



HUMAN RELATIONS COMMISSION  
STUDY MEETING MINUTES  
**August 4, 2020**  
Via Zoom

**I. CALL TO ORDER**

Chair Glover called the meeting to order at 7:04 p.m.

Those present include

Rich Glover, Chair  
Haitham Fakhouri  
Don Jordan  
Rachel Zuckerman  
Wafa Dinaro  
Carmen Kennedy-Rogers

**II. APPROVAL OF AGENDA**

Agenda moved by D. Jordan, Second by W. Dinaro

**III. APPROVAL OF MINUTES**

Agenda moved by D. Jordan, second by W. Dinaro

**IV. CHAIRPERSON'S REPORT**

**GLOVER:** One of things you might have noticed from last week is I made the decision to move us to meeting monthly. I think we need the time to decompress. Two, as we embark on these subcommittees this will give us more time to do that and still keep us on track. So how we manage those meetings will be important. I did have a call with the New York Times about what's happening in Livonia and how we're handling it. How the mayor and the HRC are handling that. So it was a great call. I think the reporter is going to be in town soon to do more unearthing of whats going on. I was a little nervous myself because I've never had an interview of that magnitude. I just wanted you to be aware of what I know in that regard. I did have a conversation with the Mayor last week just to debrief about the Commission and expectations. She's here and I'm sure she'll touch on that tonight. It was a great conversation to help level set. We'll come back around to talk about that a little bit more too. We all received a letter – we are going to get a response out that will be more scripted and its more than what we have encountered. I just want to make sure we don't say the wrong thing in that regard. I was able to make it by the UNITY Project,

it was really cool. It was during the music, and I met with Michelle and she talked about the turnout. She mentioned the vandalism. It was just kids being kids, but they have them on camera. They were able to put it back together. There's been pretty good turnout. People asking questions, that kind of thing. I have not heard from Madonna, and I wrote them again today, but they have kind of gone completely silent. And lastly, I'm saddened to report that one of our Commissioners—Jessica—has decided to resign, because it has been a lot for her to be involved, so that's why she's not present here today. We also have on the agenda the council meeting that is coming up. I just want to make sure that you're aware of that. So I will definitely put that Council meeting on my calendar. So those are the things I wanted to go through really quickly. I'll get out of the way to let the Mayor speak.

**BROSAN:** Well thank you Rich I appreciate that, I don't know if I will take too terribly long, but I did want to take some time because I do think we are at a point where you all have done a lot of work. And I just want to thank you for your dedication. You are by far and away the most active commission that we currently have in the City right now. But that is with intent, the issue of diversity and inclusion is an important one in this administration. It is important to the leadership in the community. I am glad that you are diving in and taking the time necessary to help work us through this and to be a partner in this process. So along those lines I also want to thank you for giving me the time necessary to work with the police department to gather the information and the answers relevant to all of the questions you all had provided. And, first of all, it was an amazingly thorough, list of questions. And my hope is that just as was with your hope, by offering them is to get answers that help us all to better understand the operation, the procedures, the policies within our department now, you know, as with any list of questions you know, serenity asks one question and then two more pop into your head. So what I'm hoping is that this begins a dialogue. and I think one of the best ways for us to continue with that dialogue is probably going to be in a somewhat smaller group than what we have right now. so my recommendation is that you take the information that was sent to each one of you today that you take some time with it. and then perhaps you take two or three members of the commission and we get together with the leadership within the police department. So please begin to ask any of those followup questions that you feel are necessary. You can explain a little bit more to them about what you, where your role is, what it is that you're looking to achieve as the human relations commission, and then get some feedback from them because truly what we're after here is a partnership. And as we begin to explore, how we as a city are responding to the need for a greater effort around diversity and inclusion. One of the things that I have found in the short amount of time that I've had to dive into this is that our Livonia police department actually leads the way in diversity and inclusion training, in just making sure that it's part of a set of policies, procedures, and standards, that quite honestly don't exist at that level anywhere else in our city. And that has been surprising.

**BROSAN:** So as we begin to look at the work of the human relations commission, I really want you to take into consideration the fact that we need a holistic approach to how we how we advance diversity and inclusion in our community, and that that's going to begin while the whole world's attention is focused on police departments right now in ours, rightly so, we've spent some time with them, but that's not the end all and be all to making sure that we have a diverse and inclusive city, government. So that is really where I need your help. So what I wanted to do tonight, was to spend just a little bit of time talking about, where we're at, and what I've discovered in terms of where we're at with diversity and inclusion here in the city. So that I kind of can bring you all as up to speed as now I've become. And I do want to just pause and say that there is no doubt in my mind that we would not be where we are in this conversation. Had it not been for, the work of your commission, had it not been for the peaceful protests that have happened, had it not been for the national spotlight being shown on the issue of diversity inclusion all over our country? this was clearly something that I really wanted to undertake during the term of, of my office here, but did not expect that I would get a chance to do it quite so early on, but ever so grateful for the chance to do it. So that's caused me to dive in and to find out what I can. and of course, because we're all about making sure that we move things along further, faster, in this administration the police department has been right there, really working hard alongside me to make sure that we were able to do that. So the first thing that I want to talk about, I'm going to try and share my screen here and, we can move through a bit of a presentation that I've got for you.

**BROSAN:** Okay. So that's that, that's that? And we're on share. Oh, excellent. And now I can see you all. Okay. So, in addition to the response that you all got in the letter earlier today from my office, answering the questions about what we're doing in police department, I wanted to make you aware of a new, police and community together it's called PACT. Hmm, Hmm, Hmm. Okay. Let's try doing it like this. There we go. All right. I will do it a different way. Work arounds. Okay. So Police

and Community Together is a program that was really designed by the police department in direct response to so many of the questions that are being asked of the department, not just questions, that, that the human relations commission has asked, but questions that the community has asked questions that we find on both our Facebook page and the Facebook page of the police department questions that come in the form of letters and correspondence from people, questions that come as a result of phone calls, we've been CA categorizing and grabbing a hold of all of that data and trying to get our arms around those issues that appear to be most important to our community. One of the things that I had asked departments across the board to commit themselves to do was to make sure that we had as transparent a form of communication on all levels with the community as we possibly could.

