



**METRO NASHVILLE
COMMUNITY OVERSIGHT**



Summary Report: Community Safety Townhall Meetings

October 2020

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research team to quantify the number of comments on each topic. This report portrays the responses the COB and MHRC received from community members and does not necessarily represent the policies or stances of the COB or MHRC.

Self-Identified, Voluntary Demographics of Town Hall Participants

	Townhall 1	Townhall 2	Townhall 3	Townhall 4	Total	Percent of Total
Total Comments	18	34	17	23	92	
Race/Ethnicity						
African American/Black	5	3	6	3	17	18%
White	12	23	10	14	59	64%
Latinx/Hispanic	0	0	0	0	0	0%
Asian	0	1	0	0	1	1%
Unknown	1	7	1	6	15	16%
Gender						
Male	8	13	5	3	29	32%
Female	10	17	10	14	51	55%
Non-binary/Trans*	0	0	1	1	2	2%
Unknown	0	4	1	5	10	11%
Age Group						
Under 25	0	2	1	2	5	5%
26-35	8	9	6	1	24	26%
36-45	2	6	4	5	17	18%
46-55	2	6	2	2	12	13%
56-65	2	0	1	3	6	7%
Over 65	2	2	3	4	11	12%
Unknown Age	2	9	0	6	17	18%
Neighborhood						
East	7	5	3	6	21	23%
North	3	5	2	2	12	13%
West	2	5	2	4	13	14%
South	2	6	4	2	14	15%
Hermitage/ Donelson	2	1	1	3	7	8%
Madison/ Goodlettsville	1	0	2	0	3	3%
Downtown	0	1	2	0	3	3%
Midtown/Green Hills	0	5	0	4	9	10%
Unknown	1	6	1	2	10	11%

Key Themes of Comments

1. Working Toward Racial Equity and Justice

The most frequent theme for the next chief of police was working to redress racial inequities that often permeate policing. Twenty-three of the 92 (25%) statements mentioned racial equity and justice. It is clear from the many comments that there is a strong sense that racial minorities and particularly Black residents of Nashville are more scrutinized by police, often unfairly treated, and are more likely to be punished for the same behaviors than a

White person. An anonymous caller said that they wanted a police chief “who is willing to see the citizens and not pre-judge based on zip code.”

A letter from members of West Nashville Clergy Alliance stated that they want “leadership that understands and values the

humanity of all of our citizens – Black, Brown, White, poor, affluent, housed and unhoused, intellectually sound and mentally ill, addicted and substance free, well-educated and employed, and those with little opportunity.” Common throughout many statements was a call for all people in Nashville to be treated equally and fairly. A focus on racial equity also serves crime victims. Dr. Elizabeth Barna wrote, “when choosing a new police chief, Nashville should honor victims of violent crime by ensuring that their calls for help bring justice, not further violence against vulnerable community members.”

The understanding that MNPd does not protect Black and White residents equally undermines community trust. Merissa Campbell said, “When I’m in trouble I don’t want to call the police, because I don’t trust the police. So we need to have a force that we can depend on, we need to have a force that cares about people, we need a force that protects and serves everyone, not just a handful of white people.”

Improving trust in MNPd will be a central task for the new chief of police. From the comments given in the town halls, the process of rebuilding trust will require a concerted focus on engaging community members with an emphasis on racial minority communities, making substantive reforms, and working to address root causes of inequality instead of only responding to the outcomes (e.g. crime) produced by inequality.

“We long for a city that is diverse in every way and that truly is a place of equal justice and opportunity for all. We want to be part of building that city, which includes at this moment speaking out and advocating for change in our policing and justice system.”

– Rev. Dr. Carol Cavin-Dillon quoted in West Nashville Clergy Alliance letter (pg. 43)

2. Enhancing Accountability and Transparency

Eleven of the comments mention accountability and ten mention transparency. Numerous comments made similar remarks to Connor who said that the new police chief should have “the courage to hold the department accountable for their actions.” Four comments explicitly call for reform of the MNPDP Office of Professional Accountability. Comments often state that there is a perception that officers are not being held accountable for misconduct. Another commenter had a different view. Lucas Stein, was concerned that a new police chief should also be “willing to stand by officers if they are right” and not just “pander to the people.” The next police chief will have to both hold officers accountable when they are in the wrong and represent officers when in the right.

Numerous comments related to accountability reflect a desire that the police chief must be

accountable first and foremost to the people of Nashville. Chris Jones wrote,

I would like to see a police chief who is not afraid to put the welfare of the community ahead of political agendas. I understand a chief serves at the pleasure of the Mayor, but as someone who takes an oath to serve and protect the community, NOT the mayor, the chief must be willing to serve the community, not cater to the whims of the Mayor's office. (pg. 32)

The comments on transparency were often connected to accountability. Residents of Nashville stated that they want MNPDP to be transparent with the community and with the COB. Several comments stated that they hope for more transparency from the Mayor’s office in the police chief selection process.

3. Investigating and Holding Officers Accountable in Response to Sexual Harassment and Assault Allegations

A total of 12 community members voiced their concerns regarding the recently publicized allegations of sexual harassment, sexual assault, and discrimination brought forth by current and former MNPDP employees with the help of community organization, Silent No Longer.

On this topic, community members called for a new chief of police who will address these issues within the department and hold officers accountable for their actions. Many community members

“We need for the police chief to really be engaged in the community and to understand what the issues are and to work towards resolving those issues so that Black people can feel safe in their community because right now we know that Black people do not feel safe in their community and do not feel safe when it comes to interacting with the police.” -Anonymous Caller (pg. 15)

expressed concern that the selection of an internal candidate for chief of police will not result in reforms or increased accountability for misconduct that takes place within MNPDP.

One anonymous community member that submitted a written comment identified themselves as a former MNPDP officer and a victim of sexual harassment and assault within the department. When discussing the selection of a new chief of police, they stated:

I want a chief that isn't from the department or the state so we don't have to worry about them owing anyone anything. I want a chief that is fair and listens to the officers and to members of the community. I want the chief process to be fair. My advocates at Silent No Longer TN asked us what we wanted and we said we wanted a board member from COB, advocates for us and advocates for the Black and Brown communities and chiefs not from Tennessee to be on the review board. – Jane Doe 16 (pg. 44)

Several community members also called for the COB to be involved in the investigation of these allegations of sexual assault and harassment within the police department and that there be increased protections for whistleblowers who come forward to report this type of misconduct.

4. Supporting the COB


Fourteen community members discussed their support of the COB and several of them called on the next chief of police to work on maintaining a collaborative relationship between the MNPDP and the COB moving forward.

Community members highlighted

the fact that the COB was established by a vote of the citizens of Nashville and Davidson County and that as such, the MNPDP should respect the community's decision to establish the board by working with the COB in good faith.

Several community members also called for the COB to be given a bigger role in the search for a new chief of police and for there to be COB and other community representation on the search committee and hiring panel.

One community member requested that the new chief of police work with the Metro Council and the COB to establish a subpoena power process for COB investigations. Similarly, another community member called for expanded authority for the COB to conduct investigations of misconduct.



“And COB definitely needs to have more input in in what’s going in the police department, I don’t think there needs to be more hesitation from the police department or the Mayor to get the COB involved.”

-Susan McBride (pg. 19)

Additionally, a community member asked that the new police chief support the policy advisory report issued by the COB regarding immigration enforcement and non-English speakers in Nashville.

5. Responding to Mental Health and Other Crisis Situations

One topic that was raised by many community members was the MNPDP's response to mental health crisis situations. A total of 15 comments were submitted regarding mental health and/or alternate responses to crisis situations. Community members called for a chief of police that will take a holistic approach to issues such as mental health, addiction, and homelessness. Some community members called for the MNPDP to implement a crisis intervention team, a specialized police unit that responds to crisis situations, often with a mental health professional serving as a co-responder. One caller cited the CAHOOTS crisis response model from Eugene, Oregon. CAHOOTS is a mobile crisis intervention team that responds to non-violent crises as an alternative to law enforcement officials.

Local mental health professionals who provided comments on this topic also called for an increased use of mental health professionals and social workers as part of an alternate response to calls for service involving individuals in crisis. One professional called for the MNPDP to hire more mental health professionals to be a part of the police department – to provide officers with internal counseling resources as well as for community outreach.

Pat Halper summed up the city's past efforts relating to mental health crisis response, stating:

Our city has headed in a better direction through the Crisis Treatment Center with the Mental Health Co-Op where police are able to drop people off there for treatment and not take them to jail. We have a behavioral care center that will be opening at our new jail. But in the past, our police department has been unwilling to do things that are being done in other places like using Crisis Intervention Teams that are sent out with a mental health professional and with police that are specifically trained and who want to work in this area, much like with have SWAT teams and K9 teams...So, we don't have to reinvent the wheel and we can do this better, and I hope that our next police chief is somebody that is open to those ideas, even if it does mean reallocating resources so that we can better serve people in our city who are experiencing all kinds of mental health issues. (pg. 28)

Overall, the common thread among these comments was that Metropolitan Government and the Metro Nashville Police Department could be doing more when it comes to appropriately responding to mental health crises and other crisis situations.

6. Partnering with Communities to Enhance Public Safety

Many community members said that MNPDP's collaboration with community organizations and victim's rights advocates has been very successful and called for the next police chief to maintain close ties with these non-profit partners.

Of the 92 comments, 18 addressed strengthening partnerships with communities. Leaders from Nashville's Office of Family Safety, the YWCA, Nashville

Children's Alliance, the Sexual Assault Center, the Legal Aid Society of Middle TN and the Cumberland, and Tennessee Voices for Victims all pointed to community partnerships as an invaluable resource for public safety and meeting the needs of crime victims. Specialized units focusing on domestic violence and sex crimes were mentioned as having successful partnerships with non-profits who serve victims. Expanding partnerships with non-profit groups who focus broadly on public safety is a path that commenters supported.

In addition to non-profit partnerships, 11 comments focused on engaging community members through community policing. A clear concern is that community engagement can often be surface level where token efforts are made without sustained relationships with community members. One caller summed up this criticism succinctly:

Like we don't need a police chief that's just going to engage with us and bring kids ice cream and you know and sandwiches, like no. We need for the police chief to really be engaged in the community and to understand what the issues are and to work towards resolving those issues so that Black people can feel safe in their community because right now we know that Black people do not feel safe in their community and do not feel safe when it comes to interacting with the police.

-Anonymous Caller (pg. 15)

Three community members specifically mentioned MNPDP's LGBTQ liaison as a good example of partnering with communities. They said that Officer Reid has helped build ties with the LGBTQ community in Nashville and supported additional outreach efforts to marginalized communities who may mistrust police.

7. Working to Be Trauma-Informed and Victim Centered

Six callers specifically mentioned that they would like to see additional efforts from MNPDP to be trauma-informed. Alicia Bunch Vargas, one of the clinical directors of the Sexual Assault Center said that "the next chief of police should ensure that all police officers are aware of how past

"Nearly half of all violent crime against a person in our community is domestic violence... I really hope we find someone that has the heart for that type of work and understands it's important."

-Office of Family Safety (pg. 21-22)

trauma can impact the way that we respond under stress.” Several commenters emphasized that Nashville must continue to focus on domestic violence services since, according to DarKenya Waller the executive director of the Legal Aid Society of Middle TN and the Cumberland, Nashville is “the 6th most dangerous city for women in America.”

Other commenters emphasized the role of police and criminal justice system in perpetuating trauma.

Simon Cooper stated, “I want someone who understands the

disproportionate and violent impact that policing has on communities of color, black communities, and on low-income communities and I want the new chief of police to be genuinely committed to fixing that.” Similarly, an anonymous constituent said that, “We would need a police chief whose goal is trauma-informed community accountability vs. incarceration.” To many community members who gave feedback, the police chief must focus training and police practice both on the trauma that crime victims experience as well as the ways that trauma creates a cycle of violence.

“On behalf of the Sexual Assault Center – I would like to recommend that the next chief of police prioritize training on responding to victims, survivors, and the community. This training should emphasize the importance of trauma-informed care.”

