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Operator: Good day and welcome to the President's Commission on Law Enforcement and the Administration of Justice conference call. Today's conference is being recorded. At this time I would like to turn the conference over to Director Phil Keith, please go ahead sir.

Phil Keith: Thank you Dan and good afternoon, and thank everyone for joining us today. I call the President's Commission on Law Enforcement and Administration of Justice to order, and on behalf of Attorney General Barr I want to thank you for joining us today for this important Commission teleconference meeting. Today our panelists will focus their testimony on civil rights, oversight, and community engagement.

At this time I'll ask our Executive Director Dean Kueter to conduct the roll call of commissioners.

Dean Kueter: Thank you Mr. Chairman and before we start with the roll call today I'd like to remind everybody that today's event is open press and for any members of the media on the call, if you have questions or need clarification on anything please contact Kristina Mastropasqua in DOJ's Office of Public Affairs. With that I will call the roll. Commissioner Bowdich.

Male: Deputy Bowdich will try to join in here momentarily.

Dean Kueter: Commissioner Clemmons.

James Clemmons: Present.

Dean Kueter: Commissioner Evans.

Christopher Evans: Here.

Dean Kueter: Commissioner Frazier. Commissioner Gualtieri.

Robert Gualtieri: I'm here.

Dean Kueter: Commissioner Hawkins.

Gina Hawkins: Present. Thank you.

Dean Kueter: Commissioner Lombardo.

Regina Lombardo: I'm here. Thank you Dean.

Dean Kueter: Commissioner MacDonald. Commissioner Moody.

Ashley Moody: I'm here. Thank you.

Dean Kueter: Commissioner Parr.

Nancy Parr: I'm here.

Dean Kueter: Commissioner Price.

Craig Price: Good afternoon. I'm here.

Dean Kueter: Commissioner Ramsay.

Gordon Ramsay: Here.

Dean Kueter: Commissioner Rausch.

David Rausch: I'm here.

Dean Kueter: Commissioner Samaniego.

John Samaniego: I'm here.

Dean Kueter: Commissioner Smallwood.

James Smallwood: I'm here.

Dean Kueter: Vice-Chair Sullivan.

Katharine Sullivan: I'm here.

Dean Kueter: And Commissioner Washington. Mr. Chairman, that concludes the roll call.

Phil Keith: Thank you and are there any other announcements to make?

Dean Kueter: No sir, we are good to go.

Phil Keith: Thank you. All commissioners should have the bios and testimonies for this panel and as a reminder we'll be posting all these materials on the Law Enforcement Commission website. We

once again want to acknowledge the work of the Commissioners, the working group, our witnesses, and federal staff working towards meeting the goals of this historic Commission, and on behalf of Attorney General Barr we thank each of you.

As noted on previous calls, we encourage Commissioners to take notes during the testimonies of the panelists and we'll then open for questions from the Commissioners after the last witness. This is our final hearing, no. I'm sorry.

Our first panelist today is Farhio, I think I got that right, Farhio Khalif. She's the founder and executive director of The Voice of East African Women in Minnesota. Since 2013 Miss Khalif, at The Voice of East African Women has been organizing and advocating for women and youth issues and building bridges between the Somalia community and the law enforcement community.

She is a survivor of female genital mutilation and has dedicated her life of the prevention of this horrific crime. We're honored to have you here today. Miss Khalif, you're recognized.

Farhio Khalif: Thank you Mr. Chairman, members of the President's Commission, and I thank Attorney General Barr. I'm Farhio Khalif, the founder and executive director of Voice of East African Women and currently I'm the president of St. Paul NAACP and the second vice-president of Minnesota and Dakota's state conference NAACP. Should I continue or?

Female: Yes.

Farhio Khalif: Yes? I'm here today to be a voice as much I can. We have work here that we are doing in the state of Minnesota. Like I said in my statement, this has been a journey for me coming from East Africa all the way to Italy where I was raised by Catholic priests and teach me how to put faces of the humanity trials as much as I can. The sacrifice that my mom did to get me out of Somalia to

have a better life, and I owe that to my mother who, shortly after I left Somalia she passed away, and that was many years ago.

Every time I think about the hard work I do. I think of her and what would she do today if she were to be alive to see that young girl who did not have a voice, today not only she's doing but she's working hard and advocating for issues, and women's issues, youth issues, and making sure our voices are heard.

I would like to say where, especially black women in this country, doesn't have a lot of voice when it comes to working hard every day, or even having a company, or a non-profit organization. That's my hope and always will be, to see women in leadership and have a voice to be advocating and be included in gender equality. I know many strong women before me always say women's rights is human rights and as I continue every day I see the disconnection of our communities here when it comes to the black communities, or the Muslim communities, or women especially, immigrant and black women. How can we build that bridge with the law enforcement?