**BROSAN:** Well, the police department stepped up and really embraced that. So, there is an act of a page on their website that is active on their website, as well as the city website that regularly updates, crime statistics at regularly update our, all of our reports around, arrests and, our employment history and all of those things that people most wanted to know about. So many of the questions that you had asked, in your letter we're actually are currently being answered on the PACT website, that's now available for the entire community. So rather than spit that information back to you, in those locations, we're asking that you tune in to the website quite honestly, to use it to see, to see what it feels like. this is by far and away, the most transparent website in all of West, all of Wayne County right now, we've compared it to other policing agencies.

**BROSAN:** And I would venture to say it is probably the most transparent in the state of Michigan. So, Pat was designed not only to make sure that we relayed information, but it was also designed to make sure that we, we broaden our scope, that we understand that there are community conversations to participate in, that there are going to be opportunities to create even more valuable reports, even more analysis, to engage in listening sessions, to make sure that we've got transparent communication. And in those cases where we find that we need reform, that we engage in the reform that's necessary. The work of the policing community together has fallen into a department, which is newly created, launched August 1st, which is just a couple of days ago called the office of professional standards. So, the office of professional standards is going to be charged with making sure that the website is current.

**BROSAN:** And then the responsibility goes even beyond that. So one of the things that I wanted to make sure to do was to help you to understand where it is, where I do think we have seen some of our great successes, in a very short period of time in terms of communicating information, you know, all of this began back in late May when we had our first peaceful protest. the police department, as has always been its posture, engaged with the protestors, you know, trying to get an understanding of what it was that they were going to need in order to conduct a peaceful event in our community. so that was kind of the launching pad for so much of this, and then follow the very next week by yet another protest. And this was the large one that 2000 people participated in, as a result of the work of this commission. And so many of the questions that were being asked by the community. they went about trying to answer them in a format called the a can't wait response in which we found that eight Livonia had not waited. So they use this information, push this information out, to try to help people understand where our police department was in terms of its evolution and in terms of its policies and procedures, especially, as it related to, the use of force, you all know that the chief met with you the day after this was released. The hope was that we would have it released before your, your meeting with the chief, and we were able to do that. So it gave him a chance to not only introduce it to you, but then to engage in further conversation. and then we went on a, the very next day after that to participate in a regional session, which is part of a listening tour that has been put together by the conference of Western Wayne called partnership for progress. partnership for progress. We really do believe is going to be one of the most,

**BROSAN:** One of the best ways for us to hear some of the stories for us to hear what it is that is being done on a regional basis, not just in Livonia around policing practices. And this is a chance for not only, elected officials to come together, but the police chiefs within each one of the departments in the region to come together with the Western Wayne NAACP and conference with Western Wayne is hosting this, unfortunately, with the Coronavirus, we've had to shut down the next listening session, which was scheduled for August 18th. I believe in Inkster. Livonia raised its hand, and we did host the very first one on June the 24th. And it looks like for a little while, that may be the only one. then we got our website up and running. That's the PAC website that I just introduced you to.

**BROSAN:** One And, Chief Caid and I last Sunday were invited by, a black church in Livonia to join them, after their service for a community conversation, which they televise and push out to membership to their congregation, talking specifically

about, diversity and inclusion in Livonia, and even more specifically about policing practices. So there are those kinds of conversations that we believe are going to continue to be important and are important enough that the chief is spending time engaging in them as well as other members of the department as well. Earlier this week, we launched the Office of Professional Standards, which is really designed to take on a lot of the responsibility for, whoops, let me back up here.

**BROSAN:** No, getting back as the tricky part, Lord. All right. Well, there's a slide. We'll get work. We can't get back to it, but anyway, let me tell you a little bit about the focus for the office of professional standards. First of all, this is where, the department itself is going to gather and respond to a resident and visitor concerns. we've, we've needed a central point for that. , we really do believe that unless we're able to put it in a central point, we're not going to be able to measure the magnitude of concerns that come into the community because they can come in through so many different points of entry. So centralizing all of that ought to give us a pretty good handle on where concerns reside. secondarily that the, the opposite professional standards is going to be responsible for tracking and analyzing the data.

**BROSAN:** All of that data that's currently available on the pact website, they're going to be tracking it, analyzing it, updating it making sure that it's available to folks regularly that a department will be reviewing police policies and practices. And they're also going to be working to help develop a mental health court. we have talked about the need for this in our community, the need for this on a regional basis. so the responsibility for working to advance that concept and we're well engaged in that concept, already, but making sure that it stays on track, it stays on a front burner is going to fall to the office of professional standards. they are also going to be working on creating a crisis intervention team, you know, oftentimes we are finding, and I know that we've talked about this with the police chief when he, when he was with all of you, we're finding that.

**BROSAN:** So many of the issues that come before the police department involve some level of behavioral or mental health. There's so many domestic issues, so many opportunities where if we had a crisis intervention team in place, we would be better able to manage those types of situations. So we're working to advance that concept as well in the police department. The responsibility again, for keeping that on a front burner is going to fall to this, to this position. We're also regularly reviewing our accreditation mandates. What's required of us to make sure within our department that we're abiding by our policies and procedures to make sure that everybody has inherent bias training, that they're having the diversity and inclusion training. All of those training requirements are being met. And then finally, it's going to be the opposite professional standards. That's going to be rec recommending any other initiatives that are going to be needed, in order to advance the diversity and inclusion program in, within the police department.

**BROSAN:** So when I say that the Livonia police department is ahead of the rest of the city, just in putting this office of professional standards in place, puts them ahead of what I've seen, so far within the city. So let's talk a little bit about where we are headed citywide with the advancement of diversity and inclusion. Just making sure that leadership in the city leadership in the community reflects the values that come with advancing social justice. That really is the goal for everyone. So we talk about it and have talked about this at leadership team meetings. There's not a strong programming element built around it yet, and that is really probably the future and where we're headed. But in the meantime, we do have a couple examples of departments that have really embraced the need and the time and saying the time is right.

**BROSAN:** As you know, we've got the Livonia parks and rec with the UNITY program which you all supported and promoted and actually helped to develop. This is a program through the parks and recreation department that is going to, put together an accessibility audit and an accessibility plan, because as we talk about diversity, you know, and I mentioned in my comments earlier, you know diversity and making sure that we're an inclusive community is not just about racial diversity. in this case, we're talking about disabilities and people with disabilities and parks and recreation wants to take a look and conduct a thorough audit of all of our parks and recreation facilities to see where it is that we're deficient in accessibility.

