community 7:25 8:16	convicted 10:16
Administra... 10:23	applicants 14:7 17:6	aware 6:23	Brooks 3:10	25:16	3:9,12,14	10:21	copy 29:7
adoption 29:9	17:12,14,16	aye 29:19,20	27:8	26:23 27:3	3:21 4:2,6	11:20 12:5	correct 8:23
Advisory 10:18	17:17,18,20	31:1,2	brought 8:1	CINDY 1:10	4:12,14,20	14:15	33:6
Advocate 25:12	19:7,14,22	ayes 29:25	business 31:21	circulated 29:8	5:1,3,8,15	15:12,23	corrupt 25:3
advocating 14:16,20	20:4	31:7	C	circumstan... 23:17	5:18,24 6:3	25:3,12	Council 1:1,9
afford 13:13	application 14:6 17:1	B	C 33:1,1	citizen 24:14	6:12 9:5	complaint 11:15	2:2,8,14
African-A... 17:7	19:18	back 22:14	call 2:22 7:16	24:21	24:13,20	16:15	3:3,7,9,14
age 17:14	applications 16:25 17:4	bad 23:8	9:3 26:1,24	citizens 6:15	27:4,10,17	comply 7:12	3:19,21,25
agency 14:9	19:23,24,25	barriers 14:19	27:3	9:10,20,23	27:21,23	25:19	4:4,6,8,10
ago 9:21	applied 16:22	Bass 1:10 3:3	called 2:25	24:3,3 25:2	28:1,3,5,7,9	conclude 32:6	4:18,24 5:6
aka 25:3	apply 8:9	3:4 27:4,5	6:7 14:25	City 1:1 2:8	28:11,14,17	concluded 25:13,17	5:8,13,15
Alicia 24:14	20:2 33:21	believe 12:2	23:4 27:2	9:8 10:11	28:19,21	concludes 26:17	5:20,22 6:1
24:21	applying 19:12,12	13:21	13:11	11:23	clients 10:14	31:20	6:4,19 9:1
25:11	14:23	14:23	candidates 14:12 18:2	12:13 14:3	Code 6:14	conditions 6:18	9:7,8 14:3
ALLAN 1:11	appointed 9:22 14:2	15:14 21:1	cap 20:10	14:15,24	colleagues 3:5,17 4:1	conduct 10:19	16:7,9 18:7
allegedly 12:16,23	appointment 6:17 10:8	21:6	captain 12:23	16:7,9,16	4:5,9,22	12:12	18:13 19:1
allow 7:10	14:10	believes 13:6	careers 11:21	16:17 17:5	5:11,20	confident 18:1	19:3 20:17
9:15 20:1	Appointme... 6:15	15:19	Carl 10:1	18:5	9:24 10:9	conflict 23:22	20:22 21:4
22:8 30:13	appreciate 21:25 24:7	benefits 23:13	18:19	Civic 8:7	14:9	conclude 25:19	21:8,15,21
allowed 25:7	approval 29:9	better 11:4	carries 29:25	civil 15:22	come 2:20	concludes 26:17	22:4,13,21
allowing 9:12	approved 29:17 30:2	bill 6:9,11	31:7	civilian 13:17	15:7	31:20	23:21 24:5
22:24	31:19	8:24 9:4,13	CARROLL 33:12	13:25	comfortable 24:25	conditions 6:18	24:18
alongside 11:1	approval 29:9	12:1 14:25	caveat 19:18	15:10	comments 7:7	conduct 10:19	25:15 26:5
Alphonso 8:12	approved 29:17 30:2	19:10,15	Center 10:23	civilians 15:17	Commission 6:16 8:21	confident 12:12	27:4,7,8,13
amended 9:14 12:2	31:19	20:10	certain 6:18	clarify 7:22	9:11,20,24	conflict 23:22	27:14,17,23
30:5,9,18	array 11:25	22:10	certification 33:20	Clarke 1:9	10:18	consent 13:1	28:11,14,21
	arrested 10:15	24:23 26:2	certify 33:2	2:2 3:7,19	16:11,14	consenting 7:4	28:23
	Asian 17:11	26:21 29:3	certifying 33:24	4:10,18,24	20:12 23:5	consider 26:20	29:12,21,24
	asked 23:18	29:6,16	chair 1:9 9:9	5:6,13,22	24:4 25:10	considered 16:5 19:13	30:12,14,16