I've been doing that from early on when I moved into the state of Minnesota, I see that the disconnection was there, the distrust was there. Back in 2013 I created a program I called mothers against youth recruitment, partnered with the U.S. Attorney's Office, the FBI, the Ramsey and Hennepin County Sheriff's, and the police department. I see the mistrust the community has with the law enforcement and they did not want to engage or want to talk to them because they believe they are out there to get them.

I created programs over the years, building that bridge, hoping that the community would come forward and hear the voices of the law enforcement and vice versa. When I reach out to the law enforcement and ask them, I need them to come to the table and speak to the community. Especially the women and the young men and women in our communities. I've seen firsthand that when we talk to each other and build that trust we can do a lot of things together in the community.

Having seen that back in 2017, partnered with Hennepin County Sheriff for one year providing what we call Women for Peace, we did that for 12 months. We would have hundreds of young men and women would come to those meetings. We would do workshops, and things have changed slowly knowing that the community can see better and understand what the other sides look like. The law enforcement also understands what to community are struggling with, not just assume what we're thinking of.

Moving forward I'm advocating opening the first shelter for Muslim East African women in the state of Minnesota back in 2017. Also it gives me the opportunity to get closer to women and the need - - for the homelessness when they don't have nowhere to go, they have no one to trust, violence against women is huge. I'm from a community that, where violence against women is normal even though I was one of those young girls where I would have to go through the female genital mutilation for the pleasure of the man. It's not about the religion. We were told it was about religion when we were little girls.

Coming to United States I'm grateful for this nation. I'm grateful for the United States of America giving us the opportunities and giving us a home today where we can understand the religion and the culture have to be separated. I would not understand something like that if I was being at home today.

The good thing, opening the shelter and me advocating against violence against the women, teaching women not to be "only it's okay to go to the mosque". Mosque is good, religion is always wonderful, but what about this land that we live in with law and order? We need to go to court. We need to put our rights up and we need to make sure that you are understanding what you are about to go into and being a free woman, advocate for yourself.

I can talk all day long but becoming a NAACP President, I've been on the board for a few years. I've ran for the seat and I won 2019 and I can see why ((inaudible)) the way we are, especially what we're going through right now in the state of Minnesota on Memorial Day. My hope is to see a couple of things. My recommendation is on my written statement. I hope to see one day we have not one more girl go through female genital mutilation.

We've built the trust within the law enforcement communities and the African American and African immigrant communities, not only in the state of Minnesota but around the country of the United States of America. There's a mistrust there. There's really a lot of work that has to be put in there and I want the Commission to really look hard into that. How can we build that trust?

What I keep saying about trust because there's no trust. There's no trust in the black community. We don't feel like there's something that we – there's a lot of good cops, yes and I work with them closely and I still do that. My hope is to you, Commissioners, that we must come together as a humanity united and not to be divided because the skin of our colors. Everyday when we wake up as a community we go out there and fighting.

I want to say one more thing, is you're going to have to look at it, the women play a big role in this community. Even though there's a lot of wonderful men out there, I believe if you advocate issues that you care about to build this partnership with African Americans, look out for those women. Women can make a magic, a lot of things can make that happen. One day I'd like to see the United States makes a resolution, hopefully soon, even though March is International Women's Day, to have United States have a resolution to celebrate. Not to be hurt even though we are hurt but women from around the world come together and unite against violence against women.

No women shall be killed. No women shall be mutilated. No women shall be denied because of who she is. I'm sorry if I'm going over my time but I want to make sure that more organizations, especially companies and organizations that are run by black women be looked at. And I hope the

policies and the way that the grants have been given to be looked at because there's a lot of small organizations out there that are run by black women that are not getting the opportunity and support that they need. Thank you.

I can answer questions if you want me. I know I only have five to six minutes. I apologize if I went over.

Phil Keith: Thank you Ms. Khalif for your courage today, and your leadership, and certainly your testimony here today. When we finish the other panels will open up for questions. Thank you.

Farhio Khalif: Thank you.

Phil Keith: Our next panelist is President Susan Hutson of the National Association of Civilian Oversight of Law Enforcement. She's been an independent monitor in New Orleans since 2010. She's had a distinguished career in a variety of roles with the Los Angeles Police Department and the Austin Police Department. President Hutson earned her law degree from Tulane University and we're pleased to have you here with us today. Miss Hutson you're recognized.

Susan Hutson: Thank you Chairman Keith. I also want to send greetings to you from Avice Evan Reid and Robyn Askew, formerly of the Knoxville Police Commission, the Oversight Commission. They send their greetings.

Phil Keith: Thank you. I know them well.