**BROSAN:** And then how do we put together the transformative plan that will help us to hopefully in the future apply for much of the grant funding that's available out there in order to make sure that our parks, can advance and can as all inclusive, as we've always dreamed that they could be, but it all starts first with this audit. So this item is coming before the city council in the next couple of weeks. and we've gotten grant funding for this program through a program called healthy Livonia. It's a partnership with St. Mary mercy hospital. So, this is something that, you should keep on your radar because I really do think it is going to help to take us to that next level in terms of, you know, where our parks and recreation program can be most effective in advancing diversity and inclusion in our community.

**BROSAN:** the next area of focus has been our human resources department. And in general, we don't know where we need to go until we know where we bet. So the human resources department has recently conducted a poll among the leadership. all the department heads in the city to try to find out where people where our 20 department heads are getting their diversity and inclusion training, their inherent bias training from a, because we have not provided it within the city in any kind of structured format other than the police department. So knowing that, we've gone about now asking people, have you perhaps gotten your training through any of your trade associations, whether that's the library associations or the parks and rec associations or the Bower associations, you know, where is it that you find yourself filling that gap at? And while we don't have all of the information back what we're finding is that it has been pretty sporadic.

**BROSAN:** So again, finding a way to get our arms around something that is more comprehensive citywide, that starts at the top that says, you know, all department heads need a certain level of training, I think is going to be inherently important so that we can then begin to make sure that that filters down. I've spoken with the president of the city council, who said that if we engage in something like that, that the city council would like to be included in the scope of that program. Obviously I would really hope that members of the human relations commission would wish to participate in that as well. And we'll be, you know, looking at what the scope of some, something like that really means to the city. So there is clearly some work to be done in that area.

**BROSAN:** in terms of some of the things that my office have has taken on directly as a result of the formation of your commission and just the heightened awareness around diversity and inclusion. first of all, you know, putting together the commission, making sure that we expanded our appointees and we continue to look for people to, to help on the commission. we've got obviously some openings and some vacancies, and we want to make sure that there is a good representation of many of the issues that we're trying to address. We're going to continue to actively engage in finding the right combination of people that can really work to advance the work that's before us. I think one of the biggest things though, that has come a couple of things that have come to my attention, in terms of the outward engagement in my office is that there are other members of the community, that are doing a good job in the area of diversity and inclusion.

Speaker 3:

And there are lessons to be learned from them. So we've engaged with St. Mary Mercy hospital which I've always contended is the most diverse square mile in the city. And we've talked to them about a diversity and inclusion council that they have, and I attended one of their council meetings. I get a chance to wear two hats, obviously when I sit in on those meetings, not only as mayor, but as chairman of the board there and following that meeting, I've agreed that I would like to continue to sit on that, on that council. And there's much to be learned from the work that Trinity Health and St. Mary Mercy hospital have already done around diversity and inclusion. The second group that is, really raised their hand and wants to be a part of our initiative here, is the Masco corporation one of Livonia, his largest employers, one of our leading corporations, it's an international corporation that moved its headquarters here a couple of years ago, really wish to engage with us, to find out, you know, as their corporate headquarters sits here, what does it, you know, what does it, what does diversity and inclusion mean to us? What does it mean to me specifically as, as the leader of this community?

**BROSAN:** So I've spoken with some people that are key to their diversity and inclusion team within their human relations human resources department, rather. And then we followed up with a townhome meeting. The townhome meeting was comprised of 123 people from their corporate headquarters, all engaged in a zoom meeting last week. I'm talking about everything from, you know, how the company was functioning in the face of COVID, you know, it gave a business report, but then, I was on the agenda to speak specifically to what it was that we were doing as a city around a diversity and inclusion effort.

**BROSAN:** I also got a chance to hear some very frank conversation from employees of Masco who have not felt as comfortable, have not felt as welcomed in our community. and those are hard things to hear. but we've asked Masco if they would be willing to gather people that have had positive or negative experiences, whatever the experiences have been together to continue to share those experiences with me directly. because I think it's in hearing those stories that we're going to be better able, better positioned to try to find our way through, and try to find our way to evolving, as a truly arms wide open community. So while that may have been difficult to hear it is necessary in the process, I think we just, we discussed that when we began the work of the human relations commission, that some of this would not be easy.

**BROSAN:** And the minute that it didn't, it was no longer easy was probably the minute that we were doing our jobs just right. And so I did want to focus just a little bit of time on what I do believe are some of the already accomplishments of the human relations commission. And I'm going to be sharing these with the city council at their upcoming meeting. , tomorrow they've asked for me to report out on where we're headed, what it is that we've done so far. and they really want to get a clear understanding of the mission and the work of the human relations commission. So, you know, I'm going to be proud to tell them that we have a hardworking group of people, a group of people committed to meeting on a weekly basis. if necessary, in order to advance the work of the human relations commission that you were instrumental in helping to not only endorse the unity project, but to shape it, to make sure that the message around it was a good and a consistent message.

**BROSAN:** One that sparked communication, one that sparked engagement. I want to let them know that you've met with our Livonia police chief in order to discuss the policies and the standards and that that conversation is going to continue, that we're going to find a way to make sure that our representatives within the human relations commission get a chance to engage and learn about how the police department I've learned better how the police department operates. that currently you're conducting an diversity and inclusion survey. You've got it up and operating on your website. And I do think that is one of the best ways to begin this input of information so that we can begin to gather the stories that are necessary going to be necessary in order for you to do the work ness that's I need you to do so that you can best advise me about where we need to head as a community, because ultimately that's really what I'm looking for. I'm looking for this commission to be able to help me to better understand what it is that we need to do as a city in order to really embrace diversity inclusion, make it part of the fabric of the work that we do. So it's in collecting those stories that I think you're going to find yourselves to be of true value to the city. And I want to let the council know that that is a big part of what you're trying to figure out right now is how best do we go about gathering those stories? Now, we all knew that this was going to be tough work. When we started out, we knew that it was gonna be a little bit uncomfortable when we began, but I do think that what you are doing is amazingly worthwhile. And, the other day I was talking to a group of people and I said, you know, when I come to these conversations, I come not only as a leader, but as a learner. And I walk away from every single one of them having learned something. So here's what I learned last week in a combination of two conversations.