– Alicia Bunch Vargas (pg. 21)

8. Ensuring that Community Voices Guide MNP, Not the FOP

Seven comments discuss the relationship of MNP to the Fraternal Order of Police (FOP) which is a labor union representing many police officers. Elizabeth said, “basically [I] would like to see a police chief who is dedicated to unraveling the MNP from the Nashville Fraternal Order of Police.” She discussed that she has seen instances nationwide where police unions have dismissed community concerns around excessive force and have pushed for policies that shield bad officers from discipline. Similarly, an anonymous written statement said, “we would need a police chief who wants to break down the power of the police department and the Fraternal Order of Police.” The West Nashville Clergy Alliance stated that the next chief of police should be willing to work with the FOP but also to hold them accountable when necessary.

9. Reimagining Policing and Public Safety

Some community members called for a reimagining of policing and public safety. Nine comments discussed reallocating funds from police to other public safety priorities. Andrew Krinks said,

The **primary** quality of a new chief of police should be a chief who is thoroughly committed to drastically shrinking the size and scope of policing in Nashville on a concrete timeline determined by the people of Nashville, and in shifting funds from MNP to already existing and new services in Nashville that can take up the work that MNP is not qualified to carry out anyway (for

instance, non-police mental health street responders, violence interrupters, survivor-led restorative justice programs as alternative to traditional sentencing as the group Common Justice does in NYC, and so on). (pg. 14)

Commenters pointed to programs in Eugene, Oakland, Denver, St. Petersburg, Austin, Minneapolis, and Albuquerque as examples of cities that are working to reevaluate how local governments invest in public safety. Blake Stockard wrote that Nashville needs “someone who can think critically about the major structural issues and be willing to acknowledge that policing may not be the right approach in all cases.”

Five comments call for demilitarization of the police and to reject future purchases of military surplus weapons. Katie Goetz said, “I want a police budget that allots 0 dollars to riot gear, teargas, tanks, and any other weapons that are used to hurt our residents.”

“We would need a police chief who understands the need for community investment vs. neighborhood neglect and militarization.”
-Anonymous Constituent (pg. 29)

Four comments call for removing school resource officers (SROs) from Metro Nashville Public Schools (MNPS). Matt Tolbert, a 2017 MNPS graduate said,

I want a police chief that will work with MNPS and Safer Schools Nashville in removing SROs from schools and redirect resources towards social, emotional, and restorative justice practices. While ineffective in preventing school shootings or deterring crime, according to the non-partisan Congressional Research Service, school resource officers disproportionately refer black students and students of color to the criminal justice system, which has pervasive and negative impacts on their education and emotional outcomes and is ineffective in keeping them safe in school. I want a police chief that defines safety as a healthy environment that prioritizes learning, healing, and wellness. SROs are not the most trained or economical tool for the safety of our students. I only ask that our next police chief is intentional, equitable, and informed when prioritizing the safety of our students. (pg. 45)

There is a clear trend from commenters that Nashville should engage in a process to evaluate the role of police and to identify ways to imagine a Nashville where public safety is defined more broadly than the just the police department.

10. Encouraging a Diverse and Professional Police Force

Community members raised the issue of diversity on the police force urging MNPd to expand their diversity training and to hire officers who better reflect Nashville's diverse population.

Two comments pointed to a need to ensure that officers are paid well compared to other police departments. Joel Alex summarized the need for diversity well. He said, "Representation is essential in law enforcement so the department and the chief needs to work to make sure their force represents the community."

"I want the chief of police to be able to contribute to normalizing seeing trans people succeed, and that means also employing staff, having more inclusive police staff that includes uplifting jobs for LGBT, especially black trans individuals."
-Jace Wilder (pg. 39)

Community Comments

Townhall 1 – Community Comments

Townhall Recording: <https://youtu.be/ModdH0dpKVw>



The poster is for a 'COMMUNITY SAFETY TOWNHALL MEETING' held on Monday, August 24, from 5:00 PM to 6:30 PM via teleconference. The main question is 'What would you like to see in a police chief and for public safety in your community?'. It lists ways to listen (Metro Nashville Network at www.stream.nashville.gov and Webex via phone at +415-655-0002) and ways to give a statement (pre-recorded message at 629-255-1906 and live during the meeting at 629-255-1907). The meeting is facilitated by Ashlee Davis and Dr. Marisa Richmond. A silhouette of the Nashville skyline is shown above the text.

NASHVILLE'S COMMUNITY OVERSIGHT BOARD & THE METRO HUMAN RELATIONS COMMISSION INVITES YOU TO ATTEND

COMMUNITY SAFETY TOWNHALL MEETING

MONDAY, AUGUST 24
5:00 PM - 6:30 PM VIA TELECONFERENCE

What would you like to see in a police chief and for public safety in your community?

WAYS TO LISTEN METRO NASHVILLE NETWORK www.stream.nashville.gov	WAYS TO GIVE STATEMENT PRE-RECORDED MESSAGE Call (629) 255-1906
WEBEX VIA PHONE Call: +415-655-0002 Code: 146 284 3058#	CALL IN LIVE DURING MEETING Call (629) 255-1907 *Statements limited to two minutes*

FACILITATED BY
Ashlee Davis, Chair
Community Oversight Board
Dr. Marisa Richmond, Chair
Metro Human Relations Commission

FOR MORE INFORMATION OR TO GIVE A WRITTEN STATEMENT VISIT, WWW.MNCONASHVILLE.COM OR CALL (615) 880-1885

1. Merissa Campbell East Nashville – Inglewood Live Call-in

*The audio on this call was not very clear, sections that are inaudible are labelled as such.

My family bought the house that I live in, 50 years ago. I am very much concerned about police brutality; I am very much concerned about police not being held accountable. Years ago, I filed a complaint with Internal Affairs and as a result of my complaint, an investigation was done, and the officers were demoted instead of fired.

Inaudible

It was put on Chief Serpas' desk and he never... and then he moved to New Orleans.

Inaudible

My second concern is...

Inaudible

My 86-year-old mother gets stopped all the time in North Nashville, so she drives a car that has tinted windows, so she's driving around... the police harass her because of the tinted windows... I think that is unacceptable.

Inaudible

Nashville police still pretend to be exempt, they're better than everyone else. Well if you're not better than anyone else, then show that... Why are we hiring racist police? If you're afraid of Black people, why are you in Black neighborhoods? Why don't you put people in our neighborhoods who's not afraid of us? Why are we targeting Black people? ... A friend of mine

tells me that his daughter got caught for drugs and the police officer called him on the phone – Sir, would you like to come here and give your daughter a talking to? – Unheard of in the Black... Never happens! Our kids get beat up, locked up, and everything... I stated my concerns and when I stated my concerns... the police started monitoring my Facebook account... make a phone call, call him... He's really disappointed that a lawyer... so he wants you to call him.

Inaudible

When I'm in trouble I don't want to call the police, because I don't trust the police. So we need to have a force that we can depend on, we need to have a force that cares about people, we need a force that protects and serves everyone, not just a handful of white people. And we need to hire people who have a bigger mindset, you can't be hiring neo-confederates that are stuck in a racist mindset and expect them to be fair to Black people. That's all I have to say. Let's do the right thing... let's not just talk about it, let's be about it. And that's all I have to say, thank you very much.

2. Roslen Butler

37216

Live Call-in

I'm calling in support of John Drake, because I like the way that he handled the situation that happened in South Nashville, he handled it accurate, and I think he handled it fair, it didn't take two or three days to do so. So I feel like this is a man with integrity and honesty, and I believe that he would be best for our next chief of police. And that's all the comments that I have.

3. Linda

Antioch

Live Call-in

I would like to say that the next police chief for Nashville and Davidson County should be an African American man, I think that's important for obvious reasons, but demographically, there are many many African Americans if not more African Americans in Davidson County than any other group, certainly in Nashville. And secondly, historically, to my knowledge, there has not been a Black police officer and I think that would solve of the community feeling they can trust the person at the top. I also think that, just an extra, added comment, there should be more African American policemen, and that should be across the country, perhaps you wouldn't see as many of these killings of Black men by white police officers. So that's my comment.

4. Ann Watkins

East Nashville

Live Call-in

And I would like to see the chief of police do what I ... do, and before COVID, I attended as many COB meetings as I could, as Nashville had fought long and hard for a COB. And Chief

Anderson refused to attend any of these meetings. Ms. Fitchard and Ashlee Davis, and all of the members have fought hard at their positions and with little or no respect. So whoever fills this seat, needs to show all of the COB and MNCO members, their due respect by attending these meetings and showing them the respect that they deserve. The same way they respect their position, that is not something that has happened since the formation of the Community Oversight Now and the Community Oversight Board. And that is my input for our next chief of police.

5. Sekou Franklin

North Nashville - District 21

Live Call-in

In regards to a new chief, I think it's important to have an outside person, given all that has happened in Metro Nashville in the last number of years. And an outside person should give strong consideration to supporting the COB's updated Memorandum of Understanding that it's trying to negotiate with MNPD.

That's number one. Number two, a new police chief must commit to reorganizing from top to bottom the office of professional accountability that is in charge of overseeing internal affairs and civil rights complaints. Without reorganization, without reorganizing the OPA, then there's still going to be continued, there's still going to be major problems at MNPD. I think that a new police chief must also embrace expanded whistleblower protections to protect those law enforcement officials who do want to come forward and talk about discrimination and other matters that relate to police accountability.

And I think the new police chief should support the policy review that was conducted by the COB regarding immigration and residents who are not English speakers, particularly as it relates to immigration enforcement. So those are my comments and I really appreciate the work that the COB has done.

6. Greta McClain

South Nashville – 37211

Live Call-in

I was just calling to say, I think the next police chief definitely needs to abide by the citizens of Nashville's wishes and allow COB to do their job, not try to put up roadblocks for them. I think that actually COB needs to have expanded authority so they can investigate anything, any complaints, whether they come from within or outside the department – such as the complaints that are going public about discrimination, racism, sexual harassment and sexual assault, I don't think it's reasonable to think that police should police themselves, that's what COB was made for. And that's what I think the first item of business for the new chief should have, is to make sure that the Memorandum of Understanding is adhered to and that they let COB do what they are supposed to do. Thank you.

7. Dallas Swindell

North Inglewood

Written Statement

Our city needs a chief of police dedicated to serving the diverse communities of our city. The next chief of police for our city must work hand in hand with the Community Oversight Board to provide representation and parity for all communities in Nashville. The next chief must have a focus on reforming policy and procedure to intervene before escalation occurs. Doing so means our next chief must be accountable to the people of Nashville, must have a plan for racial justice within policing, and must hold their self and all police accountable to de-escalation. The chief must also be open to the reallocation of large portions of the police budget into other social and community services so that policing is not the first response for mental health emergencies or petty misdemeanor disputes caused by lack of social services or mutual aid to provide for citizens needs. Our next chief needs to be strong enough to stand up for shifts of policy and enforcement so as to foster a mutually beneficial relationship with all communities.

8. Andrew Krinks

North Nashville – 37208

Written Statement

Policing is not the institution best equipped to keep a whole community or city safe. That is a challenging notion to popular conceptions of "public safety," but one that we really need to reckon with if we want to truly create the world we all say we want. The institution of policing was created a few hundred years ago to keep powerful people and their property "safe" from Black and poor people. It evolved to encompass a supposed "serve and protect" mission, but it remains thoroughly entrenched in the purpose with which it was first created, which explains Jocques Clemmons, Daniel Hambrick, George Floyd, and all the acts of criminalization that impact Black and poor folks in Nashville and around the country. Nashville and the world are waking up to these challenging truths (see what city governments in Austin, Minneapolis, and Los Angeles are doing to scale back their police departments, for example), and are figuring out new ways to define public safety. Nashville must do the same or continue to reap more pain and loss and inadequately conceived means of safety. There will be no peace until this happens. That's just how social change works. For that reason, the **primary** quality of a new chief of police should be a chief who is thoroughly committed to drastically shrinking the size and scope of policing in Nashville on a concrete timeline determined by the people of Nashville, and in shifting funds from MNPd to already existing and new services in Nashville that can take up the work that MNPd is not qualified to carry out anyway (for instance, non-police mental health street responders, violence interrupters, survivor-led restorative justice programs as alternative to traditional sentencing as the group Common Justice does in NYC, and so on). All other qualities of a new chief are insignificant if this quality is not met--not just in word, but in detailed deed.