Susan Hutson: On behalf of the membership and the board of directors of the National Association of Civilian Oversight of Law Enforcement, I want to express my thanks to Chair Keith, Vice-Chair Sullivan, the entire Commission, and of course the Attorney General for this important invitation to speak before the President's Commission on Law and the Administration of Justice.

As the President of NACOLE I'm excited to be here to thank also the Department of Justice, and especially COPS, and again Chairman Keith for your support of NACOLE's report on the state of the field of civilian oversight of law enforcement and the effective practices that are enumerated in that report. That report is expected to be published in the next couple of months and we hope to provide that to this Commission for your consideration as there are many more recommendations therein and we hope the Commission will take that into account in their very important work.

Effective policing is the goal for all of our communities and effective policing is built from community trust. If you have turned on the news recently you have seen the deaths of George Floyd, Breonna Taylor front and center. Their deaths show the importance of community trust. How a community reacts to these situations depends on the trust in law enforcement as all of you in those roles are well aware.

I and many of my fellow oversight practitioners have been on the streets responding to these officer involved shootings or in-custody deaths as they occur and as we are required to do. We've seen the results of the lack of trust in law enforcement and policing so we know these problems. We have all had to scramble together with community leaders like the prior speaker, police leaders, and others to try to calm very hot situations. Situations that you don't know if there will be a tipping point that leads the community into all out unrest as we have seen in some cities.

What we know from being in the midst of these incidents is that trust is built before the incidents and before the deaths occur and oversight; the community, and law enforcement have to do that trust building work together. If there's one thing that I ask you to take away from my remarks today is that we in civilian oversight don't think that alone we are sufficient to achieve legitimacy and trust in law enforcement.

However, we think that without us it is difficult if not downright impossible in some parts of communities for the police to be able to achieve or maintain the public's trust. In many cases civilian oversight is established amidst community calls for greater accountability following a high profile incident, such as Mr. Floyd or Miss Taylor.

Almost all agencies are required by their enabling legislation to conduct outreach to inform the community about policing practices and about how accountability systems work. We know that there can be no lasting change or lasting trust without community being at the table, as well as the other actors in the criminal justice system. Our member agencies conduct a number of activities to help promote trust in law enforcement.

For instance, during this COVID crisis, our organization was reached out to, and many other oversight agencies have the same experience. We were reached out to by over 30 community organizations who were concerned about policing during the COVID crisis. They were concerned about the community's safety and of course jailing people and COVID in jails and so forth. They were also concerned about officer safety and officer wellness as well.

We saw what happened in Detroit. We saw what happened to officers in New York and we were concerned about officers in all of our communities and so we banded together to work with police about COVID policing strategies. Those are win-win situations for all of us. Oversight agencies conduct know your rights and responsibilities trainings to the community. Our goal there is to inform the community about how to act during police encounters on the street where they don't have power. Submit, make it through the experience, and then come talk to us, and then there are things we can do about that.

We find that to be a very important function of our agencies and we do that nationwide. We also support anti-retaliation measures to prevent barriers against police which keep them from speaking up about inappropriate policing or prevent them from wanting to ask for help when they are in crisis.

I read a lot of the testimony for the officer wellness working group and hearing. I'm very impressed by it and very supportive of the help that officers need.

Another situation that we had in New Orleans was a past president of our national association and a member of the community who has been involved in oversight of police for decades came to our office and came to the police department and said we want to initiate bystander training for police officers. We were like, "What does that mean?" Well it involves officers teaching other officers about how to intervene in situations where officers may be losing control and intervene in situations such as what happened to Mr. Floyd in Minnesota.

That program is now called EPIC, Ethical Policing Is Courageous. The New Orleans Police Department teaches that all around the country and advocates for that type of cop bystander intervention and we think that's a very effective training and oversight helped to bring that about. Community leadership helped to bring that about.

We all routinely mediate disputes between the police and the communities they serve. As we said before, the community's power is not on the street. They need to submit, follow instructions, and then come talk to us and sometimes that initiates complaints, which we mediate. Sometimes we mediate even without complaints. We act as a liaison between our community and our police department in any respect that they need it.

If a victim of crimes needs some help reaching their detective we help them with that. If there's a complaint that needs to be mediated between police and the community we also control that structure and make it a safe place for both of them to be able to speak to each other and to work out problems.

Some of the most important work that we do is making training and tactics recommendations. I know you're all thinking, well what does a lawyer know about arm bars and other types of force and

what we do is we don't make it up ourselves. We draw on tactics from other police departments, best practices that we see police championing nationwide, and we add our voice to those recommendations. We also keep statistics about officer injuries and ways to keep officers safe.