**BROSAN:** One was that when we talk about diversity and inclusion, we talk about them always in tandem, always with one word followed by the other word instantly. And yet to me, what I've learned so far is that they're really very separate initiatives. When we talk about diversity, we're really talking about a number we're talking about whether or not we have got different people sitting at the table, whether or not we have got a group of people in whether it's a healthcare institution or an educational institution, or a government that are representative of different races and ethnic backgrounds and sexual identities, and, all sorts of, you know, differences that we've identified. But when we talk about inclusion, that's really, to me where the rubber meets the road, that's saying, okay, now we have all of these people from varying backgrounds coming together. Do they all feel welcome?

**BROSAN:** Do they all feel comfortable? And when they do, and if they do, that's when we will really truly see progress, that's when we were really truly see the benefit of people being totally engaged in their community, in their educational institutions, in their healthcare institutions, in all of these bodies of work that we're striving so hard to improve. So I came upon a, a program that I, or a, a video that I just want to share with you along those lines, because what it did for me was it reinforced the fact that the scope of the work that I have asked you all to take on is so much bigger than just the issue. And I would say just it's just as right then the issue of racism. And while that is where the spotlight is today, and we would be remiss if we didn't take advantage of that, spotlight the work that you have needs to go beyond that as well. So I want us to remain focused on the fact that there is a, there's a huge scope to what it is. We need to get our arms around and for me anyway the video that I have for you really captured that. So I am going to try to use my technical abilities here and pull this up for you. Oh, it looks like I'm doing it. This is amazing. I did it. Can you see that? No, I didn't do it. Okay. Hold on.

**BROSAN:** Okay. So you're thinking if I drag this down, I don't think that's going to do it, but I give it a shot. Any chance it's working. Okay. Alright. Josh, more technical than I am up to doing. Right. I will send it to you all and you can take a peek at it, but, it really does do a powerful job of embracing, everything that we've talked about from a women in the workplace to, elderly people in the workplace to young people in the workplace. it, you know, clearly deals with race as an issue. It deals with sexual orientation is an issue disability as an issue, all of those things that we've committed ourselves to getting our arms around. And, it reinforced for me again the great need that there is for this commission,

**BROSAN:** So I hope you agree. The work is huge. the job we have ahead of us is, is enormous, but it is one that I do think that we are positioned in this community to take on. we start with some of the most basic values, values that have promoted a community of caring, a community that is hallmarked by the fact that we have strong neighborhoods that doesn't happen if people don't care about each other. So ultimately what we're really trying to do is to find a way to make that the hallmark that becomes more of what we're known for, then, then in some of the issues that have plagued us recently. So it's, it is truly, the work of this commission that is going to help us to advance to that point. And I think in gathering the stories in helping us to engage in conversation, in, you know, in really promoting some of those activities that we're going to need in order to, to foster understanding, that that's where we're going to find that we're able to make the greatest difference, not going to happen overnight. We didn't get here overnight. It's gonna take a diligence and a group of people that keeps this on the front burner. And that's really the work that is before you. So thank you again for your commitment and dedication. I opened it up and see if you have any questions about it. And mostly this was designed to help again, to focus, to keep us on track, to make sure that we use our time, our resources, your time, wisely.

**JORDAN:** Thanks for this information. it's super helpful and it, it's good to see so many departments starting to prioritize this or do it even more. And I know you're leading a lot of that, so it's very exciting. I had a couple of quick questions about the office of professional standards that you were talking about. What, so what is actually the structure? I mean, is it, is it sort of one employee's hurt or leading that and do they report to the chief is a, is it it's not a sworn officer I'm guessing, correct.

**BROSAN:** Yes. It's a sworn officer and he reports directly to the chief and it is at this point in time, it's one person in that position.

**JORDAN:** Okay. And then, so you mentioned that they'd be like analyzing data and things like that. Did you mean more for like internal purposes with the police or creating public reports or what sort of thing?

**BROSAN:** Both, I think what we've determined is that, you know, it's important to look at ourselves, as we've now accumulated this data and we put it all in one place, that in and of itself gives us some new opportunities that we have not had before. So, and again, I would encourage all of us. Let's give people time to do their jobs, you know, to really, to figure out where they can make a difference at. but I do think within the police department, by centralizing the data, by now having it on a platform that is publicly accessible, it gives us an opportunity as a department to say, okay, what does this mean to us? You know where are the strengths, where are the weaknesses at? So I would expect that the person in this position is going to supply us with, with some of that information. And, you know, when all is said and done, maybe requesting that we track data in a different way, at some point

**GLOVER:**

To that end mayor, the expectation is in relative to our pointed questions, expectations is a lot of it. We will go ourselves to give those answers. Is that kind of,

**BROSAN:** Yeah. In those places where you've asked for the data around arrests and things like that, because it's already been placed in there and there's such a huge amount of it, you know, the document we would have given you would have been a lot, lot longer than it is. So it's best if you just kind of go there and, you know, and use it like, you know, like everybody else will be using it.

**GLOVER:** So it's such time that, you know, we don't get our answer from that. Then I guess we're back to square one relative to just sending a message to you guys, or how does that go?

**BROSAN:** Yeah. By all means, if you find that there is something that is... that you continue to need answers around and again, you know, let's make sure that we're asking questions that are gonna help us to drive something. Okay. then by all means, please circle back to my office and we'll work to get you the information that you need.

**JORDAN:** Okay. The other question I have relative to the, the, the new, the office of professional standards, what is, would you envision as the relationship between, that officer that, that Sergeant and the commission?

**BROSNAN:** So, we follow a strict chain of command. so the commission is empowered by me, because I'm the one that's relying on the information that you gather. I'm the one that's relying on your best advice. So there's no direct relationship between the office of professional standards and the human relations commission. should you need information? Should we, under, you know, come to some point in the road where there are some mutual learnings, by all means my office is happy to facilitate. I get together on gathering more, you know, a place for us to take change information, but they, that office doesn't report to anybody other than the chief of police.

**GLOVER:** That's similar with the, with the other initiatives that we did. The oversight is, is within the city, not necessarily with us as a commission but at such time, similarly, you know, I think initially we kind of have one vision to have this have all kind of shape out. We'll we have insight into those things as well.