This sentiment is not mine alone, but is shared by thousands who have been mobilized in the last few months across our city, and the many more to come. Thank you.

9. No Name

Goodlettsville Area

Live Call-in

I just wanted to call in and to talk about some of things that I would like to see in the next police chief that is hired for Nashville. One, I would like for the police chief to engage with the Metro Community Oversight Board, considering this is a board that the majority of the people here in Nashville voted for, and so I would really like for the chief to be supportive of them and to engage with them on more of a regular basis than the previous chief did. I would also like a chief that really understands what is going on in the community, and someone who is really going to seek to root out systemic racism that is embedded within the Metro Nashville Police Department. And would like to see somebody that is going to, you know, not be afraid to address these issues and to talk about these issues, and someone that's really going to engage in the community as well too. Like we don't need a police chief that's just going to engage with us and bring kids ice cream and you know and sandwiches, like no. We need for the police chief to really be engaged in the community and to understand what the issues are and to work towards resolving those issues so that Black people can feel safe in their community because right now we know that Black people do not feel safe in their community and do not feel safe when it comes to interacting with the police. And so those are some of the things that I would like to see the police chief, some of the characteristics I would like for him to have, and things that I would like for him to do.

10. Stephanie

Sylvan Park

Written Statement

The search and hiring process must have meaningful representation of the COB and its executive staff on the search committee and the hiring panel. As a good-faith commitment to racial justice, all community advocates should refuse appointments to the search and hiring committees unless Mayor John Cooper guarantees COB representation.

A new police chief must comply with the COB's updated Memorandum of Understanding (MOU) that details its coordination with MNPDP, which thus far, has been undermined by Chief of Police Steve Anderson. Refusal to comply with the MOU undermines the vote of 134,135 people who approved the COB in 2018.

In coordination with Metro Council and the COB, a new police chief must immediately develop procedures for using subpoena power in COB investigations.

A new police chief must release reports by the Force Review Board considering the police killings of Jocques Clemmons, Daniel Hambrick, Timothy Lane, William Johnson, and others. These Force Review reports are secretly guarded by the police chief.

A new police chief must restructure the Office of Professional Accountability (OPA) that is charged with overseeing internal affairs and civil rights complaints. OPA has been corrupted by its director, Kathy Morante, who is actively undercutting COB investigations. While working for the District Attorney in 2010, Morante also withheld evidence that led to a 19-year prison sentence of a 16-year old. The sentence was later overturned because of Morante's misconduct.

A new police chief must change the corrosive culture in MNPD such as: addressing sexual harassment, intimidation, and assault; updating employee health and wellness benefits; implementing a strong whistleblower policy; resolving employment discrimination complaints; supporting the expansion of mental health counselors; and tracking the hiring and promotion of Black women officers in the senior command structure.

The police chief search must clarify whether non-English speakers and people living in overpoliced communities have access to the online survey. It appears that homeowners/neighborhood associations are prioritized in the survey. These groups trend toward middle-class Whites and exclude renters, formerly incarcerated persons, and others. The new police chief must endorse the COB policy recommendation on immigration and law enforcement actions.

11. Blake

Donelson

Written Statement

I am looking for a chief of police that will prioritize transparency and structural change in the department. This is greatly needed internally and externally, as the botched raid and recent allegations of sexual assault and cover up have shown us. We need leadership that will be honest with the public, meet with them directly, and take action to make deep structural change to the MNPD. One specific request is for the new Chief to commit to honoring the new MOU from the COB and for him/her to meet regularly with the board. I'm hoping for a collaborative effort moving forward where the COB is elevated as a true force for accountability on behalf of the people. The new Chief can set a healthy precedent for this moving forward.

I am also interested in a chief whose tactical focus is not on cultivating a "warrior" mindset or is militaristic. Police should not be seen or see themselves as an outside force, but rather a true part of the community. The new Chief needs to take an integrative approach in bringing the community and the MNPD together. If not possible, the new Chief needs to be willing to delegate certain activities to other agencies in the government that will be more community focused and community-centered.

12. Name Inaudible

East Nashville

Live Call-in

What I would like to recommend for the city of Nashville is a similar initiative that is being launched all across the country – most of them are based upon a mental health response team that works in conjunction with the police, based out of Eugene, Oregon. They're called CAHOOTS, it is essentially a service that provides mental health professionals and people that can diagnosis a person in a state of mental crisis. On average it saves the city of Eugene about 8 million dollars a year. The city of Eugene, Oregon has a population size of like less than 200,000 so I can only assume that it would save the city of Nashville much more. Basically what they do, is they respond to non-criminal emergency calls so if you get a call to a first responder of a person screaming in the middle of the street, rather than sending a police officer, who is trained to see that person as a threat, they send social workers and mental health professionals who can diagnosis a person in a state of mental health crisis. Initiatives like that are being launched in cities like St. Petersburg, Florida; Oakland, California; Denver, Colorado; and I think that Nashville ... start thinking about reimaging community safety and defunding the police, and what the future of community safety looks like, I believe it'll look something similar to that. And that's about all I've got.

13. Harold

Bellevue

Pre-recorded Message

I'm calling and letting you know what I'd like to see in a police chief, I would like to see accountability, transparency, and a partnership with the community and community organizations. I envision policing to be a cooperative relationship between the police department and the community organizations. I think it's important that we choose a police chief who has already been established here in Nashville. The reason for that is that the person would already have a relationship with officers, a relationship with the community and know what issues in the community and issues in the police department, what issues are a concern, and they would not have to be starting from square one.

14. Name Inaudible (Same caller as #12)

East Nashville

Live Call-in

The genesis program that cities like Denver and St. Petersburg, Florida are kind of looking to as the blueprint is an organization called CAHOOTS. Based out of Eugene, Oregon, CAHOOTS stands for Crisis Assistance Helping Out On The Streets. And again, they are a team of mental health professionals that take non-criminal emergency calls that are usually designated towards

the police and they send out social workers and mental health professionals that can diagnose people in a state of mental crisis and offer them assistance.

15. Corey Williams

East Nashville - Inglewood

Pre-recorded Message

Some things that are important to me as we go about finding a new police chief, I think the Community Oversight Board should have meaningful representation on the search committee. Their input needs to be heard. That's point number one. I think point number two, is that we need to work some kind of way to fix the Office of Professional Accountability, I don't think it does a very good job of investigating internal affairs and civil rights complaints. And so I think that entire office needs to be sort of overhauled in some sort of meaningful way. And the last thing that I would say – well two – one is that we definitely have to find someone who is willing to address the sort of allegations of sexual intimidation, sexual harassment, assault that have come out recently in the news. And the last thing is that I am a mental health professional and I would love to see the police department hire more mental health professionals both for police officer use and community outreach use. I don't think police should be dispatched to every 911 call. I think that it's important for some people to have their first interaction with a first responder be a social worker or some sort of mental health provider. Okay, thank you for listening. Y'all have a good day.

16. Elizabeth

Davidson part of Joelton

Live Call-in

I was calling about, one thing that I'd like to mention that I'm interested in for a new police chief and that is some transparency and clarity around MNPDP's relationship with the Fraternal Order of Police.

I've kind of seen instances nationwide where fraternal orders of police have kind of popped up and kind of dismissed any claims of police brutality or incorrect police, examples of violence. And I think that the problematic measures in the way that that system is set up and the way that Fraternal Orders of Police have a lot of influence due to resources that they bring to police precincts. And so I'd basically would like to see a police chief who is dedicated to unraveling the MNPDP from the Nashville Fraternal Order of Police. Thank you.

17. Robert Gay

East Nashville - 37207

Pre-recorded Message

I'm grateful for opportunity to use my voice here in my community. I want to second those who envision a future that has community policing rather than a police force. I do support investing in healing work and care to meet needs, which I believe will help us avoid the problems that make

people think that they need police assistance. I believe we can help each other and be proactive, and address community needs at the root level, so that problems and unrest do not turn into acts of crime and violence. Thank you and have a wonderful day. I love Nashville.

18. Susan McBride

Old Hickory Area

Live Call-in

I am very concerned that, for one, that the Community Oversight Board be given the respect that citizens who voted for it, meant for it to have, it needs to have a real voice. And the next police chief that we hire, I believe there needs to be a lot of input from the COB, because that is a part of COB's job, is to monitor what the police department is doing. And the two things that I think are most in my mind are – one, the information about the sexual assault that has come through, initially it was 19 then it was 25, and now more have come forward saying they were involved with sexual assault or intimidation or harassment. And COB definitely needs to have more input in in what's going in the police department, I don't think there needs to be more hesitation from the police department or the Mayor to get the COB involved. Because this is what the citizens voted for and we're just going to keep having this until that happens. And that's all, thank you.

Townhall 2 – Community Comments



NASHVILLE'S COMMUNITY OVERSIGHT BOARD &
THE METRO HUMAN RELATIONS COMMISSION
INVITES YOU TO ATTEND



COMMUNITY SAFETY TOWNHALL MEETING

MONDAY, AUGUST 31
5:00 PM - 6:30 PM VIA TELECONFERENCE

**What would you like to see in a police chief and
for public safety in your community?**

We are interested to hear from (but not exclusive to):
Victim's Rights Advocates, Survivors of Domestic Violence
or Trafficking, and Mental Health Communities



WAYS TO LISTEN METRO NASHVILLE NETWORK www.stream.nashville.gov	WAYS TO GIVE STATEMENT PRE-RECORDED MESSAGE Call (629) 255-1906
WEBEX VIA PHONE Call: +415-655-0002 Code: 146 228 2835#	CALL IN LIVE DURING MEETING Call (629) 255-1907 <i>*Statements limited to two minutes*</i>

FOR MORE INFORMATION OR TO GIVE A WRITITEN STATEMENT
VISIT WWW.MNCONASHVILLE.COM OR CALL (615) 880-1885

Townhall Recording:

<https://youtu.be/awkNfQeuuBY>

1. No name

Live Call-in

I would like to see in a police chief someone who works with the community and when there is an issue with the community that he is working with the community to solve any issues within the community because the only way a chief can work FOR a community is if he works WITHIN the community.

So I think our police chief, or this police chief, or anybody who is hired needs to be in the community and find out the needs, the wants, and the desires of the people. And not create a need, want, and desire that he may think that they need. He needs to speak to the people and the community to see what they need and then follow through. Thank you.

2. Joel Alex

Joelton

Written Statement

Someone with a focus on Mental Health and Housing. We need to implement a housing first approach in which we address mental health, homelessness, and substance use with an approach that utilizes safe housing as a way for people to have sustainable life habits. Why the Chief needs to be on board? The chief needs to advocate for housing first in their budget, in their officer training, and to hire social workers. Representation is essential in law enforcement so the department and the chief needs to work to make sure their force represents the community.

3. Steve

West Nashville – Sylvan Park

Live Call-in

I'm calling, I agree with everything the previous caller said but for me it's just really important that the next chief of police commit very strongly to working with the Community Oversight Board, because we voted in Nashville for the Community Oversight Board and it represents what

the people of Nashville want. And historically, at least under Chief Anderson, there's been a lot of difficulty with the collaboration, with the Community Oversight Board getting the documents they need, having access to getting information to perform their, you know, responsibilities under the Metro charter. So it's just absolutely critical that the next police chief commit very strongly, that he will work collaboratively and will give the Community Oversight Board everything that they need to do their job, to represent the community of Nashville and make sure that our police have proper community oversight. Thank you very much.

