

Please find below a summary of the community conversation. The summaries are a combined response based on a conversation with 57 participants made up community members, activists, elected official, city of Aurora Employees, and member of the Aurora chapter of the NAACP. The 90 minute conversation was based on several questions centering on why community is present and interested in this conversation, what policing should look like, what the collective understanding is as it relates to the authorizing agencies within the city, and suggested solutions / changes to the APD – Community relationship.

This summary also has one follow up question that a city or elected official should respond to as follow up to the initial meeting.

49 of the 57 participant left contact information with the expectation to be followed up with and have ongoing involvement in this process moving forward.

Following the summary are they actual thoughts captured by note takers for the entire conversation.

	RCF / NAACP Community Meeting Summary
Event	Community conversation exploring the lived experience with APD and the aftermath of Elijah McClain
Purpose	To gather community and hear their voices, experiences, and concerns to help inform an intentional process engaging with and creating change within the social justice practices within the City of Aurora
Process	Question and Answer; Small Group Work/Conversation; and written follow up
The Why	<p>The community was very clear that they were present because they want to live in a safe Aurora with great relationships between the Police and the community, where real check and balances against abuse of power is in place. This relationship would ensure an equitable lived experience for Aurorans, especially African American, Black, and Latino youth. Additionally, the community was present to stress how important it is for the Police to understand how to engage with community and that true pathways to accountability, transparency, and justice are implemented to ensure more incidents like the death of Elijah McClain don't happen. Finally, there is a sincere need for action, direct and real time information (unedited), timely answers, and proactive restorative measures to address violence.</p> <ul style="list-style-type: none"> As it relates to Elijah McClain Specifically there is a request for the autopsy report to be changed to report Elijah as a suspect and not a victim.
Authorizing Environment	<p>It is clear that there is an education gap on the policy, procedures, and operations of the city of Aurora, its infrastructure, the APD and DA in particular. There seems to be no intentional connections between this information and the community. The community was clear that despite the authorizers, racism and privilege exists that has a negative impact on communities of color.</p> <ul style="list-style-type: none"> As it relates to Elijah McClain questions about the administering of the drug has created anxiety, confusion, and concern within the community. There is a desire to eliminate these practices without consent and the malpractice be explored as the dose he received is believed to be deadly!
What Policing should look like	<p>Contracts like Falck need to be eliminated. Municipal Code 3-9 need to be reviewed /Changed Overall Policing need to change and in an ideal situation Police would live in the communities they serve, serve on local boards and nonprofits / churches. They would</p>

	<p>subscribe to community policing practices, have regular mental health check ins, de-escalation training, and have to re-certify every two years to stay in the role of servant to the community.</p> <p>As it relates to accountability an oversight board would exist and in police related shootings a process (legislated) to release video footage within 12 business hours without a CORA request would exist. Officers would face termination or jail for tampering with the body cameras.</p> <p>The community would have a say in the selection of the Police Chief, it would be an elected office, with the authority to hire and fire officers, as well as the right to recall officers who establish a pattern of discrimination / abuse of power.</p> <p>The police force should be made up of 75% of officers that live in Aurora. Any interaction with them should be rooted in excellence of customer service and a crisis response team would exist to respond to situations where mental health is a concern prior to police engagement.</p> <p>The Police would provide funding and participate in youth oriented activities like sports leagues, Holiday toy drive, boys and girls scouts, and provide college scholarship events.</p>
Overall Shared Solutions	<ul style="list-style-type: none"> - Create an Office of Independent Monitor that has power outside the authority of the Mayor to investigate allegations of police misconduct. - Create a Civilian Oversight Commission to give the community direct input on how community is policed. - Measure stop and frisk. If a citizen brings forward an allegation, they should get a hearing, and the police officer should answer for their actions. - Arm officers with non-lethal defense tools. - Hire a minority recruiter for the first time in the Aurora Department’s history. - Required the State Public Defender hire social workers to assist in juvenile defense cases, so the jury has the proper behavioral and developmental context. - Assess and monitor racial bias in policing, the corrosive effect of our criminal justice system. - Review Municipal code 3-9 - Body Cams that can’t be removed and Penalties for removal of cams - Hiring a police force that is representative of the community - Whistleblower protection for cops - Change policy in civil service commission (Chief needs to be able to fire people) - Having answers and resources on a user friendly website - Mental health evaluations before hiring and ongoing. DO not hire any cops with a history of violence - Providing Social Work training to police officers - Culturally responsive and bias training ongoing
Future Meeting Suggestions	<ul style="list-style-type: none"> - Provide agenda online Prior to the meeting - Use Microphones - Have a email submission process to forward questions and or topics for future meetings or agenda items
Unanswered Questions	<ol style="list-style-type: none"> 1) How can a policy be in place that does not require informed Consent for administering medication to a conscious adult? 2) Will there be an autopsy review by a forensic pathologist? Please answer to Arnie Schultz @ 720-281-2880