**BROSNAN:** Absolutely. It's our, you know, it's our goal to make sure that we keep you up to speed, and changes in policies, procedures, things like that, that are relevant to work that you're doing around diversity and inclusion. just as you know, you saw today, I kind of gave you a rundown on where we are citywide with the work that we're doing. you know, I will be sure to be conveying to you the work that the police department is doing as well

**ZUCKERMAN:** Sorry. And my car internet kind of broke up when you're responding to Don's question. So apologies if I missed part of it, but I'm imagining the Sergeant who will be responsible for the new office will play a really significant role in shaping next steps. And I do think to the extent there would be interest that conversations are helping to establish some of those priorities collectively as a community in partnership with the commission would be really valuable. I imagine some of the work that will be undertaken will require a culture change and could benefit from outside perspectives, not just within the department, and that individuals training and expertise in these topics is going to be critical to being effective in that role. And so I think it's absolutely an offer that many of us have thoughts and insights that we'd love to offer. yeah, w with that position, I'm curious if like part of this will be now that we have this information, what the process of digesting it and coming to conclusions will look like, because I think the data is so valuable, but it's valuable as a first step. And now it's what we do with this information and start to utilize

**BROSNAN:** I think it's important to understand that the, the, what I need most from the commission really is, is, is some type of, not necessarily a conclusion, but a direction, you know, if an and here's the part that we can't gather, okay. Re we can gather all the arrest data, we can gather all of the citation data. We can't, my office alone cannot gather the stories. Okay. That is something that the commission can gather and bring to the table that can bring to bear on not only the direction for the police department, but the direction for the city as a whole. So, as we dive in, I, while I want us to focus on, you know, on what it is we're providing to the community in terms of information and it's transparency and all of that, I'm really hoping that we don't get so hung up on it, that we fail to do failed to provide the missing piece. There is a lot of data out there that our police department in training out there that our police department can get. And all of those things that make them qualified to do this job that make the Sergeant qualify to serve in the capacity that he's serving in. all of that has been determined already by the chief of police, who I place a great deal of faith and trust in. And I believe that he has brought us the best person for this job. I don't believe that is that the commission's role to necessarily determine whether or not he or she comes with the entire skill set that they need to have at this point in time. You know, we're going to know that when the narrative starts changing about our community, we're going to know whether or not we're doing the job. Right. So I do think that there's an opportunity. There's always going to be opportunity for the commission to through my office, to engage with the leadership within the department to learn more about how we operate, if that's, if that's imperative. but I, I just, I really want to make it clear that so much of the information that we have around how the police department operates. We, I have all of that information from people that I really do trust what I don't have, what I don't have is are those stories, the Masco stories, positive, negative, all of it. I don't have a way of gathering that right now. I don't have a way of sharing that right now with the leadership within our city as a whole, not just the police department. So I would hope that that would be where you would find focus.

**JORDAN:**



So I totally appreciate that. And I look forward to collecting these stories too. I think one thing when we were looking at the data and I'm sure the members of the community felt the same way, is that it just some aspects of it just raised questions, you know, like, like you said, and, I think others have said, you know, most of us don't come from a law enforcement background, but we're all coming at this with the idea that we'd like Livonia to be, like you said, a very inclusive place where everyone feels welcome. Everyone feels like they have a place here. so I think at least speaking for me that when I saw that data, I felt compelled because of this role to, to ask some of the questions and to gather more context. I'm wondering in looking at the data, if in either, either with you or chief Kate, are there any concerns that you have with the data and the trends that you're seeing? I mean, do you, do you see anything that we should set as, not us, not us as the commission, but as the police department should set, it should set it sort of like benchmarks toward improvement or are we satisfied with where things are right now?

**BROSAN:** So I think what we're satisfied with is that we are capable right now, keeping our community amazingly safe that we have done an exceptional job in providing Livonia residents with the thing that matters the most to them. and that is they wish to be kept safe. so I think we've done an amazing job there. I think the conversation that we're talking about is the, how, how do we do that? So I don't know yet, Don, that there are any specific data points that we're focusing on. And I think that's the point at which again, I would ask that, you give the department just a second, you know, that you, that you listened to the questions that the community are asking. You did a great job with that. When we focused on the eight can't wait questions, you know, and we came with a, a real big picture view of what it was that people wanted to know most about. And I think that in the work that you're doing in gathering information and gathering ideas, you know, if you were to come back to the department and say again, okay, now here are the, you know, top things that people now want to know about, or now want us to begin to look at, you know, with some, some level of, of survey and pull behind it. I think that that would make a lot of sense in terms of,

**GLOVER:** I think that, you know, I do understand where you're coming from, your Brosnan, I think for, and this, I could be speaking on a term, but for the commission, there's a bit of a shift in it. you know, our expectations or our, our role in it. And it seems, and I'm, I'll be a little honest, it seems a little diminished, but that could be okay. I just want to make sure that we could see, unfortunately we're in a space now where there's been so much said and done, and this was a kind of a point of entry for a lot of people. A lot of people kind of was able to tune in as we have, you know, I guess 16 people now, including ourselves to kind of begin to hear this conversation and, and develop, you know, next steps, if you will, it's something that's been taken in house, which is okay. But again, I guess I want to make sure that we're up, we're understanding, and we're clear that that does change the dynamic a bit, like the way we were just just like, you know, weeks before it was more like we were kinda advising all of this insight into all of this. And it seems like that might be either not as possible or a few steps back, which may not be good or bad, but I guess it, it gives a different perception of what the commission is doing, what the city is doing and our intent, and it kind of push the seemingly pushes up a little further back, and that could be totally wrong, but I think he probably should speak to that to let people know.