4. Alicia Bunch Vargas

Sexual Assault Center

Pre-recorded Message

I am a licensed clinical social worker, I am one of Clinical Directors at the Sexual Assault Center in Nashville, Tennessee. The mission of the Sexual Assault Center is to provide healing for children, adults, and families affected by sexual assault and sexual violence, through counseling, education, and advocacy. On behalf of the Sexual Assault Center – I would like to recommend that the next chief of police prioritize training on responding to victims, survivors, and the community. This training should emphasize the importance of trauma-informed care. It is important for first responders to be aware of how neurobiology affects victims and survivors. The next chief of police should ensure that all police officers are aware of how past trauma can impact the way that we respond under stress. The chief of police should collaborate with organizations like sexual assault centers to provide specific training on trauma-informed response to sexual assault. The next chief of police should also prioritize identifying ways to end sexual harassment and assault within the police force. The police force should be a safe place for victims, survivors to report sexual assault and receive support by supervisors. Police officers should not have to live in silence when they experience sexual assault by a supervisor or a peer. There should also be a third-party investigation for allegations of a police officer assaulting someone. The next chief of police should also prioritize appropriately responding to limited English proficiency individuals. It is imperative that the police force understand and know how to provide trauma-informed care when responding to a call with a limited English proficiency individual. Thank you for your time.

5. Office of Family Safety

Live Call-in

Our department oversees the two family justice centers in the community. I just wanted to give a statement about the importance of how a police chief organizes his divisions and units around victim services. A large part of the police department are specialized divisions, and specialized divisions really are important to making sure that victims receive the compassionate and understanding response to what has happened to them that they deserve. Such as sex crimes, domestic violence, human trafficking and other crimes like that. And also survivors of homicide victims. And those specialized divisions take a lot of extra training and focus and specialized skills. We have had police chiefs in the past who really worked to dismantle the specialized

divisions and it really impacted victims tremendously in the community. Also another thing a lot of people don't realize at the police department there are a lot of counselors, they're some of the most skilled counselors, to deal with victims of trauma and help and support them through what they're going through. And I certainly would hope that our next police chief would be very supportive if not want to grow that department because that part of the police department because it is so important. Our headquarters is attached to a Family Justice Center where is a place where victims of domestic violence, sexual assault, trafficking and other interpersonal violence crimes can come to get the help they need. Sometimes they engage the help of the detective but a lot of times they really just want to talk to an advocate that is not associated with the police department and I'd really hope that the next police chief works very closely with the Family Justice Center and Metro Government's Office of Family Safety to really meet victims where they are and provide the services that they need. Nearly half of all violent crime against a person in our community is domestic violence, when you add in sexual assault, homicides, and other violent interpersonal crimes that often involve interpersonal violence victims, you're getting well above half the crime. So that's a big part of what our new police chief will be overseeing and I really hope we find someone that has the heart for that type of work and understands it's important.

6. Karyn Johnson

East Nashville

Live Call-in

And I just wanted to say as a survivor of domestic violence, we need a chief that's going to put that topic back on the table. Nashville was once the city that other cities looked to when it came to tackling this issue. And as a city, we're listed 5th, or I'm sorry, as a state, we're listed 5th in the country for men who kill women in domestic violence situations, and with the growth of Nashville, this will only get worse if we don't focus on how to work on this right now. We need someone who will enforce the laws for domestic violence victims and we need someone that is going to ensure that proper and effective training for law enforcement, advocates, and volunteers in domestic violence are there and available. So let's get back and get ahead on this issue, let's take our stand and let's see if we can curb the domestic violence not only here in Nashville but the state of Tennessee as well.

7. No Name

Pre-recorded message

Yes, what I would like to see in the chief of police is for the process to be transparent and fair in selecting the next chief. In his July 28 statement, Mayor Cooper laid out a selection, chief selection roadmap thing, that the review committee will be made up of people from the community and from law enforcement, and they will review the top-tier qualified candidates and recommend candidates for advancement to the interview process but later in the statement, he says that Human Relations will be scoring the candidates. My concern is which is true? I... anything that clarifies which statement is true. It's August and we haven't heard anything from

the Mayor about a diverse committee. So you know, I'm just concerned about what is happening. And I was wondering if you believe that the Community Oversight Board should be on the committee and if the Mayor is actually committed to a transparent and impartial process? Thank you so much. Goodbye.

8. Dr. Elizabeth Barna
East Nashville (Green Wood)

Written Statement

My name is Dr. Elizabeth Kathryn Barna, and I completed my Ph.D. in Sociology at Vanderbilt University earlier this summer. Crime, Law, and Deviance was one of my areas of specialization during graduate school, and I was a co-author on Gideon's Army's "Driving While Black Report," published in 2016. I am currently working as a postdoctoral fellow at Vanderbilt, where I seek to bring academic and community need and expertise together. I am also a survivor of violent crime—an aggravated robbery and carjacking in 2016. I have lived in Nashville for six years, including Hillsboro Village, North Nashville (near Fisk University), and East Nashville (near Shelby Park and now in the Greenwood neighborhood).

There have been several times during my time in Nashville that I have needed to call the police, but hesitated at first because I was afraid that my request for help might be the catalyst for another case of police brutality in our city. In July of 2016, I had my purse and car stolen at gunpoint by two teenagers, who pushed me to the ground before leaving with my possessions. This was a violent crime, I was left with no purse and no vehicle, and I had injuries. (Fortunately they were minor—my attackers decided to push me rather than shoot me.) A reasonable person would call 911 after being physically attacked, and I knew I needed help, but I was hesitant, as my attackers happened to be Black. Because of MNPd's history of excessive force when engaging with people of color, I was afraid that calling the police would lead to someone being injured or killed, whether it be law enforcement, the teenagers who attacked me, or an innocent Black community member who "fit the description" of the suspects.

I ultimately called 911, but I found myself begging the dispatcher, "Please, don't hurt them! They're only babies!" No victim of violent crime should have to worry that their call for help will lead to the escalation of violence or to an innocent bystander being caught in the crossfire. However, given MNPd's history of shooting Black Nashvillians in the back with no meaningful consequences for the offending officers, this was a consideration I—a victim—needed to make.

This next incident is less extreme in terms of victimization, but it illustrates the anxieties community members face when deciding whether to call the police. In September of 2018, I was involved in a car accident in which the offender ran a stop sign and T-boned me. When the woman exited her car and began screaming and slamming her hands on the hood of her car, I realized that she likely did not have car insurance. I tried speaking with her calmly and suggesting we resolve the issue amongst ourselves, but when she realized the extent of the

damage to my vehicle (and the likely cost), she began yelling at me and blaming me for the accident. I felt intimidated and knew that I needed to file a police report for my own insurance purposes, but again, I was presented with a dilemma, as the person who hit my car happened to be Black. What would police officers do if presented with a Black woman yelling at me—a white woman? Would they see her as I did—as someone who was having a very bad day—or as a threat warranting force? Would they physically harm—or even kill—her, if she raised her voice or stepped in their direction? This may seem like an extreme line of questioning, but I find it fair, considering MNPD’s longstanding failure to appropriately address community members’ concerns excessive force along racial lines.

I ultimately called the police, but I only felt remotely comfortable in doing so after the woman had left the scene—she sped off after realizing that my car was not driveable. This was less so because I was afraid of her, and more so because I was afraid of what might happen to her if officers showed up while she was raising her voice. Driving without insurance and yelling at someone should not be a death sentence, and I worried that it could be, given MNPD’s track record. Again, as a community member who needed help, I questioned MNPD’s ability to deescalate the situation and to refrain from excessive force, which generated additional stress for me.

As a survivor of aggravated robbery who lives with PTSD, I empathize with concerns about community safety, and with the challenges officers face in considering use of force. I understand all too well that we do not live in a perfect world, that violent crime exists, and that force is sometimes necessary to contain a person who presents a clear and imminent danger. With that being said, it is critical to acknowledge the legacy of implicit racial bias and racialized violence within American police departments. MNPD is no exception. When choosing a new police chief, Nashville should honor victims of violent crime by ensuring that their calls for help bring justice, not further violence against vulnerable community members. The incoming police chief’s main priorities should be de-escalation, racial equity, and holding offending officers accountable by firing and prosecuting them. As a survivor of violent crime, I want to make it clear to decisionmakers: If you choose a “tough on crime” police chief who tolerates white supremacy and excessive force in law enforcement, you cannot claim to do so in my name.

9. Becky Bullard

Office of Family Safety

Live Call-in

I’m also with the Metro Nashville Office of Family Safety, and we are a Metro Government office or department that works with our Family Justice Centers, we oversee both of our Family Justice Centers, the one in the courthouse and the Family Justice Center that’s located next to police headquarters.

As our department head emphasized, we work regularly with our non-profit partners and of course with our police partners. We would really love to see the next police chief continue the strong relationship that we have with our non-profit partners and with our office to provide the best wrap-around services to victims of interpersonal violence. And truly victims of interpersonal violence, such as domestic violence, human trafficking, sexual assault, child abuse...

Call drops but caller calls back

Hi, can you hear me?

I'm going to repeat myself a little bit. But I just wanted to re-emphasize multiple callers' points, but in particular our department head at the Metro Office of Family Safety, that we really want to see with the next police chief a continued strong commitment to working on interpersonal violence both with our two Family Justice Centers, we have a Family Justice Center in the courthouse as well as one in the community next to police headquarters. Within those two centers, we work with non-profit partners that are working on domestic violence, human trafficking, child abuse, sexual assault, and elder abuse.

The partnership that we have with the police, with our multi-disciplinary teamwork and our response to crime victims is incredibly important. Victims of these crimes really can't get what they need without wrap-around services and a trauma-informed response from their detectives. So that trauma-informed response was referenced by another caller and it really truly means that those detectives are trained to consider the impact of trauma when responding to something so difficult and so personal as someone that's supposed to care about you, harming you, or someone who is violating you in a really personal way. So those things are incredibly important for our survivors and victims of crime to know that they have those services and know that they can count on not only non-profits and our Family Justice Center advocates but also on our police partners to have that compassionate care in their response. So we are hopeful that with the next police chief we can see continued partnership and continued dedication to all of the multi-disciplinary teams that operate within the Family Safety Center and to all of our work to really wrap-around our services in support of our clients. Thank you.

10. Rachel

Live Call-in

Inaudible

I am calling because I would like to see the next chief of police, again I want to echo previous callers on having trauma-informed care when it comes to responding to events and calls and all of that. I personally have worked with somebody who was experiencing suicidal ideation and police were called per protocol... safety lined up between MHC and police. However, you know, that led to further ... I had to de-escalate the situation through my training and just to help her calm down and accept the help that we were attempting to provide. It would have been far better

if a social worker were joined up with us... it would have led to better safety. We have to have more social work in the community, it leads to less crime, because people are not starving, because people know where to go. They know that there is help out there. So I would like to see the next chief of police embrace the community and help with public safety by building public community services, things that actually help less fortunate, help the homeless, help the mentally ill, help the community as an entire whole. And having better, you know, responses... to where people are not... asking the question, why call for help.

Inaudible

To where our ... community, the police are there and are not a trigger because they have better trauma-informed care.

11. Nicki Wood

Green Hills

Written Statement

It's time for a progressive chief of police who sees value in adding a mental health professional to 911 response teams. We know that up to 40% of 911 calls involve mental health issues. A city of this size needs a police response team that includes a staffer credentialed in mental health who is not a police officer. We also need a chief of police who will lead a force that does not have an arsenal of anti-personnel weapons. It's appalling the stash of arms and gear we've allowed our force to amass. We've dramatically over-funded and over-trained our officers to over-respond.

12. Greta McClain

Nashville

Written Statement

I want to see a new chief that is selected by an impartial panel of community advocates and law enforcement from outside of Tennessee. I want a chief committed to removing anyone who ignored racism, sexism and sexual violence, who will commit to adopting either the End Violence Against Women International Sexual Misconduct in Law Enforcement Prevention and Accountability Policy or the IACP Sexual Misconduct in Law Enforcement Policy, and who is willing to allow MNPD employees who are not comfortable reporting abuse internally to have the option to report to the Community Oversight Board and have COB investigate the allegations. Lastly, I want a chief who respects the voices of the voters and works in partnership with COB instead of being an adversary.

13. Robert Glenn

Written Statement

Someone who is willing to fire police officers who do bad things - are bad apples - are quick to resort to violence.

Someone who is willing to look into alternative forms of policing, reform, and community outreach.

Someone who is willing to look into how and why crimes are committed to see what best would be able to fix the issue, without always resorting to just spend more money on police officers.