I'll never forget my first couple of years in New Orleans there were more officers shot or killed than the entire time I had been at the LAPD which had almost 10,000 officers. What we knew is that officer's training and tactics was so far behind and we were so concerned for our officer's safety. Those were some of the most important recommendations we ever made. We know that when officers don't feel safe our community's not safe so we do also champion the cause of wellness and safety for officers.

Our membership works on a number of things I'll mention briefly because I know I'm getting over my time, the working groups are working on including social problems, dealing with the mentally ill, juveniles, homeless populations, officer wellness, but one of the most important is data and reporting. One of the three core tenets of police oversight is transparency. Some of our oversight agencies actually publish data for their police departments because they're either unable or unwilling to do so. That is a core tenet of building trust, transparency.

When people find out, and they will in the end, about misconduct or bad actions, it's always worse. If we can put that into context with other data and other information and recommendations we think that helps to build trust. We want to continue to support the goals of democratic or community-led policing. We think our role of oversight can help legitimize police actions when we're able to independently validate or not validate those and we're able to give recommendations on how to make change.

Finally, I just, again, want to express my thanks for this opportunity to address the Commission and we look forward to working with you and looking at your final product as well. Thank you.

Phil Keith: Thank you, President Hutson for your leadership, commitment to service, and for your valued testimony here today. Our last panelist today is Chief of the FBI Crimes Statistics Management Unit, Chief Amy Blasher. Chief Blasher joined the FBI in 1995, has held a number of leadership roles with the FBI, and is recognized and acknowledged by her peers in the entire law enforcement field for her achievements. Chief Blasher is in charge of the FBI's Uniform Crime Reporting Data and is leading the new crime data modernization initiative in the FBI for the entire country. Chief Blasher, thank you for joining us today, you're recognized.

Amy Blasher: Thank you Director Keith. On behalf of the FBI's Criminal Justice Information Services Division Uniform Crime Reporting Program I want to thank the Commission for allowing me the opportunity for me to present this important topic to you today. I look forward to sharing information on the FBI UCR Program's take on statistics collection to aid this Commission in achieving our objective.

Since 1991 thousands of federal, state, county, city, tribal, and college university law enforcement agencies have voluntarily participated in the hate crime statistics collection. It aids the law enforcement officers within these agencies to investigate offenses, determine those motivated by biases, and then report them as known hate crimes to the FBI's Hate Crime Statistics Collection.

Without their continued support and participation in identifying biased motivated crimes, the FBI would be unable to publish its annual report on hate crimes. This partnership we have with the national law enforcement community serves as a cornerstone in raising the awareness of the occurrence of bias motivated offenses.

Congress passed the Hate Crime Statistic Act on April 23rd, 1990 due to an increase in the occurrence of bias related crimes. The Act required the Attorney General to collect data about crimes that manifest evidence of prejudice based on race, gender and gender identity, religion, disability, sexual orientation, or ethnicity including, where appropriate, the crimes of murder, non-

negligent manslaughter, rape, aggravated assault, simple assault, intimidation, arson, and destruction, damage, or vandalism of property. The FBI was then tasked with collecting, publishing, and archiving the hate crime statistics.

The Hate Crime Statistics Act and the subsequent amendments mandate the types of bias reported to the FBI UCR program. These amendments include the Violent Crime Control and Law Enforcement Act of 1994, the Church Arson Prevention Act, and the Matthew Shepherd and James Byrd, Jr. Hate Crimes Prevention Act of 2009. In addition, changes approved in 2013 by the CJIS Advisory Policy board added seven new religious categories: Buddhism, Eastern Orthodox, Hindu, Jehovah's Witness, Mormon, other Christian, and Sikh, and an anti-Arab bias motivation.

The FBI UCR program defines hate crime as a committed criminal offense that is motivated and whole or in part by the offender's bias against a race, religion, disability, sexual orientation, ethnicity, gender, or gender identity. I think it's important to also note that even if the offender was mistaken in his or her perception that the victim was a member of the group that he or she was acting against the offense is still a biased crime because the offender was motivated by bias against the group.

The FBI's UCR program requires law enforcement agencies to report certain facts about each hate crime incident coming to their attention within their jurisdictions. For UCR purposes, legitimacy of UCR hate crime incidents are determined through law enforcement investigations and not through the findings of a coroner, court, jury, or prosecutor. The investigation must reveal sufficient objective facts to lead a reasonable person to conclude the offenders actions were motivated in whole or in part by bias.

The FBI's UCR program crime data collection begins at the local agency level when law enforcement officers submit administrative and operational data to their records management personnel who make a hard copy or an electronic incident report. It is then the local agency records

manager who compiles the crime data and submits it to the state UCR Program. The FBI relies on local participating agencies to submit all investigated bias crime incidents determined to be a hate crime to the applicable state UCR program who then forward that data on to the FBI.