**BROSAN:** So Rich the, the Human Relations Commission has never been set up, to be an oversight body to the police department. And I think maybe that is where some of the initial confusion came from. we do not have within our charter, the ability to do that, we do not have within our union and our collective bargaining agreements, the ability to do that, nor do I wish quite honestly, to relinquish that responsibility to a commission, me as the elected official as a chief elected official of the city, that is my responsibility. I knew that when I raised my hand and I took on this job. So, the role of all commissions within the city is really to advise either the mayor or in some cases, the zoning board of appeals advisors, the council, you know, the planning commission advises the mayor and the council. Each one of our commissions is set up as an advisory board. So, I, I think that's probably where you're feeling some of the differentiation at, never in the history of the, have they been an oversight body, nor does, like I say, nor does our charter or our code of ordinances allow for that. So that's a much different, differently structured organization. the purpose of this is really for, you as the, as an agency to serve as a liaison between my office and the community to a large degree, you can cover far more ground with far more focused and I'm going to be able to do, that's, that's why we put all of our commissions in place. You know, we've got an arts commission, who's gathering information and you know, people's perspective on where art fits in the community, historic commission doing the same thing in the community in this case. Hopefully you've all raised your hand because your interest is specifically in making sure that we have a diverse and an inclusive community, and that we are a welcoming community. And I think if we go back to

the initial, you know, founding principles and charges that were created for the commission, you'll see where that, that really is reflected at. And at no point was it ever meant to be an oversight body? So again, I think that's where the tension may be made, that definitely helps, but that doesn't preclude that we would have visibility into certain things. Totally not, absolutely not happy to happy to share. I guess

**ZUCKERMAN:** That I'm struggling with is that I think in recent months but not just in recent months, it's been ongoing for many, many years. We've heard a lot of stories about what the department means to a lot of residents and community members. And there's a lot of challenges and some folks feel really safe when they encounter a police department and others don't. And I think the most important work is happens in the then what, how do we synthesize these stories? How do we synthesize these perspectives that sound sometimes different than the dominant narrative and what do we do to improve? And I, I guess what I'm struggling with is this, there's been so much incredible research, academic work, national leadership president Obama's task force on policing. There's been so much work done in this space, and it has not yet been adopted by our community. And in the last few months under your leadership more has been done to move us in that direction than probably any time before. And so we should not miss those incredible accomplishments that bring us closer to best practices like publishing this data, making it transparent. but I think then the imperative question, and we should think through what it looks like, but there's, there's more best practice work to do, to incorporate. And there's an understanding of how policing has impacted communities differently. That has to be embraced when we think through how this work continues moving forward. And that's where by no means, I think oversight is a really strong word and that's not all of this can be interpreted differently, but I do think in an experiences and encounters that we have in the boot to synthesize and provide those recommendations, obviously not mandates, but if there's many of us have been thinking about this. And so I think there are thoughts on how the department can continue progressing in that direction. and so really just an offer as we can be helpful, especially as the department takes on more of this.

**BROSAN:** Absolutely Rachel. And I think that there's a good framework in place. and, and hopefully what you've seen, what the community sees is that even since you know, the beginning of June immense changes are taking place, that there are opportunities that there is a structure now in which we can, you know, that we can continue to adopt best practices. And to the degree that the commission has recommendations along those lines, as you continue to gather your information, as you continue to review the data, as you continue to talk with people within the department is, you know, we begin some of those leadership sessions that we talked about, you know, then you're going to be in a better position then to advise me, on where those next steps ought to be, where you believe in representing the community that they ought to be. So, I, I'm just saying, let's make sure that, as a group that you're, you're continuing to collect that information, that we collected, not just from the data points, but you also collected from the narrative that exists within this community, in bringing those recommendations to my office. Okay. I think we're pretty much on the same page here. It's just, I w I really wanted to dispel the notion of an oversight body.

**KENNEDY-ROGERS:** I'm just having an observation and cause I'm a person who's caught up on the power of words. I know, as I continued to live in this community and raise our son in this community and just be a member of this community, I want, and I want for all of us to move away from a mindset of being policed, to being protected, because when we use like we're being policed, like, and that's the way I feel, honestly, like today I was driving down eight mile, there was a police and I'm like, Oh, I'm being policed versus I'm being protected. And that's a mindset shift. And as we move along and, and as progress and transformation happens, it will be music to my soul to hear our various departments and our various leaders acknowledge that there are problems and that there are issues and not say, Oh, it doesn't happen here. So I appreciate the listening visits and the empathy listening visits, but I hope that as we continue the mindset beyond the data pieces, but there's a shift from being policed to being protected, because those are two different mindsets. And as soon as I saw the police, I texted my husband, be aware the police are out and that's not, and I'm not just, I know it's not just about Livonia. I'm just, it's a feeling that I absolutely despise to be quite honest.

**GLOVER:** Yeah. Well, you know, I, I resonated with that as well. I, I think that, you know, that your, your, your messaging mayor kinda kind of help shifted our, you know, our thoughts and next steps. you know, you didn't say this and you don't have to either. I'm not trying to, you know, but I think, I think we on the commission have the notion that there are some things that need to be improved upon if we don't necessarily know, we don't necessarily know, think, believe, or whatever that the

city at large feels that way. And I think that that is, that is something that needs to kind of be, you know, more pointed because it'll kind of help shape as, you know, as you were there. We'll know, it's like all eyes and look on your right now. And if Livonia, as, as the MC doesn't feel like there's problems, then that's a problem.

**GLOVER:** And so I think that we we're trying to, the commission probably gets a bad rep if you will, because we, we, our trajectory is one direction because we have gotten stories. We have heard some, you know, some, some people say some things and we have experienced things, some of us. And so we have one trajectory and one idea of where we go in and what the problems are. and then rather is that, you know, the city or the police feel differently. I think those are two angles to kinda, you know, I think, you know, in this for you know, chief caves come and he's kinda, you know, he, didn't very directly say that there's things we need to work on. And I think largely a lot of people need to hear and feel and believe that, you know, it was hard for me to, to admit that I don't know, I have a tee shirt on it, but I don't really look at myself and say, you know what, I do have a tee shirt, you know what I'm saying? And go from there. And I'm not necessarily saying that that is that there's tons of problems, a problem, or, you know, this is not the forum for that. But I do want you to understand that that is a place where a lot of people are at relative to the city. And if, if someone, whether it's us, which was kind of easy, say we recognize there's problems, we're going to work to fix them, versus it being you, which is a little more tricky for you. And I respect that, or the police sheep's tricky for them as well. So I just kind of want to be mindful of that because as a commission, we're in a position to kind of identify these things. And so it's our role, if you will, for, for the people now, maybe not what you, what's your appointment, but for the people, they look at us as like, Hey, if this nobody else we can go to, we can go to the commission, leave this body group of people. That's going to be able to hear or understand, you know, be more real about it. And I do get it. Like I've made the analogy before. It's harder, you know, to, if, if my kid was outside of this, something wrong, it's harder to spank my kid instead of the whole neighborhood. But when I break them in the house, I can give him what he needs, because it's where the safety of our home. So I do understand where a different form. Now I do understand that you know Chief Caid can't necessarily do whatever, but at some point with somebody, we need to kind of feel that we're all working towards the same goal. We recognize there are some issues and we'll can keep it in house, or I don't know what it looks like, but I do want, I just want to say that because, that's going to be important moving forward.