Community Response per Note takers

Community Meeting – 12/10/2019

- Prayer by Pastor Mayes
- Welcome by Omar Montgomery (NAACP)
- Introduction of Council members in attendance (Gardner, Murillo, Coombs, Marcano, Lawson)
- Mayor Pro Tem Johnston intro
- Thank you to Pastor McBride and Restoration Christian Fellowship
- Introduction of Dr. Ryan Ross

Dr. Ryan Ross:

- Moment of silence for Elijah McClain
- Purpose: guest of NAACP to start conversation, to ensure community voice is heard
- Information will be distributed back to the group – sign up sheet is going around
- Q: where is the case at now?
 - o Declination has been sent
- want to channel feelings into the process on tonight (policies, practices, etc) to move this forward
- break into small groups

QUESTION 1: IDENTIFY OUR WHY – WHY WAS IT IMPORTANT FOR YOU TO BE HERE?

- Child, children.
- We have a responsibility.
- Policy change.
- Being informed.
- Prioritize what’s important.
- Reduce gun violence.
- Coming up with ideas as a group.
- No more talk, ready for action.
- Purposeful, group ready to work.
- Youth concerned with their future.
- Educate myself and hear different experiences.
- We’re parents and grandparents.
- Concerned with violence.
- Come together to find a solution.
- I want to trust my police department, I don’t want an adversarial relationship with PD.
- See this as an opportunity for change, Aurora can be model for nation.
- Stop fooling ourselves and get to work implementing things that work.
- Accountability & justice for Elijah McClain.
- Autopsy report should be changed from “suspect” to “victim” – this will help the family.

- There are no checks and balances with ICE and APD, abuse of power.
- There seems to be a trend starting with our police dept.
- We need to organize to address the problems of violence.
- Legislation and transparency.
- Experience has traumatized people in the community.
- PTSD, vicarious trauma.
- We want answers.
- Hold officials accountable.
- Not going to rely on elected officials to provide us with truthful information.
- We want restoration.
- We're tired of having these meetings, we want solutions.
- Prevention policies.
- Vested in the community being successful, vested in change.
- Before this happens again, how can we get ahead of a future problem.
- Teachers are concerned with safety of student body.
- Listen to lived experiences.
- How do we help people understand our different experiences?

QUESTION 2: WHO ARE THE AUTHORIZERS IN SITUATIONS SUCH LIKE THIS? WHAT ARE THEIR ROLES? HAS THERE BEEN SUFFICIENT EDUCATION AROUND THIS? WHAT IS MISSING?

- Should be a medical person.
- System is broken.
- It seems very inconclusive.
- There has been no sufficient education.
- Most people in this room care, but we have problems answering this question.
- How do we learn to answer these questions fluently?
- We can't identify who, what, where.
- Mental health and implicit bias trainings are not offered enough, are officers taking these trainings seriously?
- Civil Service Commission is hiring these people.
- Implicit bias, explicit bias, system bias.
- We need a list of what people do so we can hold people accountable.
- Numerous people in this room have spoken about need for internal review mechanism.
- What is protocol when something like this happens in the community?
- WE don't know who the authorizers are. It's heartbreaking to know policies and procedures are in place that hurt people.
- We have to go beyond and look at what's imbedded in the system.
- There has not been sufficient education.
- We have to shake up the system.
- What's missing? More research, more training, how we should be treated to remain safe.
- We need to learn lessons now before another tragedy occurs.
- Race is the most important aspect. I'm not worried about my son because he's white.
- We don't know who the authorizers are.
- We don't know what their roles are.

