

The following are issues in the Consent Decree that I feel need to be clarified or/and strengthened.  
Community Engagement & Enforcement.

I think that in order to empower the community, the meetings held with the disempowered neighborhoods should be held with the youth as a joint measure (not just city officials meeting with selective students) but community program members as well, meeting with ALL youth to hear their voices. The youth have a unique perspective about life and can offer creative ways to problem solving & building the relationships in order for the city to be successful. If we take their suggestions seriously & implement their ideas, we will place value on their words and let them know we are actively trying to improve their futures based off of what THEY need.

This should be mandatory when it comes to the NPSC. Officers with bad records should not be allowed in those spaces & should not be able to return if they are currently under investigation or found to have been guilty of not abiding by the consent decree.

Any programs created as a result of the consent decree (Community Steering Committee) should have funds set aside in the budget every year

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Specifically for the purpose of reaching out to the entire Ferguson Community to inform them of programs such as the Community Steering Committee + the CRB. I have been attending these meetings and have stressed the importance of reaching out to communities that are neglected and have been told that the city didn't have enough money to send post cards to my ward 3. How can we engage with citizens if the city still refuses to reach out to them so they can help implement plans for future police engagement practices? On a personal level, its hard to engage with programs developed by the city when I know the city is not even willing to reach out to my community who have been unconstitutionally policed for years. We cannot expect people to engage if the city doesn't take the first steps to reach out. It feels like were constantly fighting just to be heard, and be relevant, & to matter. The city has to be honest. That's why I like the part in the consent decree that talks about the lying. Officers as well as city officials should be held accountable for not telling the truth. I don't mean a slap on the wrist. The public should have access to the rules city officials have to abide by, & the consequences of not

following these rules. The rules should be listed on the city website and should be clear. For example, one strict or 1st offense - this, 2nd strike / 2nd offense - this. The chief, or city manager should not be the one to decide the level of punishment. We should already know what the level of punishment should be according to the guidelines. On that same note, for the life of me, I can not understand, how another captain can investigate, a captain if a complaint is filed by a citizen. Under any other job title, I have never heard of a staff member at the same level in position, responsible for investigating their co-worker. This happens here in Ferguson though. Their needs to be strict instructions as to who performs investigations, the time allotted for investigations to be conducted according to the level of seriousness of the complaint, and swift follow up with punishment and prompt follow up with notification of findings. Protocol should be publically accessible.

I wish there was a way we could press a button a make the community unaffected by unconstitutional policing to be able to see + feel what I feel in my life. We just want to be respected + treated as equals. We want our city to do right by ~~us~~ us.

I'm tired of fighting for what already should be, but for my children I will continue to fight for what's right.