Law enforcement agencies are not required by law to report bias or other crime statistics to the FBI's UCR Program. As a result, hate crime data, like all other data, the FBI UCR Program depends upon the voluntary contributions of these law enforcement agencies. When reliable statistics can be computed it enables law enforcement agencies to better understand the types of hate crimes occurring in the jurisdictions. This in turn assists law enforcement agencies in developing preventative measures to combat these crimes.

Furthermore, quality data and statistics help the FBI to provide a national picture of hate crimes to inform, educate, and strengthen communities nationwide. The FBI UCR Program serves as a national data collection repository which compiles and publishes this hate crime data received from law enforcement contributors on a yearly basis. I think it's important also to note that the FBI does not analyze or interpret correlations derived from the data.

The most current publication *Hate Crime Statistics, 2018* was published on November 12, 2019 and can be found on the FBI.gov website. The data's also available on the crime data explorer, or CDE. The CDE's an interactive platform that provides users with easy access to the FBI UCR data. The number of hate crime incidents reported to the FBI decreased slightly from 2017 to 2018. Law enforcement reported 7,120 hate crimes to the UCR Program in 2018 which was down slightly from the numbers reported in 2017.

The FBI's UCR Program is conducting end of year verification validation on the 2019 hate crime data and is actively collecting 2020 hate crime data. The 2019 hate crime publication is set to be released this November. At this time I would like to discuss the slide that was sent to you depicting

hate crime comparisons on biased motivation. The slide shows a five year analysis of hate crime by bias category and bias type.

You can see from the table on the left side in 2018 there were 7,036 single bias incidents. Our percent distribution of single bias incidents shows that 57.5% were motivated because of the offender's race, ethnicity, and ancestry bias. 20.2% reported because of the offender's religious bias. 17% motivated because of the offender's sexual orientation bias. 2.4% reported because of the offender's gender identity bias. 2.3% motivated because of the offender's disability bias and .6% because of the offender's gender bias.

I now draw you to the attention of the table on the right. This table depicts the individual bias types for which the FBI UCR Program routinely receives the most data or media requests. The reasons for these media requests vary from large reporting increases to current events, academia studies, and comparisons. Right now we can tell you that the preliminary numbers for 2019 show an overall increase of single bias incidents of 10.2%. All bias categories increased with the largest shown in gender identity and religion.

Providing a more precise and transparent narrative regarding the scope, type, and nature of crime in the United States the FBI's UCR Program is transitioning the nation's law enforcement agencies to the National Incident Based Reporting System, or NIBRS. We are working with law enforcement agencies nationwide to help them transition to incident based reporting. In fact, the FBI, with the support of the national law enforcement organizations, has established January 1st, 2021 as the goal for all UCR contributors to submit their data via NIBRS. At that time the FBI will retire its historic summary reporting system in favor of the more detailed data collection.

Why NIBRS? NIBRS provides a more comprehensive view of crime in the United States and offers greater flexibility in data collection and analysis. When used to its full potential NIBRS can identify the precision, when and where the crime occurred, details about the crimes, and the characteristics

of its victims and offenders. The richer data submitted via NIBRS provides two important elements: accountability and transparency.

In terms of hate crimes, the NIBRS eases the law enforcement agencies ability to collect hate crimes data as concluded in our record layout versus having to fill out separate hate crime reports, which is the case with the traditional summary reporting system. Law enforcement agencies can use the data to address the concerns of community members regarding crime and they can use the data when deciding how to allocate resources.

In addition, NIBRS provides a common platform for critical data sharing among law enforcement that can facilitate meaningful relationships and partnerships through task forces and interdepartmental collaboration. We work closely with law enforcement agencies across the country to increase participation within the hate crime statistics collection. The Hate Crime Statistics Act is written in a way that makes reporting voluntary. As a result no participation incentive exists for state and local law enforcement agencies.

However, the FBI has engaged in a variety of efforts to make the hate crime statistics collection known to these agencies and to encourage their participation. In closing, we are here to help agencies increase the hate crime participation nationwide. The FBI's CJIS division conducts hate crime training sessions for local law enforcement agencies and records management staff. This training is intended to educate officers on hate crime statistics collection, training them on different hate crime scenarios, and the importance and benefits of reporting hate crime incident data.

Again, thank you for the opportunity to address the Commission on behalf of the FBI's CJIS Division's UCR program. I look forward to working with the Commission to increase law enforcement agency participation in the UCR Program.

Phil Keith: Thank you Chief Brasher for your informative testimony today and certainly for your service. Let the record show, Dean, that Commissioner Frazier joined the call.

Dean Kueter: Yes sir.