	aspect 15:4	30:1,4,8,13	10:9 19:4	6:1,3,4,19	commission... 12:25	26:3	30:21,24
		30:18,23	29:1,13	9:1,7,15	13:16 14:4	contained 33:3	31:3,6,8,10
		Black 8:6		18:7,13	commission... 16:19		31:13,16
		17:7		19:3 20:17	Commissio...		32:1
							Councilman 1:11,12,13

Nov 30, 2021 Committee of the Whole
November 30, 2021

Page 2

1:14,14,15 1:15,16 3:12 4:2,3 4:12,14,15 4:20,21 5:1 5:3,4,18,19 5:24,25 6:3 7:17,20 9:2 13:19 18:17 21:13,18 24:13 27:10,11,21 27:22 28:1 28:3,4,5,6,7 28:8,9,10 28:17,18,19 28:20 29:4 30:6 31:24 32:3 Councilme... 10:6 29:1 29:14 30:4 Councilme... 9:14 16:16 Councilwo... 1:10,10,11 1:12,13 3:4 3:16,23 4:7 5:10 19:1,4 19:5 20:3,9 20:15,18 27:5,15,19 27:24 28:13 29:11 30:15 31:8 31:11,14,15 31:17 counsel 11:13 Court 33:13 COVID-19 2:7 CPOC 13:15 14:3 15:6 15:15,25 16:22 criminal 11:3 11:11 criteria 14:11 critically 13:16 14:7 Cultural 10:2 current 19:7	19:10,11 20:10 currently 2:9 Curtis 1:13 10:6 D Daily 2:16 DARRELL 1:9 DAVID 1:14 day 10:2 18:19 20:24 32:4 Deal 8:13 debt 23:15 decide 14:2 decided 14:10 decree 13:2 dedicated 11:21 defender 10:13 delay 2:3 Delta 2:8 demand 16:18 demanded 14:24 demanding 12:17,24 demonstrat... 12:20 department 9:17 12:24 13:22 15:8 15:9,19,21 19:15,20 departments 20:5 Deputy 10:3 DEREK 1:12 deserve 24:23 detained 10:14 determine 14:13 developing 11:6 different 11:9 direct 33:23	Director 10:3 10:5 disconnect 26:10 discussion 23:19 discussions 17:3 dismantle 13:7 15:3 displayed 3:1 disputes 11:19 disregard 12:25 diverse 17:4 17:19 18:4 diversity 14:14 doing 7:23 Domb 1:11 3:12 27:10 27:11 Dorsey 24:14 24:22 25:11 draft 14:6 due 2:5 23:14 duties 16:15 E E 33:1 earlier 12:21 economists 11:2 efforts 7:21 electronic 19:24 email 24:15 employed 9:17 employer 23:19 endeavors 15:21 enforcement 8:4,19 ensure 2:25 11:6 16:12 ensuring 14:19 entirely 2:4 entitled 6:14 environment	25:1 eradicating 12:4 errors 11:3 ethics 25:6 evaluate 14:7 14:11 everybody 32:4 evidence 33:3 exact 20:7 examination 16:3,6 examined 13:16 example 14:9 examples 12:7 13:3 expectation 7:2 experience 14:16,19 experiences 11:10,25 15:20 explain 14:1 explaining 19:19 F F 33:1 failed 26:1 Fair 10:23 faith 16:13 falsely 10:14 10:15 Family 25:11 fault 2:4 favor 29:18 30:25 favorable 30:10,20 feature 7:9 7:13 feel 23:4,16 feeling 23:8 filed 11:15 12:14 fill 14:3 first 7:16 9:4 30:13,22 fit 25:9 five 8:19 9:18 11:24 14:5	14:11 16:25 19:19 five-minute 22:8 floor 13:20 Floyd 12:21 FOP 8:10 23:12,14 force 8:15 forced 12:11 foregoing 33:5,20 former 9:16 10:12,16 13:22 15:8 15:14 16:2 19:7,14 20:4,11 23:3,9,12 23:19 formerly 15:11,18 forth 14:22 forward 12:10 17:2 found 2:19 11:17 four 14:19 frisk 13:2 fully 33:4 further 17:3 