Someone who is willing to uphold the laws of the city and will execute on them faithfully and with good intention.

14. Katie Goetz

West End / Elmington

Written Statement

I would like to see a police chief who acknowledges the racist, white supremacist history and present of policing. I want a police chief who recognizes that police officers are over extended in their responsibilities and that they should not be responsible for "curing" all of the city's ails. I want a police chief who advocates for a city budget that allots more money to housing, education, transportation, healthy food options, and more so that police do not have to try to solve all of the problems that lack of communication investment can lead to with the one tool they have - violence. I want a police budget that allots 0 dollars to riot gear, teargas, tanks, and any other weapons that are used to hurt our residents. I want a police chief that is willing to purge white supremacists from our police force. I want a police chief that works with community violence interrupters who are already doing the work and who respects their insights. I want police officers in Nashville to have their own liability insurance just like I as school counselor have to pay for my own liability insurance because the city and the taxpayers should not pay out for lawsuits against the police.

15. Kathy Gurley

You Have The Power

Live Call-in

With You Have The Power, and we need a police chief who ... the needs of both the victims and the community, not only during... *static*

Decisive and thorough,

inaudible, audio drops

I am still here, repeat he whole thing? Okay, you know what, let me call on my landline, I went outside but it's not working.

Caller calls back

Thank you, CEO of You Have the Power, we are a victims rights advocacy group, and we are looking for a police chief who understands the needs of the victims not only at the time of the incident but ongoing and how this impacts our community in an ongoing way. Who will be understanding and who will make decisions based on what will be... for the community. And make those decisions quickly.

16. James Staton

Hermitage

Written Statement

I'd like to see a police chief that embraces transparency, community oversight, common sense reform, de-escalation, use-of-force standards, body cameras, and a public database of misconduct. These are ways to work with the community and protect trust. We must work together, and we can achieve a common goal to protect and serve, all the while and preventing unnecessary deaths and shooting that other parts of the country have seen. Being proactive is the best approach.

17. Brenda Francis

District 29

Written Statement

Equal justice

18. Pat Halper

Green Hills Area

Live Call-in

And I would like to add my voice to the call for a better way to work with people who are experiencing mental health issues in our city. Our city has headed in a better direction through the Crisis Treatment Center with the Mental Health Co-Op where police are able to drop people off there for treatment and not take them to jail. We have a behavioral care center that will be opening at our new jail. But in the past, our police department has been unwilling to do things that are being done in other places like using Crisis Intervention Teams that are sent out with a mental health professional and with police that are specifically trained and who want to work in this area, much like with have SWAT teams and K9 teams and other kinds of teams on our police force that have been trained for specific tasks. Other cities train teams of officers that go out on mental health calls along with a mental health professional. So, we don't have to reinvent the wheel and we can do this better, and I hope that our next police chief is somebody that is open to those ideas, even if it does mean reallocating resources so that we can better serve people in our city who are experiencing all kinds of mental health issues. Thank you for your time.

19. Anonymous Constituent

Written Statement

If we are moving forward with policing, we would need a police chief who will reduce as much harm as possible. This means eliminate opportunities for violence, dehumanization, and breaking up families. We need a police chief who embraces the fact that if one of us isn't free, none of us are free.

We would need a police chief who understands the harm of the prison industrial complex, and how it has broken up black and brown families for centuries.

We would need a police chief who is committed to eliminating racist, sexist, transphobic, homophobic and ableist policies and practices by any means necessary. We would need a police chief whose goal is trauma-informed community accountability vs. incarceration. We would need a police chief who believes in non-violence and de-escalation as a legitimate approach for police officers. We would need a police chief who understands the 700% increase of women in prisons, the majority of whom are black and brown. We would need a police chief who understands the intimate partner violence to prison pipeline and is committed to breaking it. We would need a police chief who is committed to ending oppressive policies such as failure to protect and who believes and legitimizes individuals who have no choice other but self-defense. We would need a police chief who wants to break down the power of the police department and the Fraternal Order of Police. We would need a police chief who understands the need for community investment vs. neighborhood neglect and militarization.

20. Keri Newman

West End

Written Statement

Commitment to oversight by the COB, transparency with COB, commitment to investigation and rectifying the allegations of sexual abuse and discrimination within the department.

21. Connor

Sylvan Park

Written Statement

Someone with the courage to hold the department accountable for their actions. Have officers change from using force and custodial arrests to de-escalation and community building. They must address the rampant sexual assault and sexual harassment in the police department. They must be transparent and be willing to be held accountable by the people and work to serve with justice and equality under the law. Ideally, let's not have a chief of police and rather have an elected oversight board run MNPD.

22. William Briggs

East Nashville

Written Statement

I prefer someone that is either from Nashville or has been with the department for many years and understands how Nashville has changed. We need to continue cracking down on crime. This year alone, I have caught on camera 10 different individuals trying to break into my cars, drug deals in my alley, and a drive-by shooting aimed at the section 8 house that is a constant rotation of drug dealers, and not the needy working families that should be in there. I recently went to downtown Nashville for the first time in months and I felt unsafe.

23. Katie Garrett

Talbot's Corner

Written Statement

I would like a chief of police who is focused on equity and who is more focused on preventative steps (such as investing in communities) than punitive. I want someone who holds officers accountable by firing them or prosecuting them when they do not follow procedures and break the law.

24. Josh Moran

Germantown

Written Statement

Stop stalking people for lighting a plant on fire. I'm not going to live in an overpriced city working for a corrupt company profiting off of people's suffering and still have the government tell me I can't light a plant on fire. When our parents retire, the only people left to keep your machine moving will be idiots and transplants who haven't realized their mistake yet. Publicly shame whoever is holding up the process and make good headlines for ignoring the state government. I'm sure your friends on Broadway will appreciate the increased tourism. Nashville sure has a lot of "budget issues" to be neglecting a massive source of revenue.

25. Adriana White

Charlotte Park

Written Statement

Empathy. Vulnerability. Accountability. John Drake embodies all of these qualities and should be selected as Police Chief.

26. Katherine Sargent

Bellshire Estates

Written Statement

Focus on training officers in de-escalation and implicit bias.

27. A very concerned citizen

Antioch

Written Statement

I would like to see a person who is kind and compassionate. I would like to see a person that has experience outside of police work. I would like to see a person who is not currently a police officer. I would like to see someone who understands our community, all of our community, not just a select few.

I believe we need a person who has not been trained to follow orders above choosing right and wrong. I believe we need a person who can lead and not a person who will do what is easy or simply what was done in the past.

I would like to see a person who is a human being and citizen 1st, and a police officer second.

28. Lucas Stein

North Nashville

Written Statement

Someone who is willing to stand by officers if they are right. Implement a press briefing style release of information like other depts do when critical incidents arise, such as ALT did when they had their controversial shooting in May/June or LAPD when they have shootings/death in custody. Expand recruitment as much and as quick as possible since obviously it will be harder and harder to bring qualified candidates in and MNPDP is already short. Expand the lateral classes so MNPDP could bring in already trained and qualified candidates that may not want to go through another academy class for the same job they have been doing for years. Keep a single community engagement team bring back one flex team per precinct or expand JCTF or something like it. Implement 30min time slots where officers are encourage, not forced, to meet the community. So that could be doing knock and talks in a specific area for a few weeks in a row, always being posted at the library, community center, public park, or wherever to meet different people. Encourage officers not to be lazy in their proactivity, you don't have to keep stats to have officers go do things. It just pisses me off that we discouraged from making nearly any traffic stops, warrant service attempts, or terry stops; don't worry dude with 3 DV warrants we won't come serve on you cause supervisors don't want any proactivity, I guess people will just be free until they forget to run prior to police arrival on domestics. Have someone work something out with mobile crisis, they have their new facility they should be able to take the 6404 crazy people to hold onto until a bed opens in an inpatient place instead of wasting an officer a shift for 3-5 days for them sitting with the person at general/centennial/southern hills. Just wanted to put these ideas on something that might be read.

I would much rather have someone with in MNPDP be the next chief, but really it doesn't matter. You saw how Anderson for the most part was not like by the officers and had a mix relationship with the public, and Serpas who was an outsider who was despised by officers and led the dept into the stat era that everyone officers and public should not be for.

Don't pick a bitch that will just pander to the people, people have not liked the police before and this isn't something new. If you believe that bringing in an Uber progressive police chief will get the people on your side, you will only need to wait 10mins after the announcement to read the news article saying that they were the wrong choice because x, y, and z. No chief will ever quell the dislike of police after a shooting, justified or not, you need someone who will stand up for what is right and not bend to the mob.

29. Shane Foster

YWCA of Nashville and Middle Tennessee

Live Call-in

I just wanted to make sure that any new chief that we bring in to this particular position really needs to understand the issues pertaining to domestic violence victims in the city and in our community, as you know, especially right now during the pandemic, where we understand that domestic violence has spiked exponentially in our community. I just want to make sure that the issues that are facing our community are front and center as it relates to this particular position.

30. DarKenya Waller

Executive Director at the Legal Aid Society of Middle TN and the Cumberland

Live Call-in

Domestic violence and family violence has been an issue in our community for a very long time, and overwhelmingly the harm has been targeted at women. A former executive director of YWCA used to say, if women could have shirked domestic violence we would have done it already. The reality is that it takes an ecosystem of individuals and organizations to truly impact domestic violence. As the 6th most dangerous city for women in America, we in Nashville owe it to our city to cultivate that ecosystem. At the Legal Aid Society we offer free legal representation to victims in civil cases including orders of protection, divorces, and the custody battles that go with them. The YWCA, Morning Star, and..., offer domestic violence shelter. The Family Safety Center offers wrap-around services. The DA's office prosecutes and the courts convict and order rehabilitative services for perpetrators. The police force is an essential part of the ecosystem that must be well trained, compassionate, and responsive, for this ecosystem to truly work. On behalf of Legal Aid Society of Middle Tennessee and the Cumberland, we encourage the police chief to recognize his responsibility to the balance of this ecosystem and to dedicate the resources necessary to make Nashville the safest city for women.

31. Chris Jones

West Nashville

Written Statement

I would like to see a police chief who is not afraid to put the welfare of the community ahead of political agendas. I understand a chief serves at the pleasure of the Mayor, but as someone who takes an oath to serve and protect the community, NOT the mayor, the chief must be willing to serve the community, not cater to the whims of the Mayor's office. We also need a police chief

is not afraid to hold officers who violate their oath accountable and remove anyone who ignores or tolerates corruption and coverups.

32. A concerned citizen

South Nashville

Written Statement

I want a chief that has not allegiance to any politician, someone from outside the department who will be willing to remove those participate or turn a blind eye to sexual assault, harassment and discrimination. I want someone with integrity who does the job they way it should be done, not worried about holding onto power.

33. Dwayne

East Nashville / Antioch

Live Call-in

Calling to make sure that the next police chief embraces diversity beyond race but also includes the lesbian, gay, bisexual, transgender, and queer community.

34. Dawn Harper

CEO at Nashville Children's Alliance

Live Call-in

NCA provides child-friendly forensic interviews, family advocacy, and therapy for children who have been sexually abused, physically abused, and witness to violent crime. We work closely with our multidisciplinary team partners, which include law enforcement, the Department of Children's Services and the District Attorney General's office. Last year, we had a total 896 children walk through our door to receive help for abuse. We know nationally there are 700,000 children abused in the U.S. annually. If you think about that number, it compares to the entire population of Washington, D.C. Nashville's children and families need a police chief that will lead MNPd towards excellence and collaborate with a child protective investigative team partner and make sure victims of child abuse and domestic violence are top priority.