Phil Keith: Commissioners, we're now open for questions to the witnesses. Commissioners with a question please state your name prior to your question and direct the question to a specific panelist or the entire panel. Just as a reminder to the Commissioners, your mics are hot at all times. Thank you and now Commissioners with questions for panelists.

Gordon Ramsay: Director, this is Gordon Ramsay.

Phil Keith: Commissioner, you're recognized.

Gordon Ramsay: This question is for President Hutson. Thanks for your testimony today. I was wondering if you could talk a little bit about your organization and do you make recommendations on the best type of review board or items along the auditor arena? If not, what do you recommend to agencies that are initiating review boards? Thank you.

Susan Hutson: Thank you Chief Ramsay, and I think I'm supposed to say my name for the record, Susan Hutson back on the record. Chief, what we do at NACOLE is we do help communities put together oversight and make recommendations for that. We always work with them based on what their community needs are. Some communities want commissions and boards, some want an auditor, or a monitor.

One of the things I alluded to in my speech was about this report we have coming out with the help of COPS. In that report it talks about best practices for community oversight and how to pick that oversight for your community with law enforcement at the table, community stakeholders, et cetera,

to pick which one is best for you. So we've seen cities from -- there's a small town outside of Baton Rouge called Port Allen that has literally 16 police officers and they want a commission. They love the commission there.

We've seen others where they want a police monitor or a police auditor and they're larger. It just depends on what your community asks for and your stakeholders ask for. Yes, we do have best practices in what oversight is supposed to look like and what it's supposed to do and we cannot wait until we can put out this report and provide it to this Commission as well.

Gordon Ramsay: Thank you, so it's not a one size fits all? It's really dependent on the community and the community needs, correct?

Susan Hutson: Yes. Yes sir, absolutely.

Gordon Ramsay: Okay. Thank you.

Susan Hutson: Thank you.

Phil Keith: Other Commissioners with questions? Other Commissioners with questions? The Chair would like to direct a question to Miss Khalif and President Hutson. When you talk about community engagement could you articulate a specific example of some of those tactics to engage the community? We hear that term often used but it's not often well defined.

Susan Hutson: Miss Khalif would you like me to go first or?

Phil Keith: Yes ma'am.

Farhio Khalif: Yes, that's fine, that's fine.

Susan Hutson: Okay and again, Susan Hutson. We do it in a number of ways in our membership all around the country as well. Sometimes it's a survey. Sometimes it's a listening session at community events. Our oversight was created by and large in New Orleans because of what happened before, during, and after Hurricane Katrina. In 2010 when I got to New Orleans one of the things we did was we went to listening sessions with DOJ.

We heard testimony from community members about the things that had happened to them. Of course we take complaints or just listen if people don't want to file complaints. We also, we'll have focus groups. We had a retaliation summit one time that we brought community and police together because there were allegations of retaliation against community and police officers who said they had been retaliated against. We had that kind of public meeting where we could air grievances and talk about information.

Then just most recently during this COVID crisis we have been engaged in Zoom meetings and conference calls with, like I said, over 30 groups who had questions and concerns about policing and they can also help us get to people who are affected so we can hear directly from them as well. It takes a lot of in person talking and meeting but we also do surveys and emails, Twitter, Facebook, all that stuff. Thank you.

Phil Keith: Thank you President Hutson. Miss Khalif?

Farhio Khalif: Thank you Mr. Chairman. Trust is very difficult when experiences like this event that just occurred on Memorial Day when an African American was killed. The death of George Floyd by the Minneapolis police officer that most African Americans and African immigrants already have a distrust with law enforcement when it comes to history in our community when we see Philando Castille, or Jamar Clark, or many other African Americans around the country. The distrust is out there. We believe the police is out to get them even if they did nothing wrong.

Sometimes addressing this urgent need should be the priority and I'm thinking the commission doing that must be a partnership between law enforcement and the community leaders from the African American and African immigrants. I also think the commission should also understand that community leaders are not restricted only to the men of the community, most of them. Women are the best source of information about community needs, expectations, ideas, and opportunities for example.

When we created the group back in 2014 we call Mothers Against Youth Recruitment, are you kidding me? When that was a man coming into the community do you think mothers or women will listen to the man and trust with the community partnerships and relationships with law enforcement? In my view I don't think so, but it could happen. The women were able to successfully form the partnership necessary between the community, and families, and the law enforcement that helped mitigate this problem.

I believe when community like in September 26 last year, there are so many violence going on in Saint Paul, Minnesota when a lot of young men, gun violence was going on. We, the Saint Paul NAACP organized community engagement with the law enforcement. We invited the chief of Saint Paul Police Department, we invited the Ramsey County Sheriff, we invited the Department of Public Safety Commissioner, we invited the Governor's office. We were in the room and guess who else was in the room? The community. Over 700 people in the community was in the room.