22:5 25:21 30:11,20 future 7:25 G Garrett-Ha... 10:4 Gauthier 1:11 3:15 3:16 27:14 27:15 George 12:21 Gilmore 1:12 3:22,23 27:18,19 giving 18:21 go 25:20 26:11,19 28:25 going 19:23 26:16 good 2:2 3:4	3:16,19,24 3:25 4:3,4 4:7,8,10,15 4:16,16,17 4:18,21,24 5:4,6,10,13 5:22 6:1,4 9:6 19:5 21:9,16 22:15 25:9 great 32:4 Green 1:12 4:2,3 27:21 27:22 grinch 23:2 group 13:17 Guardian 8:7 Guardians 8:18 guilty 11:17 gun 11:13 Guttenberg 22:18,19,23 Gym 1:13 4:6 4:7 19:1,4 19:5 20:3,9 20:15 27:23,24 31:8,11,14 31:15,17 H happens 11:7 harms 11:14 hats 10:10 health 2:7 hear 6:20 21:19 hearing 2:6 2:15 6:7,8 6:24,25 16:18 22:5 25:19,25 26:6,14,18 hearings 2:11 2:14,18 HELEN 1:13 help 7:24 Hendricks 9:5,6,9 18:23 19:9 20:6,13 21:1,6 22:3 Henon 4:12	28:1 Hispanic 17:9 home 12:18 hope 8:23 hoping 23:24 hour 2:20 house 15:4 I identified 17:7,8,9,10 17:11 identify 11:2 11:5 18:3 identifying 12:3 13:4 identity 14:14 illegal 12:12 image 3:1 importantly 16:17 incarcerated 15:12 include 9:25 included 2:15 including 11:4 income 17:18 17:21,22 incomes 17:24 indicate 2:24 27:1 30:25 individual 11:11 16:10 individuals 11:9 20:1 24:11 inform 12:10 Inquirer 2:17 Instructions 2:12 Intelligencer 2:17 intent 14:25 interest 23:22 interview 14:6 25:8 interviewing 17:2 19:22	introduced 9:14 19:16 23:7 investigated 10:18 invite 26:9 invited 6:22 ISAIAH 1:16 J J 1:15 10:4 JAMIE 1:11 Johnson 1:14 4:14,15 28:3,4 join 16:22 Jones 1:13 4:20,21 7:18,20 9:15 10:6 13:19 21:13 28:5 28:6 29:2,4 30:4,6 31:24 Jr 1:13 10:7 justice 10:24 11:3,12 14:20 K KATHERL... 1:12 keep 7:21 11:19 Kelly 10:1 KENYATTA 1:14 key 13:25 14:11 kind 23:8 L L 1:9,10 labor 11:18 Lady 3:3,9 3:14,21 4:6 5:8,15 27:4 27:8,14,17 27:23 28:11,14 lastly 14:21 Latino 17:10 law 8:4,19
---	--	---	--	---	---	--	--

10:24	members	26:13	NYPD 12:10	6:16 9:11	permitting	possibility	31:13,16
lead 14:8	2:23 7:6,11	murder		9:20,23	23:9,23	23:21	32:1
leaders 15:23	9:7 13:18	12:20	O	15:5 23:5	perpetuity	possible 2:11	presumed
League 8:7	13:22,23	mute 21:14	O 33:1	24:4,24	8:21	posts 12:18	23:22
leaked 12:22	14:5 15:7,9	21:17	O'Neill 1:15	25:3,5,9	person's	potential	previously
leave 12:18	15:16	Muted 21:12	5:3,4 28:9		16:12	13:5	20:4
26:14	18:10,20		28:10	P	personal	potentially	prior 2:18
led 11:16	19:14 20:4	N	objections	panel 7:16	11:22	9:19	7:5,19
Legal 2:17	20:19 22:6	N 33:1	23:6	9:4,23,25	persuade	POWER	11:11
Legislation	22:7 23:3	name 2:25	obligation	10:10 11:8	15:22	10:1	19:16
10:5	23:13	9:8 22:16	23:15	13:6,24,25	petition 16:1	powerful	priority
letters 13:11	25:18,22	25:25 27:2	occurring	15:22 16:4	Philadelphia	7:23 8:15	11:20
levels 17:19	26:25 29:8	national 8:6	12:8	16:8,24	1:1 4:23	PPD 10:20	privacy 7:2