Townhall 3 – Community Comments

Townhall Recording: <https://youtu.be/oyL-SevCyyk>



NASHVILLE'S COMMUNITY OVERSIGHT BOARD &
THE METRO HUMAN RELATIONS COMMISSION



INVITES YOU TO ATTEND

COMMUNITY SAFETY TOWNHALL MEETING

MONDAY, SEPTEMBER 21
5:00 PM - 6:30 PM VIA TELECONFERENCE

**What would you like to see in a police chief and
for public safety in your community?**

We are interested to hear from (but not exclusive to):
Black, Hispanic, Youth, LGBTQ,
Immigrant and Refugee Communities



WAYS TO LISTEN METRO NASHVILLE NETWORK www.stream.nashville.gov	WAYS TO GIVE STATEMENT PRE-RECORDED MESSAGE Call (629) 255-1906
WEBEX VIA PHONE Call: +415-655-0002 Code: 146 529 7403#	CALL IN LIVE DURING MEETING Call (629) 255-1907 *Statements limited to two minutes*

FOR MORE INFORMATION OR TO GIVE A WRITEN STATEMENT
VISIT WWW.MNCONASHVILLE.COM OR CALL (615) 880-1885

1. Scott McGilberry

Hillwood

Written Statement

Somebody not from Nashville, with a history of developing a plainly visible and concentrated focus on eliminating racial discrimination in policing practices, eliminating the use of military tactics and equipment and increasing connectiveness with communities, in particular black and brown communities. I would also like to see FULL cooperation with the community oversight board and reduced fealty to the police officers labor union (if possible.) As a white, upper class male, I do not trust our police officers, as a general statement. My own personal experience with officers have been that they are authority-loving bullies with guns who are looking to "kick some a\$\$". I have never been in trouble with the police and have never felt personally

threatened...part of that is because I am an upper class white man whose rights are more likely to be respected and who has the knowledge and resources to take any recourse if I was treated inappropriately.

2. Mikaylia Dudley

Antioch

Written Statement

Someone who is for equality of the justice system for ALL races and holds the officers accountable

3. William Walker

Live Call-in

My one question that I would have for the next police chief is would they have any plan or what would their initiative be around diversity within Nashville? Basically, just to ensure that all people within Nashville are treated equally. That was it.

4. Vera Wyatt

Tennessee Voices for Victims

South Nashville

Written Statement

I tried to call in when there was a public hearing, and my call would not go through. So, I'm submitting my thoughts in writing. As a victim of crime, and an advocate for victims for 25 years, I want to brag on the services for victims of crime in Davidson County. I have always said "if you are going to be a victim of crime, may it happen in Davidson County" BECAUSE there are so many wonderful resources to help victims put the pieces of their lives back together. One of the BEST services that Metro Government offers citizens is embedded in the police Department - The Family Intervention Center offers counseling to victims who have suffered trauma from crime victimization - domestic violence, homicide, rape, assault, EVERYTHING! It is a free service and these mental health counselors are experts on this kind of trauma caused by violence, because these are the only cases they see. The Domestic Violence Unit and the counselors there are also an amazing part of the PD. Decades ago, when Nashville began their domestic violence program they were recognized all over the world for their forward thinking programs and response to DV. These things are so very important to our community. The Family Safety Center in Nashville is a jewel for our State. As Tennessee is constantly in the top 10 states where men kill women, we cannot relax our concentration on domestic violence. It must remain a police priority. Specialized units in the PD are important, because they become the experts because they are doing the same work every day. If I have a heart issue, I'm not going to my general internist. I want a heart doctor. It is the same way with policing. When Serpas came in, he dismantled most of the specialized units, except DV, and I think he would have done that if he thought he could do so with out causing an uproar. Former MNPd homicide detective Pat Postiglione is literally a legend in Nashville for solving homicide crimes. He became the legend because he work those cases every day in the homicide unit. It became second nature to him. In addition, Victims want a police chief who is responsive to their crimes. They want to feel safe in their neighborhoods and the streets. And, as an advocate, I want a police chief who understands the importance of care for the victims in the crimes they work. When selecting the Police Chief, please remember how important Victims services is. Currently Nashville has an outstanding reputation for the good work they do on behalf of victims of crime. Thank you for your consideration.

5. Fox17 News Reporter

Live Call-in

Throughout the last several weeks we've been hearing from different advocacy groups promoting racial justice as well as justice for victims of sexual harassment and assault and they've been expressing their concern that the board or the committee of people who will be selecting the next police chief, they're concerned that, they want to make sure their voices are heard in that process. And I wanted to speak with you all about kind of what your understanding

of how that is going to work and how these victims can make sure that their voices are being heard in the process for selecting a next police chief.

6. Brian

Live Call-in

Just wanted to call and just give a quick comment, a question maybe. So I am someone who works with the LGBTQ community in our city, have been doing it for about the past 7 years. And I want to first say that I'm grateful that our city does have an LGBTQ liaison, she's amazing, Nakia Reid. What I do want to ask or have some questions or concerns about or just wondering if this will be something our city is looking at – is kind of really honing in on our LGBTQ homeless youth. I've worked with several programs that try to provide outlets for LGBTQ homeless youth but I'm wanting to know just from our city, what more will we do to protect those young people who may have been kicked out of their homes by their parents, you know because of their sexuality and they're now out on the streets trying to survive but also have to fear the police who don't truly understand all of their circumstances.

So I would love to see more programs with our city, police department, more connections with community-based organizations like the one I'm involved in, which is called MashUp! Nashville. That's kind of all my comment is, concern and, not really a question but I just wanted to put that topic into the conversation.

7. Janie Raven

Sylvan Park

Pre-recorded Message

I think the police chief and all officers should live in the county they serve, in Davidson County. I think that the police union should be gotten rid of, because I think it's too powerful. I think that cops should not be in schools and I think that for mental health wellness checks, police officers should not be the person who goes to check on the person. I think it should be a social worker and then they can call a police officer as backup if necessary. And I think surplus military equipment should not be used by police. Thank you.

8. Councilmember Nancy VanReece

Live Call-in

Good afternoon, thank you so much for taking my call. This is council member Nancy VanReece, also the chair of the LGBTQ caucus of the Metro Council and I particularly want to thank those engaged in including our community in this discussion. I wanted just to call and make a brief comment about the importance of the police department's LGBTQ liaison and any new chief, we'd like to make sure that they have some experience in regards to how that sort of relationship would work with the community as well as any potential employee resource groups that our LGBTQ folks in service... can participate in. I just wanted to throw those few cents in to

make sure as we're looking for the new chief that we're specifically asking for their experience in that regard.

9. Blake Stockard

Donelson

Pre-recorded Message

I'd like to give a comment on the search for the police chief, I would have liked to called in an earlier meeting but there was technical issues so I'm going to leave my comment for today. I would like... so my comment comes after an interview I heard with Interim Chief Drake over the weekend. In which he kind of talked about how, there is not, he did not see a race-based problem in policing but he instead saw what he called "hotspots" of policing. The comment... the meeting is not specifically about Interim Chief Drake... but it kind of outlines what I would like to see which is... the new chief would, I really want somebody in the position who can think, who

1) – will acknowledge the racial components

2 – the over policing in our community... the intentional over policing in neighborhoods like North Nashville and in East Nashville -places where a higher concentration of black people, that has been systematically created over time, to do that is over-policed strategically.

I would like the new chief to be someone who would publicly and openly acknowledge that fact and who would commit themselves to working to de-escalate. Who would take seriously the report of the Driving While Black Report that came out a few years ago. Would actually look into the claims made in that report.

As well as someone who would you know, think broader than just policing as solutions to the issues. For example, Interim Chief Drake talked about how, in the interview, that he wanted to potentially reallocate funds to train plainclothes police officers to do interventions for mental health, I think that that is, while I appreciate the sentiment of that idea, I think we need more mental health workers on the ground. Those don't need to be from the police office, they need to be trained social workers who have gone through extensive, extensive training on crisis management, and on you know, helping folks.

Basically, what I'm trying to say is that in a new chief I would like someone who can think critically about the issues that face our community from a public safety standpoint and evaluate and see are there other opportunities to collaborate across the Metro government to address these issues that don't center around policing. And example of, Interim Chief Drake's comment, is there a way to involve a mental health provider in the community or is there a way to get Metro's social services involved, etc. So those are my two comments, 1) Being willing to engage with the racist history of our, of policing in our community, acknowledge it, and work to address it. And also someone who can think critically about the major structural issues and be willing to

acknowledge that policing may not be the right approach in all cases. Thank you so much for your work, I really appreciate your service to our community. And I hope y'all have a great day.

10. Christopher

Live Call-in

Inaudible

Hello yes, I was calling because I have noticed a trend, that often times when police issues occur, their training is usually the back up or the reason, that they actually followed their training, the outcome happened. So with the new police chief, I would like to see someone who is going to actually change some of the trainings that are problematic and actually take into account mental health crisis or policing in different areas and kind of like take into account all of the things that are problematic.

11. Michelle Flynn

Live Call-in

Thank you, my name is Michelle Flynn and I've already weighed in on a number of issues related to the hiring of the new police chief, what I have not shared, and I wanted to today because of the LBGT option for comment is our daughter and her wife, live in Oakland, California. Both of them were born and raised in Tennessee. Her wife in rural west Tennessee and she here in the Middle Tennessee area and both of them are very uncomfortable coming home. It's really unfortunate that they don't feel like they can display their affection in the Middle Tennessee area. And I would think that – well some people may say that has nothing to do with the police - I think the police force offers in terms of acceptance and understanding goes a long way to the comfort level of people who are LGBT in the community.

And I just wanted to say, it's really... for us to ... they feel... They're very active in ... Oakland, but they feel like Nashville is so far behind as far as acceptance of LGBT displays of affection and freedom of movement. And they're particularly concerned about if they ever had a run in with police that it would end up in a really negative situation. So I'm just really hoping that Nashville will hire a new police chief that doesn't come from this force, comes from somewhere on the outside and someone with really progressive views across the board, particularly with the LGBT. Thank you very much.

12. Susan Jata

Bellshire Estates

Written Statement

1- must be sensitive to the racial injustices that have been brought upon black citizens, by white police officers.

2- advocate for adequate funding for ongoing police training/police officer's adequate salary to meet market comparisons.

3- support the use of body cameras.

13. Jace Wilder

Nashville – Antioch

Pre-recorded Message

I want see in a police chief, someone who is going to take LBGTQ+ issues seriously in our towns and in our neighborhoods and make sure that those that are suffering, such as LBGTQ youth in the South, are taken care of not criminalized. Especially for black trans women, who are ostracized and rejected from many parts of society. And I want to see that the police chief will make it a priority to uplift those in the LBGTQ+ community that they're able to connect with through businesses but also to connect to those that are deemed the most undesirable in this society. Which is not how it should be. And I want the chief of police to be able to contribute to normalizing seeing trans people succeed, and that means also employing staff, having more inclusive police staff that includes uplifting jobs for LGBT, especially black trans individuals. Thank you.

14. Joe Woolley

Nashville LBGT Chamber of Commerce

Live Call-in

Alright, thank you very much. I'm Joe Woolley, I'm the CEO of the Nashville LBGT Chamber of Commerce. We have helped promote this today and I want to thank Dr. Richmond and Mr. Martinez for hosting this and making sure to reach out to other community groups to get the message out there. It is very important to focus on marginalized communities in the search for this. The Nashville LBGT chamber represents over 500 members - a mixture of corporate, small business, and non-profit workers cross the county. We also serve to connect everyone in the LBGT community to resources and opportunities like this and thank you again for having this conversation. We have had a long history with the Metro police department, in a number of different ways. We were the group that shared the rainbow wrap for Pride when they did that for Pride last year. It was a huge social media campaign for us and it kind of exploded and we were very proud to share that. But it's the gestures like that to the community to show that they care, are very important. We'd love to see more of those. Seeing the police involved in the community, whatever community that is, is very important. The LBGT liaison has been, has played a huge, critical role in a number of different ways with the community. I'd like to speak briefly on its impact around economic and community development for the city and how businesses across the country and around the world saw the creation of that position after the harassment of transgender individuals by police and firefighters from Metro and we were very happy that Metro responded in that way.

Continued work by the LBGT liaison and others and highlighting LGBT leaders within the force is something that we'd like to see going forward. Also speaking to other members across the community, both corporate and small business... They want to see a chief that is known in the community, that travels around, that people have a relationship with and feel like they can trust and build on that trust.