Our hope is to continue the partnership with our law enforcement because that's the only way our problem can be solved. When community leaders and community members step up and partner with the law enforcement and hold community forums. Partnership is not only attending meetings but having community families, women, children, fathers to come forward and give them the voice that they need and it's hard but that's what I'm hoping that the Commission should look to build this partnership immediately because the trust is not there right now.

We all know what's happening in the state of Minnesota. Not only the death of George, which is horrific and we hope that justice has been served. That partnership and community engagement can be built. Thank you.

Phil Keith: Thank you Ms. Khalif. Other Commissioners with questions?

David Rausch: Director Keith, David Rausch.

Phil Keith: Commissioner Rausch, you're recognized.

David Rausch: Thank you. This question's for Miss Hutson. Curious, so typically when we see a civilian oversight conversation kick up it's always around a controversy. Are there any examples of civilian oversight being embraced prior to controversy and if so how does that work? I think that's something we've got to understand and figure out without waiting for controversy.

Susan Hutson: Yes, sir, Director Rausch. Off the top of my head I cannot give you a number of agencies like that. Although, I can check on that and get back to you. A lot of times it is the result of some incident but not all are officer involved shootings, I'll tell you that. For instance, that small town I was talking about near Baton Rouge that wants oversight, that is regarding homicides that were occurring and the police were unable to solve them and the community was upset about that.

Another community group in Anne Arundel County in Maryland is also doing the same, because of the police reaction to an investigation of a homicide that the community didn't appreciate. They're not all in-custody deaths or officer involved shootings but most of them that I'm aware of do usually occur surrounding incidents, but I know there are some that didn't and I will endeavor to get you that information.

David Rausch: Thank you.

Katharine Sullivan: This is Commissioner...

Phil Keith: Other Commissioners with questions?

Katharine Sullivan: Yes. This is Vice-Chair Sullivan. I just have a follow up with that.

Phil Keith: Vice Chair you're...

Katharine Sullivan: Oh, thank you. Am I recognized?

Phillip Keith: Yes madam Chair.

Katharine Sullivan: Thank you Mr. Chairman. I wanted to follow up with that excellent question. When those types of community engagements occur, are they more effective? Less effective? Equally effective? Whether they happen because of an incident or whether they just happen because the community is interested in pursuing an engagement process like you described?

Susan Hutson: Vice-Chair that is a great question. Some of what we're doing in this report that I keep talking about is looking at what are effective practices and why. We put a number of examples in that and we will pull some of that information for you so that we can give you some feedback on what is more effective.

Some oversight agencies have had to go through changes just like all parts of the criminal justice system do. There are some that have been proactive as opposed to waiting for something to happen and we will get you information about them and their effective practices.

Katharine Sullivan: Okay, thank you. Then Chairman, if I could just ask one more question?

Phil Keith: Yes ma'am.

Katharine Sullivan: Okay, thank you. Of the first panelist, I want to make sure this doesn't get lost in everything else that was discussed, and that is about female genital mutilation. You talked about eradicating that in this country. Could you potentially give some more specific instructions? I know this year for instance we've put out some money for victim services, DHS has an excellent program that operates at airports. I'm wondering if you could expand on that a little bit for us.

Farhio Khalif: Thank you Commissioner. Mr. Chair, I am for life advocated against female genital mutilation, that little girl inside of me not leaving me alone. I do this a lot and a lot of funding. I do community forums when I invite the imams, and the law enforcement, doctors, and leaders. I did several of those workshops in the last several years and I'm going to continue doing that.

My hope is just to see that, we need more, given more -- what I understand is sometimes it's called summer cutting. When school is closed. some community members telling me there are some families still practicing that will send them back home for a couple of months and come back. We need to educate our doctors. We need to educate our law enforcement about this issue to understand this is serious, that no little girl has to go through this no matter where she is in the world.

In the United States of America it's already illegal, even in the state of Minnesota, still it's illegal but it's not enforced. When it's not enforced people can escape process. They say it's for religion but it's cultural. I know every year once a year in the month of March every woman around the world will stop by the United Nations. Every United Nation, United States, here in this country can give a resolution. March 8th will be female genital day, we can call celebration or awareness.

Every woman shall travel to come here and to condemn this practice no matter where she is in the world. She can be in Africa. It can be Asia and Europe and even in North America. It's a mental health, it's a long-term effect and a short term. I know the state of Minnesota, I advocated back in 2017 where a woman cannot practice this no matter where she is. If she can take this little girl to Africa or whatever side of the world she's from, but when she comes back here she has to be persecuted to the max.