limit 8:11	membership	10:25	occurs 11:5	18:15,21,22	5:12 6:14	practices	proceed
limited 8:8	23:14	navigate	offer 2:13	19:8 22:6	9:8 10:12	10:20	22:17,22
lives 13:12	memo 12:22	14:18	26:2 29:6	panelists 14:1	10:17	preclude	proceedings
location 1:5	mention 8:17	navigated	offering	panels 26:7,9	12:22	13:21	26:13 33:3
long 26:15	met 14:10	10:19	13:19	paper 19:23	15:24	19:11	process 19:21
look 17:2	Microsoft 1:5	nay 31:18	officer 11:16	parallel	24:24	preferring	22:2
Lorde 15:2	2:10 7:10	necessary	16:2	23:17	Philadelphi...	17:12	properly
lost 13:13	misconduct	14:8	officers 8:7	Parker 1:10	3:6 15:13	present 1:8	29:15
	11:5,17	needed 15:25	9:16 12:9	5:9,10	PHL Counc...	2:24 3:18	30:17
M	12:4,14	needs 11:20	12:17,24	28:12,13	2:19	4:9 5:21,25	protect 12:18
make-up	13:5	negotiating	19:8,11	29:11,14	pillar 14:23	6:6 18:3,17	protests
17:5 18:4	misjudges	11:18	20:11,11	30:15	place 16:12	18:24	13:11
Managing	16:8	neighborho...	23:3,9,12	part 8:21	places 16:10	25:25 27:1	provide 13:8
10:3	mistakenly	12:19	Oh 1:14 5:1	25:4	play 12:3	27:6,11,16	16:21
marches	16:10	neighbors	18:17 28:7	participants	please 2:21	27:20,22,25	psychologists
13:11	misused	14:17	28:8	7:1 26:14	6:10 7:15	28:4,6,8,10	11:1
Mark 1:15	12:16	never 8:20	Okay 20:15	participation	22:16,22	28:13,18,20	public 2:6,7
10:1 18:20	modernized	11:7 15:3	21:9,22	24:7 26:8	25:10	28:24	2:12,13,14
18:24	8:15	New 12:13	24:20	particular	26:10,23,25	President 1:9	2:15 6:8,24
Marta 22:18	months 9:21	News 2:17	older 17:15	7:14 18:11	police 6:15	2:2 3:5,7	7:1 10:13
master's 15:3	19:16	nine 18:1	ongoing 13:1	particularly	7:24 8:6,10	3:17,19,25	12:6,11
15:4	morning 2:3	NOBLE 8:5	opinions 26:9	8:4	9:11,16,18	4:4,8,10,18	22:9,24
matter 33:5	3:5,8,17,20	nominate	opportunity	pass 16:3	9:20,23	4:22,24 5:6	24:12
Mayor 16:16	3:24,25 4:4	15:6	7:22 9:12	passed 7:23	10:17,19	5:11,13,20	25:18,20
means 33:22	4:5,8,9,11	nominated	13:9,10	Pastor 9:25	11:5,15	5:22 6:1,4	26:11,17,18
measure 23:7	4:16,16,17	10:9 14:3	16:20 18:5	10:1 18:19	12:2,4,9,14	6:19 8:25	26:19,22
mechanisms	4:17,19,22	16:5	opposed	18:23	12:16,25	9:1,7 18:7	28:25
16:11	4:25 5:5,7	nominee 16:8	29:22 31:4	20:24 21:7	13:1,4,8	18:13 19:2	33:13
media 20:2	5:11,14,19	nonthreate...	optics 23:11	pause 26:12	15:5,14	19:3 20:17	published
meet 14:5	5:23 6:2,5	24:25	order 6:7	26:16	16:2 19:8	20:22 21:4	2:16
meeting 2:9	9:6 19:6	Notary 33:13	7:12	Penn 10:24	20:5,10,11	21:8,15,21	purpose 7:14
6:23 7:3	21:9 22:15	note 2:19 7:8	ordinance	pensions	24:4,25	22:4,13,21	put 16:5
25:20	motion 29:2	18:15	6:12 7:24	23:13	25:1,4,4	24:5,16,18	
26:11,12,17	29:14,19,25	noted 33:3	organization	people 8:3,11	policies 10:20	25:14,15	Q
26:19,22	30:4 31:7	notes 29:13	8:6 23:16	8:17 23:23	13:1	26:5 27:7	qualificatio...