Community policing should be at the heart of all policing efforts. Having officers that know their precinct and their beat and know the communities that they are patrolling. We have some members that know their patrol officers very well. We have others that have never met theirs or they have dealt with different ones every time there's been an issue. We hear, we'd like to see expanded diversity training for all officers both new officers and cadets, and then refreshers for long-time officers to continue the diversity training that's already going on. And to make sure that diversity training is not just focused on gender and race, but to have the conversation that we have when it comes to equity, that it needs to include sexual orientation and gender identity, so that we're dealing with marginalized of marginalized communities. Dr. Richmond has hit on this several times, you have a black gay man, marginalized of the marginalized, you have a Hispanic lesbian being marginalized of the marginalized, and then a black transgender woman, who is the marginalized of the marginalized of the marginalized, and has the highest murder rate for them, and we need to pay specific attention to that and speak to all marginalized communities but remember the marginalized of the marginalized. Again thank you for this town hall to focus on that. And finally we hear from our businesses on the issue of homelessness and the effect on their business and we would love to see homeless care and enforcement be a bigger focus but to break the cycle of homelessness. So that it's not just that businesses call the police when they have a homeless issue, that there are program set up and this isn't policing, but hopefully something that Metro and the police can talk on, that we need to break the cycle of homelessness, homelessness is a business issue for several of our members that we hear from. Thank you again for this and we hope that we will, and we will be happy to advertise and promote and other events in the future. Thanks again.

15. Aisha White

South Nashville

Written Statement

More resources for immigrants and non-native English speakers. There's a lot of issues in these communities but they are not always able to communicate effectively because of the language barrier. Also more community outreach and engagement to these areas so they learn more about their rights and that the police are there to serve. A great way to build trust and bridge the gaps.

16. No Name

Live Call-in

Oh okay, thank you so much. So the question is, what would I like to see in the police chief?

Yes, so I'd like to see someone who understands principles of community. Someone who is willing to see the citizens and not pre-judge based on zip code. I'd like someone who is transparent and willing to just have open and honest dialogue about current policing procedures and practices, where we are on understanding how to make what is a really tense, racial community, a little more forgiving. And I think other than that, the police should have someone who has understanding of culture and unconscious bias. I think that about covers it.

Townhall 4 – Community Comments

Townhall Recording: <https://youtu.be/NPVSuwhcl5s>



NASHVILLE'S COMMUNITY OVERSIGHT BOARD & THE METRO HUMAN RELATIONS COMMISSION INVITES YOU TO ATTEND

COMMUNITY SAFETY TOWNHALL MEETING

MONDAY, OCTOBER 5
5:00 PM - 6:30 PM VIA TELECONFERENCE

What would you like to see in a police chief and for public safety in your community?

We are interested to hear from (but not exclusive to):
Faith Leaders, Senior Citizens, Formerly Incarcerated and Residents Experiencing Homelessness or Housing Insecurity Communities

<p>WAYS TO LISTEN</p> <p>METRO NASHVILLE NETWORK stream.nashville.gov</p> <p>WEBEX VIA PHONE Call: +415-655-0002 Code: 146 278 1513#</p>	<p>WAYS TO GIVE STATEMENT</p> <p>PRE-RECORDED MESSAGE Call (629) 255-1906</p> <p>CALL IN LIVE DURING MEETING Call (629) 255-1907 *Statements limited to two minutes*</p>
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FOR MORE INFORMATION OR TO GIVE A WRITEN STATEMENT VISIT WWW.MNCONASHVILLE.COM OR CALL (615) 880-1885

1. Pat Halper

Letter written and signed by members of West Nashville Clergy Alliance West Nashville

Pre-recorded Message / Written Statement

We wish to submit the following from the West Nashville Clergy Alliance, a group of approximately 30 faith leaders who have gathered monthly for the last 10 years creating meaningful relationships across multiple faith communities in and around the West Nashville area. As leaders of primarily white congregations, our faith in God and in humanity calls us to speak.

Too many *injustices* in our current criminal justice systems have gone on for far too long.

- “Driving While Black,” the 2016 report produced by Gideon’s Army,

changed the conversation around policing in Nashville. Yet, when the report was released, former Metro Nashville Chief of Police Steve Anderson dismissed the report calling it “morally disingenuous”.

- When our city voted by a large margin to create a Community Oversight Board, the same Chief of Police refused to cooperate with this process.
- Too many Black, Brown and White people in poverty languish in our jails simply because they do not have the money to make bail. If someone commits a crime and has

the money to make bail, they go back to their home, their family, and very possibly their job. They hire a lawyer and get what we wrongfully assume everyone gets – due process. If they don't have the money to make bail, they go to jail and very possibly lose their housing and their job. They are separated from their family, friends and any kind of support system. This is a system in dire need of transformation.

- Many people in our jails and prisons have not received the due process our system promises everyone, or are there because of years of policies that have created inequitable economic, educational, housing and healthcare systems allowing certain people and communities to flourish while others continually fight oppression and despair. Do people make bad choices? Of course they do - we all do. But as long as we pretend that we all have equal opportunity in this country – with liberty and justice for all – we are complicit in this country's systemic racist policies.

In our search for the new MNPD Chief of Police, we call for:

- Leadership that understands and values the humanity of all of our citizens – Black, Brown, White, poor, affluent, housed and unhoused, intellectually sound and mentally ill, addicted and substance free, well-educated and employed, and those with little opportunity.
- Leadership that brings a portfolio of proven expertise, as well as a new vision for what policing and public safety means going forward. Poverty, mental illness and addiction are issues that need to be addressed outside of the criminal justice system and not lead to it.
- Leadership that combines that expertise and vision with input and collaboration from across our city so as to include the unique diversity of our people and the organizations which represent them.
- Leadership that understands the serious need to build trust with communities which have been marginalized and the commitment required to uproot systemic racist policies.
- Leadership that demonstrates the advancement of fair and impartial policing with honesty, integrity and transparency. This would include ongoing checks on balance of power and abuses of the system, including a collaborative relationship with the Nashville Community Oversight Board. Besides a willingness to work with the Fraternal Order of Police, she/he should be willing to hold the FOP accountable to appropriate disciplining of officers who betray the community's trust or commit crimes themselves.

Finally, our sacred texts call us to be “our brother’s keeper” and to love our neighbor as we love ourselves. Too often we have fallen short of the prophetic call and largely ignored the cry of the poor, the unhoused, the mentally ill, the addicted and the marginalized in our city.

“Separation of church and state,” meant to protect the free practice of all religions without interference from government, should not be an excuse to keep silent over issues that overwhelmingly do harm to the lives of our neighbors. Black Lives Matter. It is time to put our beliefs into action.

Quoting Rev. Dr. Carol Cavin-Dillon, of the Alliance:

“We long for a city that is diverse in every way and that truly is a place of equal justice and opportunity for all. We want to be part of building that city, which includes at this moment speaking out and advocating for change in our policing and justice system.”

Respectfully,

Rev. Carol Cavin-Dillon

Imam Ossama Bahloul, Phd.

Rev. April Baker

Rev. Brandon Baxter

Rev. B.J. Brack

Rev. Dr. Rick Britton

Rev. Dr. Jeff Brown

Rev. Carol Coleman

Rev. Amanda Diamond

Rev. Stephanie Baxter Dunn

Claire Davidson Frederick, Worship Pastor

Rev. Denise Gyauch

Jennifer A. Hackett, M.Div. Ministerial Candidate

Rev. Stacy Harwell-Dye

Rev. Neelley Hicks

Rev. John Hill

Rev. Jim Hughes

Rev. Dr. Thomas Kleinert

Rabbi Shana Mackler

Rev. Brian Marcoulier

Rev. Sam McGlothlin

Rev. Dr. Amy Mears

Rev. Dr. Jule M. Nyhuis

Rev. Chris O’Rear

Christine Parker, Pres., Porch Swing Ministries
Rev. Kevin M. Roberts
Rabbi Mark Schifftan
Rev. Debi Tyree
Rev. Dr. Diane Tugel
Rev. Davie Tucker, Jr.
Rev. Dr. Brice Thomas

2. Jessica Quazi

Live Call-in had audio issues. Written statement is included as #25, below.

3. Jane Doe 16

Hermitage

Written Statement

I am a former Metro police officer and one of Jason Rienbold's victims. I want a chief who can come in and get rid of the boys club...telling current chiefs (ALL other than Kay Lokey), Jason Sharp, Kathy Morante, and Ron Carter in OPA, everyone in HR and the Commanders and Captains who ignored the issues to either shape up or find another job. We can't keep going on like this. We just had the only female Black Captain turn in her two week notice because of what is going on. Rienbold has at about 10 criminal complaints against him and he still hasn't been decommissioned. Women, minorities and anyone who doesn't conform to the boys club rules will sit decommissioned for months and months for nothing. I want a chief that isn't from the department or the state so we don't have to worry about them owing anyone anything. I want a chief that is fair and listens to the officers and to members of the community. I want the chief process to be fair. My advocates at Silent No Longer TN asked us what we wanted and we said we wanted a board member from COB, advocates for us and advocates for the Black and Brown communities and chiefs not from Tennessee to be on the review board. Cooper lied to us and totally ignored what we and over 1000 other people asked for. We have to have an impartial committee or this will not stop. We won't be the only victims. If they will rape and abuse us, you better believe they are doing the same to the community.

4. Simon Cooper

Belmont-Hillsboro – 37212

Pre-recorded Message

I wanted to say that I don't want a new chief of police in the first place. I don't think we can confidently say the money spent on police isn't better spent on other public services. In my opinion, housing and healthcare keep us safe and education keeps us safe but the police don't. If we are to have a new chief of police, I want someone who understands the disproportionate and violent impact that policing has on communities of color, black communities, and on low-income

communities and I want the new chief of police to be genuinely committed to fixing that. For one, I want the new chief of police to commit to removing Student Resource Officers from Metro Nashville Public Schools and handing over what would otherwise be spent on SROs to MNPS. I think that MNPS keeps us safe, and doesn't have enough money, and the police do not keep us safe and have too much money.

This is the example that I know best, but I know there are many more—in an ideal world, our new chief of police would be a transitional figure who is willing to fight for police and prison abolition and the replacement of these violent systems with genuinely protective and beneficial public services. Thank you.

5. Matt Tolbert

West Nashville - 37205

Pre-Recorded Message

If we are to have a police chief, I want someone who understands the impact of violence and gaps in opportunity facing our city's young people. Gun violence among young Nashvillians is among the worst in the nation and I want a police chief that is committed to addressing this through the advancement of educational and economic opportunities. I want a police chief that will work with MNPS and Safer Schools Nashville in removing SROs from schools and redirect resources towards social, emotional, and restorative justice practices. While ineffective in preventing school shootings or deterring crime, according to the non-partisan Congressional Research Service, school resource officers disproportionately refer black students and students of color to the criminal justice system, which has pervasive and negative impacts on their education and emotional outcomes and is ineffective in keeping them safe in school. I want a police chief that defines safety as a healthy environment that prioritizes learning, healing, and wellness. SROs are not the most trained or economical tool for the safety of our students. I only ask that our next police chief is intentional, equitable, and informed when prioritizing the safety of our students. And to note – I am a 2017 graduate of MNPS schools. Thank you.

6. Lacey Hunter

Lockland Springs

Written Statement

I have felt that in the past Nashville - like many other cities - prioritized writing tickets / making traffic stops over community policing. Since this approach has been shown ineffective, I hope the city will move away from it. Our police should be there for the community, not used as a way to generate revenue (via tickets) for the city. I'd like to see all officers have partners (two people per patrol car vs one) to increase their safety and also provide the resources to de-escalate situations when necessary. I hope the new police chief prioritizes recruitment and training to help is get the best officers out there. I would also like to see pay raises for officers and an end to awarding vacation days and shifts based on seniority. Build a real team, and policing will be better for the officers themselves and our communities. Please, please, please get someone with

experience that the officers will respect. I'd love to see a police chief of color or a woman, but if the police force feels like the person was picked for politics and not experience, it will be a disaster. He/she needs to be proven, both as an officer and a leader.