Even to build that to have the harsh language where she will lose her children. My hope is you, the Commission of the President come to understand that female genital mutilation still is being practiced and has to stop, but also ((inaudible)). I'm sorry I have this funny accent, but sometimes I get excited when I talk about female genital mutilation because I know it's wrong. I know no girl should go through this and I hope that the Commission considers to implement somehow, someday, to become female genital awareness day in the United States. Every March, every year, once a day, the whole world shall come and celebrate and give this awareness to parents.

Once the parents get the awareness then they don't have to go to jail. They don't have to lose their children. They don't have to, and I'm supporting that. I supported Representative Mary Franson in Minnesota and even though that bill did not go through the senate. I'm still advocating with her that one day mothers will stop practicing this horrific ritual, female genital mutilation. Thank you.

Katharine Sullivan: Thank you so much. Thank you.

Farhio Khalif: You're welcome. Thank you.

Phil Keith: Other Commissioners with questions?

James Smallwood: Mr. Chair, this is James Smallwood. I have a question.

Phil Keith: Yes Commissioner, you're recognized.

James Smallwood: This would be for the folks for NACOLE. Just a question, in your curriculum when you help folks start up a new oversight agency or advising an existing one, to what level of engagement do you recommend they have with the representative bodies of those police departments? It seems like those representative bodies, like the Fraternal Order of Police, or Police Officer Associations always seem to be villainized by those arms of oversight and I'm just wondering what NACOLE's recommendation is for those folks that they're advising on start up or just regular running.

Susan Hutson: Thank you Commissioner. Well number one, it's always about what the community wants. Police officers are a part of the community so we always encourage them to be at the table for anything that's being put together. Of course we don't control those cities but when we come in we will teach to whomever the city's put together as a part of trying to create oversight.

We'll talk to mayors, FOP, any other associations, community groups. The core tenets of oversight are just that and we want to teach them and spread them far and wide to all. We know that it will not be a success if officers are not at the table. We know that, like, for instance, our mediation program, when we put that together, we invited -- there are three police organizations here in New Orleans and we invited them all to the table to be a part of it and two took us up on the offer. We feel like our mediation program is truly community created because of that.

We absolutely recommend that the police be at the table to express their opinions.

James Smallwood: Thank you.

Phil Keith: Any other Commissioners with questions? Other Commissioners with questions? Being no further questions, let me close by thanking our panelists once again for your time and most valuable testimony and certainly the responses to the questions from Commissioners. On behalf of the

Attorney General and his leadership team of Rachel Bissex and Jeff Favitta, and all of the Commissioners here today, your contributions provided will be sincerely appreciated and will assist the Commission in our deliberations and work.

Also, please check the President's Commission's page for additional updates, documents, and information on the main Justice website. We update it regularly when information is made available for posting.

Female: Thank you.

Phil Keith: Thank you. We want to thank the FBI for their continued use of the teleconference network and support, and certainly the federal programming staff that supports the Commission. Any questions or comments from Commissioners?

Gordon Ramsay: Mr. Chair, this is Gordon Ramsay.

Phil Keith: Yes sir, you're recognized Commissioner.

Gordon Ramsay: In light of the events going on in Minnesota I just wanted to talk real quickly about or see if we can get an update on our potential working group that's focusing on use of force. Do we have any Commissioners that are in that working group that are on the line? Or can we talk a little bit about that and the Commission?

Phil Keith: Commissioner there's not a specific policy working group on use of force but we can certainly ask the training working group to consider that issue.

Gordon Ramsay: I think that would be great and important as well.

Phil Keith: Yes sir, and we'll – I think I heard another Commissioner. Okay, if not Commissioner Ramsay we'll certainly take that into advisement and talk to the training working group.

Gordon Ramsay: Thank you.

Gina Hawkins: Chairman.

Phil Keith: Any other questions or comments from commissioners?

Gina Hawkins: Chairman? This is Commissioner Hawkins.

Phil Keith: Oh, I'm sorry Chief. Yes ma'am, Commissioner, you are recognized.

Gina Hawkins: Is there another presentation from any SME's regarding civil rights and/or oversight coming up soon?

Phil Keith: Yes ma'am, we're making diligent efforts to get invitations out and getting other panelists lined up on the oversight and community engagement which will include civil rights.

Gina Hawkins: Thank you. That was all I wanted to know.

Phil Keith: Other questions or comments from Commissioners. If there's no other business before us today the President's Commission is adjourned and thank you again Commissioners for your continued dedication and commitment.

Male: Thank you Phil.

Male: Thanks Phil.

Susan Hutson: Thank you.

Katharine Sullivan: Thank you.

Male: Thanks Phil.

Operator: Thank you ladies and gentleman. This concludes today's presentation. You may now disconnect.