28:25	31:19	33:5	original	24:2,23	policing 8:16	27:13	6:17 15:20
30:14	move 29:9	notices 2:16	14:25	percent 17:6	10:12	28:21,23	qualified
member 9:17	30:8,11,21	November	19:17	17:8,9,10	11:10,14,18	29:5,12,21	13:10
10:22	moved 29:15	1:5	Overall	17:11,16,17	12:1	29:24 30:7	qualify 9:19
15:18	30:9,17	number 20:7	11:21	17:20,22,23	Policy 10:6	30:16 31:3	Quattrone
16:13	multiple	20:10	oversight	permit 30:22	10:16	31:6,9,10	10:22

Nov 30, 2021 Committee of the Whole
November 30, 2021

Page 4

question 17:13 19:2	6:9 reimagining	20:21 26:4 27:9 28:2	seconds 29:14	21:18 28:17,18	7:16 22:7 22:10,19,20	15:3 transcript	want 20:23 21:5 23:1
questions 7:6 18:6,9,25 20:19,25 21:3 22:5 25:22	12:5 rejecting 23:25 relates 10:11 13:2	28:16 29:23 31:5 retired 23:3 retirement 8:13	Section 6:13 see 25:8 selected 9:24 15:5,10 17:3,20,22 17:24	32:3 stakeholders 10:21,25 start 2:6 26:16	22:25 25:23 testifying 20:24 21:2 24:11	33:6,21 transforma... 14:22 15:1 transparency 14:20	26:6 wanted 18:16 31:11 way 24:2,15 we'll 22:10 24:8
Quinones-S... 5:16 28:15	relating 11:25	Reverend 18:19 20:23 21:11,12,17	selection 9:10 9:22 13:6 13:17,24,24 14:1 15:16 16:4,8,23	started 19:21 state 8:14 10:24 22:16	testimony 2:13 6:21 7:19 18:8 18:21,22 21:24 22:17 24:6 24:15,21,22 25:11,18 26:2	truly 13:7 trust 24:3 25:1 Tuesday 1:5 tweaking 24:1	we're 7:22 26:16 welcome 18:6 White 17:8 wide 8:3
quo 13:14 quorum 6:5 quotas 12:12	relations 7:25 relationships 8:16 remain 23:12 remaining 13:25 remarks 25:13	reviewed 16:24 17:1 reviewing 14:12 revising 6:16 Richardson 1:12 3:22 3:24 27:18 27:20	Senior 10:16 separation 19:20 sergeant 12:14 serve 9:19,22 9:25 15:25 16:14 20:12 23:10,23	stenographic 33:4 stop 13:2 structural 14:22 15:1 submit 25:10 submitted 24:14,21 Sunshine 7:13 superiors 12:15,16 supervision 33:24 support 9:13 12:1 sure 21:5 24:19 suspended 30:12,22 sworn 13:22 15:7,8,18 19:14 system 11:4 14:17 systemic 14:18	thank 6:5,20 8:25 9:2,11 18:5,8,14 19:6 20:15 20:18 21:10,23 22:3,14,23 22:24 24:4 24:6,9 25:16,16 26:6 27:12 28:24 29:4 29:13 30:6 30:17 31:20,22,24 32:2,3	two 14:15 Tyler 10:1 18:20,24 20:23 21:7 21:12	Williams 10:5 wish 7:11 wishes 26:1 wishing 13:15