- We don't know if they have sufficient training.
- There needs to be more training.
- It all starts with the police dept., internal affairs work alongside PD and they protect each other. They are their brother's keeper. The DA is complicit as well. Federal agencies should be involved.
- By far there is not enough education related to this issue.
- What's missing? An understanding of all the innerworkings.
- Training happens internally – a brotherhood that takes care of each other.
- Police don't have to have a college degree.
- We are asking young adults, who don't have a developed brain, to make on-the-spot decisions related to someone's life.
- Secondary and stress trauma training for PD.
- PD are our servants, they need to protect us.
- Operate from a service model, not a punitive model.
- Quotas should not be in place for PD.
- Ethical and cultural awareness.
- De-corporatize and demonetize the justice system.
- Citizen oversight committee is needed in Aurora.
- There's a lot of secondary trauma.
- Need to be certified on the constitution.
- Police need to know and uphold the law themselves.
- Operate from a service model vs a punitive model.
- Authorizers are police, they're checking themselves, there's no oversight.
- Who are the authorizers?
- There's not enough education about the Elijah McClain case.
- Police dept. has less oversight in recent years.
- Ketamine – why max dose vs. minimum amount.
- Autopsy has to be done by a forensic pathologist.
- The system authorizes the current situation, there needs to be real community control of the police. These meetings are happening all over the country.
- Need to get rid of the code blue of silence – officers are a family, they turn a blind eye to issues when it involves another officer.
- What determines when PD uses ketamine? What threshold is used to determine when to administer?
- Colorado does not ban ketamine, other states do, why not Colorado?
- Disparity between Adams Co and Arapahoe Co. DA's re: Elijah McClain.
- Are we getting answers tonight?
- Who makes decision to administer ketamine?
- We need to know the facts – not secondhand from the news, neighbors, etc.
- Cops are only the authority when you break the law – they are public servants all the other times.
- Chief doesn't have the power to hire own employees. Police officers need to be better vetted/screened.
- Why should ketamine be authorized at all? Are we asking the wrong questions?
- Why are we walking around in such fear of being injected with a drug? Should we even have this policy in place?
- Make sure you view the correct body camera footage – 30 minutes video is propaganda, 3 hour version shows details.

- Sedatives shouldn't be injected.
- Cultural competence and sensitivity to all members of the community.
- I came to hear the facts, what was given, how it was given, we need to be on the same page.
- We all need to be on the same page if we are going to attend these community meetings. Do your research so we can move forward in a timely manner.
- I encourage everyone to read the constitution (1 – 14).
- Cops are only authorized when you break the law.
- The chief of police doesn't even have the authority to hire his own employees.
- Why should anything be administered ever? It's not a matter of who's authorized.

QUESTION 3: WHAT SHOULD POLICING LOOK LIKE IN AURORA?

WHAT ARE SOLUTIONS WE NEED TO FOCUS ON?

- We've been talking for years, trim the fat, get to the meat of the problem.
- Action items: look at 3-9 municipal code, ending contract with Falck, why was contract just renewed?
- We need to get rid of body cam providers that allow body cam to be removed.
- Oversight committee needed.
- A force that looks like our community.
- Crisis response team needed vs. officers responding to crisis situations.
- Training for de-escalation.
- Community policing.
- After community crisis, police officers are allowed to go back to their normal lives. Why?
- Police encounter should look like a customer service exchange.
- I want it to look like when white police are in white communities.
- Term limits – 2 years on each force.
- Police chief should be an elected official.
- Police force should look like community in which they serve.
- Go to jail if you turn off/tamper with body cam.
- Decrease militarized police.
- Accountability. Community members should have control, community oversight.
- Police officers should be recalled if needed because of inappropriate behavior.
- Sensitize and be human, more training around mental health and de-escalation.
- 75% of police force should be Aurora residents.
- Requirement for community engagement among police officers.
- Community involvement re: next police chief.
- Trauma informed care.
- True transparency on all aspects of issues.
- Civil service commission.
- Adjust paid leave situation when an officer is involved in an incident.
- Have an email for this process where community can send questions/comments.
- Media block out.
- Community members should help draft questions for meetings.
- Laws re: dislodging body cameras, ketamine, - what happens immediately.
- We need something to appease instant gratification members of the community.
- Legislation that would require the release of video footage within 12-hours post incident, unedited, not narrated if someone dies without having to CORA request.

COMMENTS RECEIVED VIA EMAIL 12/12/19

- What you can do you with your voice, power and position.
- Office of Independent Monitor that was empowered outside the authority of the Mayor to investigate allegations of police misconduct.
- Create a Civilian Oversight Commission to give the community direct input on how community is policed.
- Measure stop and frisk. If a citizen brings forward an allegation, they should get a hearing, and the police officer should answer for their actions.
- Arm officers with non-lethal defense tools.
- Hire a minority recruiter for the first time in the Aurora Department's history.
- We also required the State Public Defender hire social workers to assist in juvenile defense cases, so the jury has the proper behavioral and developmental context.
- Assess and monitor racial bias in policing, the corrosive effect of our criminal justice system.
- (MJF) I'd love to help coordinate a meeting with Al Sharpton and the National Action Network and American Progress.

NEXT STEPS:

1. Comments will be tabulated
2. Comments will be shared
3. Comments will be sent to NAACP
4. Initial action items will begin to be created
5. Next meeting date will be established