**BROSAN:** So Rich, I think that was, you know, I really, I, I hope I did not miss the opportunity, in our discussion to impart upon you, the fact that your role in the commission has already had an impact has already put us, in a position where we are even now engaging in better practices than we were two months ago. so I think if that, you know, I'm expecting that that is going to continue, that you are going to continue to make recommendations around best practices, because you have a police department because you have a mayor because you have a city that really wants to do well, that wants to do well by its people that wants to protect its people that wants to make sure that people feel safe, not policed to make sure that people feel welcome in our community. That is why I spent so much time at the beginning part of our session today, talking about where I really do believe that you have already had a major impact. I would expect that as you continue to gather information, to gather data, to gather stories together, narratives, to hear from residents to be that sounding board, that you will be able to continue to come with, ideas around best practices. so, you know, there is a very significant role as you describe it for this commission in the community,

**FAKHOURI:** I think everybody covered what I, what I wanted to talk about. I mean, you know, ultimately going back to what everybody says, and this was a question that I had obviously early on about kind of overseeing the police and it seems like my earliest suspicions were, were, were on the correct path. And that we're more of a PR group. I mean, I mean, let's, let's be real. I mean, we're, we're collecting the information from the community, but at the end of the day, we're kind of like the bandaid. We want to put a happy face on the community and make the community look, which I have no problem with. I definitely do not have a problem that criticizing that at all. But as far as any kind of other issues, any type of issues that we come across, ultimately we have as a commission, no authority other than to report it, which again, I mean, I think we clarified with several of the questions. my only question, I guess in light of all that, which again, I have no problem with, is all of the, all of the procedures and the interactions that were sent over in the letter, such as the search program, which I'm familiar with. I don't think anybody here wants to be a CERT, but we want it to sort of be aware of what was going on. All of that really is kind of new at this point. We don't really need to do any of that. I'm moving forward. My, my specific question is, is all of the, all of the engagements that we were planning, all of the kind of going of being a part of the training sessions sort of monitor what

was going on, from time to time or being the ride alongs with the police or doing anything any community involvement other than some of the sifting stories at this point is mute. We don't need to do it.

**BROSAN:** So I know I actually would encourage you to do the ride alongs. and if you, you know, I think in terms of, understanding if you really want, as a commission to develop a, a deep understanding of the police department and how it operates, I, that is why we offered to you the opportunity to participate in two well-established programs. , the cert program is one, and then the police Academy is the second one. and just, these are well established programs. The police Academy, I remember started back in 1994, my very first year on the city council. And it was designed to do exactly what I think this commission has asked to do, which is to develop that deep understanding of how a police department, how our police department operates. So, it takes a significant investment of time in order to do that, but, you know, quite a few residents have gone through that, wanting to understand how we operate. So if you're interested in ride alongs, I would highly encourage them. I've done them myself. I think they help a lot in terms of understanding a little bit more about our community. I do think, as I mentioned early in the conversation, I do think that there is a time that would be exceptionally well spent if a couple of members of the commission were able to come together with leadership from the police department, so that we can engage in, in the kind of conversation that you're all talking about. I just don't happen to think that this forum here is the place where you're really gonna get down to, you know, some of the issues that you really want to dive into. so I would encourage you to continue to want to learn,

**GLOVER:**

So we'll kind of reconvene and kind of figure out what our stance is relative to how we move forward and how we continue to engage the city and, the police department as well to kind of, you know, to reach the goals of what we were trying to, I think it's important for us to realize that right now we're, we have a moment that we're kind of in right now. And so I think we're responding in the moment. I heard the analogy of like a marriage permission, the fact that the police department polices or protects, or, you know, whatever, you know, the right word would be. and that's, that's awesome. I think right now in this moment, it's a little, you know, heard analogy about, you know, all houses are important versus, you know, you know, but the house is on fire right now. It's probably the most important. And so I think a lot of our notion has been around, you know, this whole, you know, making sure that Livonia is not just protecting and all that, but also treating everyone right in this moment. And so I think that that was kind of where our wheels were spinning because that gaining national news that was getting the attention. And so we'll continue to work in to make sure we're doing our job across the gamut for, you know, like in the video, it's not just about race, but that is what's most frontline right now.

**BROSAN:** Yeah. And again, rich, I think we are totally on the same page there as I started my comments by saying I did not imagine that I would get a chance during my administration to engage on the issue of racism so early on, but the world is looking at us right now. And in that regard, we do really want to be standing on the right side of history. We do want to use this moment to make sure that our community advances make sure that our community as a whole, really takes on the issue of diversity and inclusion and that we stand in solidarity with those who are not, achieving social justice. And so we want to make sure that, you know, we are doing the things that are necessary in that regard. And I do think that we have some great opportunities to do that. And my hope was that in letting you know where things stood in the city, that I was just telling you, that is just the beginning. Those are just the few things that have happened in a very short period of time. Can you imagine what we are capable of accomplishing with your continued dedication with your continued effort, with all of our collective wisdom coming together? You know, can you imagine what we can advance? So some of the groundwork has been, has been laid in a very short period of time, but, you know, there is so much more traffic ahead of us. So, I really do hope that you join me in, in the great hope, the great optimism that, that we have, the talent that we have, the drive that we have, the desire and the sheer will to advance and make sure that, systemic racism ends during our lifetime. And we're going to do our part in this city to make sure that, that the end.

**GLOVER:**

Cool. Well, actually the mayor took us into our old business, which was the first point discussion of what she presented. So thank you so much. I know we had the drop off.

**BROSAN:** You're welcome. Oh, thank you very much again. And please call if you need anything. Okay. Take care. Bye bye.

## **V. OLD BUSINESS**

**GLOVER:** moving on to our second item, the old business: the survey. So we do have a survey up now. Josh made some more corrections today, I believe. Yes. I made, I have made sure that the like introductory language was included on the website, which it was gotcha. So that's there, but otherwise, no, I, well, I, I had made all the changes, like as, as we wrapped up the last meeting, so everything has caught up to, what we had talked. Okay. So relative to the do we have all of the sites, the Facebook site and we are, we got an access to the rec centers list. And are we going to blast it out? I don't know yet. I will have to ask. we did have, there was some additional kind of like technical changes that we had to make on it in consultation with the mayor's office too. And so we made those changes.