R	remote 1:5 2:11 remotely 2:9 removal 16:12,19 rep 8:14 report 12:15 reported 30:19 reporter 33:13,24 represented 8:3 10:13 reproduction 33:22 requesting 25:2 reserved 15:17 residents 10:21 11:23 14:24 15:11,24 16:17 RESOLUT... 1:19 resources 12:17 response 3:11 3:13 4:13 5:2,17 12:20 18:12	right 19:24 21:16,22 25:6 rights 15:23 rigorous 16:3 16:6 role 12:3 15:15 roll 2:22 26:24 27:3 rules 30:12 30:21	S	shown 13:13 significant 22:2 signify 7:11 29:19 silence 13:8 single 17:1 skilled 11:18 skills 14:8 23:4 social 20:2 sociologists 11:1 Sorry 2:3 sound 23:1 speak 9:12 10:24 18:6 22:25 spiritually 11:12 spoken 23:6 Squilla 1:15 5:18,19	things 8:1 think 8:22 thinking 14:17 Thomas 1:16 5:24,25 28:19,20 threat 2:5 three 14:17 time 7:8 11:22 22:20 title 6:11 today 6:22 8:18 9:13 13:20 16:23 21:25 24:7 24:11 26:3 26:8,21 31:22 tools 11:6	understand 23:2 unfit 16:15 unfortunate 13:12 union 9:18 13:23 unmuted 21:19 update 16:21 use 7:9 16:20	witness 18:11 20:20 witnesses 6:21 7:7 25:23 26:7 26:10 word 7:18 words 15:2 work 10:25 21:25 25:7 works 12:6 worn 10:11 written 13:12
R 33:1 race-based 12:12 ranged 17:15 read 6:11 24:17 reading 30:13,22 ready 22:19 real 23:22 reasonable 7:2 reasons 23:2 recess 22:11 22:12 recognized 7:12 recognizes 19:4 29:1 30:3 recognizing 7:6 recommen... 30:11,20 record 7:8 18:16 22:17 29:13 31:17 recorded 6:25 7:4 records 25:7 recuse 23:18 reflect 17:4 18:4,22 31:17 reflected 18:18 reflects 14:14 regarding	reproduction 33:22 requesting 25:2 reserved 15:17 residents 10:21 11:23 14:24 15:11,24 16:17 RESOLUT... 1:19 resources 12:17 response 3:11 3:13 4:13 5:2,17 12:20 18:12	S 1:12 safety 12:6 Samantha 10:4 satisfied 24:16 saying 29:19 30:25 scheduled 30:14 scope 8:8 screen 3:1 searched 10:15 seated 16:14 Second 29:11 30:15 seconded 29:15 30:18	signify 7:11 29:19 silence 13:8 single 17:1 skilled 11:18 skills 14:8 23:4 social 20:2 sociologists 11:1 Sorry 2:3 sound 23:1 speak 9:12 10:24 18:6 22:25 spiritually 11:12 spoken 23:6 Squilla 1:15 5:18,19	system 11:4 14:17 systemic 14:18	threat 2:5 three 14:17 time 7:8 11:22 22:20 title 6:11 today 6:22 8:18 9:13 13:20 16:23 21:25 24:7 24:11 26:3 26:8,21 31:22 tools 11:6	vacancy 14:4 value 26:8 Vanessa 10:3 variant 2:8 variety 8:3 vast 11:24 VICE-CH... 1:10 video 19:25 20:2 view 2:13 25:6 viewers 7:1 views 8:4 violence 11:14 vote 31:12 voted 31:18	X Y year 12:22 years 8:19 9:18 19:19 York 12:13 youngest 15:13 Z 0 1 10:12 32:6 100,000 17:21 14 17:23 18 17:15
						W wall 13:7	