7. Jackie Sims

North Nashville

Written Statement

I prefer a police chief that is not tied to so many personal relationships in the city or the dept. I worked in law enforcement for 10 years and I know it would be difficult to not show bias with those you have worked with closely. Nashville is too much of a bedroom community and I think we would greatly benefit from a fresh new face. The department too me has not been held to a high enough standard because the previous chief portrayed it as something it was not.

8. Melissa

Hillsboro Village

Written Statement

Mental health crisis workers. Accountability. Prosecution. Cooperation with Oversight Board. Disruption of culture of silence and cover-up.

9. Sherry Anderson

Sunset View, Donelson

Written Statement

A fair, compassionate, well-trained, disciplined man with experience that bears that out. Someone who cares for his team well, listens to the community often and can bridge the tension across the races that we currently see. Because of the current clamor to defund the police, which I disagree with, he may need to be very skilled in doing "more with less" for a season, so I think he should be able to demonstrate that he has done that in the past.

10. Marijo Cook

Sylvan Park

Written Statement

A commitment to reduction of violence in policing; more training in mediation/de-escalation; removal of police from schools; accountability for misconduct by police.

11. No Name

East Nashville

Live Call-in

I am a senior in... Nashville. I'm calling specifically to ask that someone from within the department not be hired to be the next chief of police. The retiring, Chief Anderson, from my perspective, has really corrupted the department. When the Silent No Longer came forward with

their Tennessee report that at this point there's 35 mostly women, and some men, officers as well as people who work in the department who have been abused, assaulted, intimidated, harassed. Anyone within that department that was there during that period of time, particularly those in hire up positions did not step forward to stop it, cannot now turn around the culture of that department. It's just common sense. That cannot happen. So no inside hire, would really like someone from the outside to actually come in. I agree with the callers who have talked about a really new way of offering safety and support to people in this community. The policing force that's based upon a model that began during the time of slavery is not what we need in our city. And over militarization of the police that's happened over the years and the control of the police and what can be done by the city by the Fraternal Order of Police is really disturbing and concerning. I want to offer also the Policing Commission is doing a great job trying to address a wide range of issues... going forward, I suggest though that everybody go and read the Movement for Black Lives Matter Breathe Act. It is extraordinarily comprehensive. It deals with every kind of place within the codes and regulations, within the cities, and states, and federal government. If we were really able to address what the Breathe Act is recommending it would substantially create a new way of keeping people safe in our community and so I really recommend that the city of Nashville adopt the Breathe Act as well as looking at what the Policing Commission is coming up with. But the Breathe Act is so comprehensive. That would be a new day in our city if that would be an option. Thank you so much. Appreciate your time.

12. Rosalyn Brown Daniel

Antioch

Written Statement

Honesty ,Integrity ,Educated

13. Simon Cooper

37212

Written Statement

I'm not sure I want a chief of police in the first place. Can we confidently say that the money spent on police isn't better on other public services? I don't think so. Housing and healthcare keep us safe. Education keep us safe.

If we are to have a new chief of police, I want someone who understands the disproportionate and violent impact that policing has had on communities of color and on low-income communities and is genuinely committed to fixing that. For one, I want the new chief of police to commit to removing SROs from Metro Nashville Public Schools AND to handing over what would otherwise be spent on SROs to MNPS. MNPS keeps us safe, and doesn't have enough money, and the police do not keep us safe and have too much money.

This is the example I know best, but there are many more—in an ideal world, our new chief of police would be a transitional figure who is willing to fight for police and prison abolition and the replacement of these violent systems with genuinely protective, beneficial public services.

14. Patricia Meadows

Green Hills

Written Statement

Recognition that police as now constituted should be protectors not warriors. Eliminate all military equipment and riot gear for use against peaceful protest. Generally, I think our police do reasonably well with limited resources BUT the foot dragging on cameras is unacceptable. Find the way and get it done. There should be no exemption or special rules for police use of force or harm to others. The patrolling should be designed to identify and pursue criminal activity and should be applied equally in all neighborhoods.

15. Molly Secours

East Nashville

Written Statement

I would like to see a new Chief with national experience in police reform who has commitment and experience in eradicating gender bias in policing. Someone who was not mentored by the previous Chief or has ties to the current upper management of MNPD who takes sexual misconduct claims whether harassment, intimidation or assault and who has a firm grasp of systemic racism. I would like someone who will clean house and start fresh. Nashville is in deep trouble. The level of dismissal and denial of the current MNPD is unacceptable.

16. Matthew Tolbert

West Nashville

Written Statement

If we are to have a chief of police, I want someone that understands the impacts of violence and gaps in opportunity facing our city's young people. Gun violence among young Nashvillians is among the worst in the nation and I want a police chief that is committed to addressing this through the advancement of educational and economic opportunities. I want a police chief that will work with MNPS and Safer Schools Nashville in removing SROs from schools, and redirecting resources towards social-emotional, and restorative justice practices. These are proven to keep children safer. I want a police chief that understands that police presence in our schools is only one example of misguided priorities that harms our city's young people, especially young people of color and those with learning differences.

17. Judy Freudenthal

Written Statement

Accountable in executing 21st C Policing recommended by the Obama Administration

18. Chad Riden

Written Statement

a woman of color

19. Sarah Walton

East Nashville - Five Points

Written Statement

I want a police chief who will work closely with Metro Nashville Community Oversight!! We voted overwhelmingly for this panel and yet MNPD has ignored & blocked them at every turn in a horrific bad-faith manner! I want a chief who takes the Driving While Black data seriously & institutes ALL of the Eight Can't Wait actions.

I want a police chief who changes hiring practice so that each neighborhood is served by people who are either from the neighborhood or reflect the culture of the neighborhood. For example, I've lived in East Nashville for 20 years. I am tired of the majority of the cops who patrol this district having BLATANT disregard for the progressive, pro-queer, pro-artist, bohemian nature of East Nashville. Most of the cops seem to come from far outside Nashville and they do not hide the scorn & judgment they feel towards East Nashville residents. After my home was destroyed by the tornado, I felt mocked by the cops who flooded the area - they seemed to go out of their way to not be friendly & I felt like they were actually happy to see all us "liberals" suffering.

Send these kind of police to work in West Nashville & hire cops who are open-minded, have taken issues around racial & class bias seriously, and see the STRENGTHS of the neighborhood they work. What in the world do you expect will happen when you send conservative, rural cops to work such a diverse & funky neighborhood?!?! THEY HATE US. And they make it known. I DO NOT feel safe to put back out a Black Lives Matter sign in my yard since my first one was stolen.

I literally worry that both my local cops AND firemen will let my house burn as a punishment for my progressive values. I feel this way due to 20 years of being treated with open disdain.

I want a police chief who is completely on-board with Critical Race theory practices. I DEMAND a chief who LEAVES our subsidized housing neighbors ALONE, who stops the ridiculous practice of over-policing! I demand a chief who brings Gideon's Army & their Violence Interrupters INTO the office, into a partnership with them.

Lastly, I demand a chief who has the strength to ignore any and all pressure from right-wing Nashville - THEY ARE NOT THE MAJORITY in Davidson County, centrists & progressives are! So cut ties with our hideously toxic FOP!! They DO NOT speak for Nashvillians! I beg the next chief to cut ties with the FOP!!

20. James

Hermitage

Written Statement

A chief should support Body camera requirements (especially for home raids). He/she should support a Michael Bell law that requires an independent investigation from TBI after any shooting or death of a citizen. He/she should support use-of-force standards, de-escalation, and a public database of police misconduct. These methods help transparency and trust within the community.

21. Carolyn W Schott

Belmont-Hillsboro Area

Written Statement

humble, honest, independent thinker, critical thinker, experienced in management, experienced in leadership, experienced in navigating political egos, educated in multiple schools/programs about approaches to policing, open-minded, unswayed by gossip and negativity, able to instill confidence in others, strong communication skills, open to change, thoughtful about implementing solutions, creative, prioritizes citizens and safety in the community over politics, embracing of the human condition

22. Eric

East Nashville

Written Statement

I would like to see someone from outside of the department, preferably a female person of color. who has experience as a Chief of Police and cleaning up corruption. I would also like to know why Cooper lied to the group sticking up for policewomen who have been abused. Is Cooper the cowardly mayor to scared to tell the truth...Anderson has dirt on him and he caved and will make sure Drake is the new chief.

23. Lisa Ernst

Forest Hills

Written Statement

Empathy, lack of bias, exposure to multiple neighborhoods and ethnicities, understanding policing can't be done only on the basis of force and that reforms are needed to prevent further unnecessary loss of life, especially among black men.

24. Brenda

South Nashville

Pre-recorded Message

I want to see a chief who actually cares about the community, not just political goals and gaining power. And same goes for the Mayor. Over the last several days, I've been seeing several things

on Facebook about Mayor Cooper, and the police chief committee. And I listened to the video and the recording and I mean, Cooper he just plain lied. I mean these officers, they keep our families safe, and they're there when our kids are lost or something's happened to them or our house is broken into, the least that he can do is to make the committee, to make sure it's fair and give those poor officers a shot at getting a chief in that can clean the place up, cause those guys have been there for years and they haven't said anything, so I mean they're just as bad as the people that are abusing them and I just want a chief that's willing to do that and a Mayor that's willing to do that. Thank you for your time.

25. Jessica Quazi
Inglewood - 37216
Written Statement

RINGS SINGING BELL

This is Jess, a white, queer resident of Nashville- I'm also a community member participating on behalf of Wild Heart Meditation Center and I wonder, did you HEAR that bell?

This is the bell of WHITE supremacy, and while none of us personally rang it in 1492- we STILL hear it today. As MNPd over-polices, cages, and kills local Black and Brown people... the bell of our history resonates LOUDLY and CLEARLY, the bell is RESTRUCK, time and time again.

Racial JUSTICE must be at the forefront as we search for a police chief.

THIS is the bell of systemic RACISM, and while none of us personally STRUCK IT in 1619, oh you better believe the HUM lives ON. There is NOTHING just about this, and yet it STILL resonates. The MURDERS of Joques Clemmons, Daniel Hambrick, Timothy Lane, William Johnson, and TOO many others, rings ON and ON... do you hear it?

I know the Community Oversight Board surely hears it! The new police chief MUST follow the COB's MOU.

As local officials REFUSE to PROTECT and SERVE the 36 MNPd survivors of sexual assault... oh YOU KNOW we hear it today. As research SHOWS, as history SHOWS, Black WOMEN are FAR more likely to experience sexual assault than any other group, THE BELL RESOUNDS...

Racial justice MUST be at the forefront as we search for a police chief.

Let me be CLEAR AS A BELL-

We DEMAND that our new police chief LISTEN to the bells of HISTORY, LISTEN to the testimony of Black & Brown people's LIVED experiences, And STOP RINGING NEW BELLS!

Racial justice must be at the FOREFRONT as we search for a police chief.

Thank you and may you ALL be at ease, may you be healthy, and may you be safe from inner and outer harm.

26. Richard Aberdeen

Davidson County

Pre-recorded Message

We need a police chief to train his officers to not shoot their guns unless someone's life is in immediate danger. And I underline the word "immediate." The days of shooting someone six and more times in the back just has to end. This is ridiculous what's happening in our country. And we need a police chief to stand up against that kind of crap.

27. Pam

Pre-recorded Message

I'm calling about community oversight. I just wanted to say implicit bias is a real thing. We all have biases even if we don't want to believe it. And because of the often quick, life-altering decisions police have to make every day, we have to ensure that bias doesn't influence the use of lethal force. It would be a terrible thing to take someone's life and it all be just a misunderstanding based on a knee-jerk reaction. Thank you.

Community Comments After Townhall Meetings

1. Sharon Michie

Woodbine

Written Statement

John Drake is the perfect candidate for Police Chief. I've known John for six years, and every interaction I've had with him has been positive. He is a person of high moral character, grace, and integrity. In his position overseeing special operations and the mounted police, he ensured thousands of Nashvillians were safe during downtown celebrations. He has been with MNPB for over 30 years, and has walked in everyone's shoes. As a native Nashvillian, John understands our community, our struggles, and what lifts us up. He is already making incremental changes to the department, and I believe he will continue to evolve MNPB into one of our Nation's finest police forces. Thank you for your consideration. Sharon