**SABO:** and so, yeah, and now we'll be circling back to discuss getting that out through those channels, but there are still, you know, there's still a lot, I in preparing the minutes for, this evening, there's still, I think a lot of the channels that we had discussed sending this out through that we might still need to do, whether that be the chamber or any of the, political clubs or any of those types of organizations too. And so that kind of grassroots organizing of plastic and out is, is left to do stuff. I don't have their own language, Kevin cracked it, but, I do want to, I don't know if there was, if there were dates in there then time would be of the essence to get them to the other platforms, if not then, cause I want us to get a good sample set for this first one. Okay, cool

**FAKHOURI:** is there going to be a protocol as far as who has access to the data? Are we gonna are we going to handle that through subcommittee?

**GLOVER:** I think right now I have access to Josh has access. Yeah. And so I've inserted myself with all the committees, so sure. Yes. We'll all have access to see it. So we're looking into a meeting with the mayor previous to this, and I'm actually something that the Wafa brought up as well. We wouldn't have some kind of community event and whatnot, and I know we took some time. It doesn't, if you don't have a record out right now today, that's fine. When I do do this also with committee did you have a beat want to say Wafa at all?

**DINARO:** Yeah I sent sort of a very rough draft of the run of show to everybody. I think we need to nail down the date before we can commit to speakers. I called around a little bit and I mean, we gotta have a date before we can commit to some speakers, but I wanted you guys to take a look at the run of show, see what you thought, see if, I was going in the right direction. And then we can talk about, I was thinking we give ourselves enough time. So maybe early September that would give us, you know, four or five weeks to plan it and then to make the calls and nailed down the speakers. And I it's I assumed it would be virtual and not an in person just because of where we're at. So we don't have to worry about locking a venue.

**GLOVER:** You take a look at the document and I think it's very well put together. So great job on that. I think we can get the chief involved and then a couple of speakers from ethnic ethnic organizations. I think that'd be great

**ZUCKERMAN:** Just at a high level, trying to understand is the goal of this to educate the community. Is it to hear from a few trusted voices or is it to have like listening sessions? So I went back and forth with that and I think we should do a series. I think we should start with educational where we provide speakers. They provide some historical perspective on Livonia. They provide some information on best practices on how to move forward. And then we do, moving forward, we do like a listening session. Sorry, normally she'd be in bed, but mom's a little busy to put her to bed. So I think we should do, I think we should do, we should consider a series starting like the starting with, like a, like an informational session. What do other folks think? I,

I can see it going in either direction. but I'm just trying to imagine what's going to be most impactful and if like there's no urgency around collecting stories.

**JORDAN:** Yeah I would envision a little bit of both actually. I think it's very important to have some, some guided conversation, but I think it's also important to have a space for people to kinda just talk and so what that could, what that could look like. It could be some sort of a speaker slash moderator just kinda, you know, talking in and guiding conversation, but definitely allowing people to kind of talk because that's what we want to hear. and then in that speaker, moderation has a bit of edification, like someone who's actually qualified to discuss and, you know, present some data, present some things and maybe that's two people, I don't know. But I do think that we do, we do want to educate and we also want to give people a chance to speak to my thing. I, I, yeah, I totally agree. I just think maybe it's, maybe it's built into every, I see the four different panels. Maybe it's built into the end of each panel where there's like a reflection question that people can answer. but I think this year any time we do something like this, and as the mayor said, we were sort of the bridge between the community and her office, you know, it'd good to get

**FAKHOURI:** Yeah, I agree. I think, I think what we learned with the fishbowl experiment was having to do separate groups, kind of talks without answering the same question. It leads to just more confusion and doesn't lead to any type of resolution. So we had people now, one suggestion is ideally if we can have people from within the Livonia community speak, if we can find speakers who are qualified, from the diverse ethnic backgrounds based on qualifications, you laid out in the document along with law enforcement from the city of Livonia. So it's more of a strict Livonia perspective. I think that might be best thing that we now have a subcommittee working on.

**JORDAN:** I tried to do some research on this and I was coming up blank, like a historian who could speak specifically about Livonia its history. I mean, is there anyone that you all could think of that would be, I don't know if there's any sort of...

**FAKHOURI:** we may want to get a Bill Joyner involved. Bill Joyner has an extensive history in the city of Livonia and he's well connected with a lot of people. So he's probably the best person to get involved with that.

**ZUCKERMAN:** There's been some work on studying the history of Livonia, but I don't know if it's been, I think it's a classic case of history where the full story doesn't get told. So if there are certain perspectives that we're trying to amplify in like our goal of remembering and revisiting that history, I think we might have to get extra creative than how the story's been told so far.

**KENNEDY-ROGERS:** You know, I was thinking, I know this may go into the sub committee, but rich, you said something that made me think of a frame about the speaking piece, but also in Rachel, something you asked earlier about like the longterm purpose is a longterm purpose to bring about healing. Because for example, when the mayor was talking about I'm sorry, what was the business, Moscow, the name of the business and, and the how people have been through some experiences based on their experience in Livonia. So just wondering if this is also about bringing about healing, which creates a whole other skill set for somebody to help facilitate through. That's a, that's a special skillset to help bring about a community of healing. Like Michigan round table is an example of organization and entity that can bring about healing. So you have listening, you have learning, you have healing, like all the powerful verbs. Again, I'm stuck on words. Cause I love words. No, I mean, I hadn't thought about that. It's a really good perspective I had, I was coming at it strictly from like the educational and listening perspective, but it's a really good I like that. I think we can definitely add that. But while for, to your point in order for you to heal, even get there, you have to listen, you have to educate, you have to be aware, you have to talk real stuff. Yes. Yep.

**GLOVER:** And to that end, some things need to be changed or changing. And so I think that that's going to be the piece that people are gonna want to hear like, Oh yeah. I don't know if I can heal if this is still happening, you know? So I I'm right there with you. anything else with that?

**SABO:** rich, I'm happy to work with anybody on that, with that subcommittee for scheduling stuff. If we just want to like take it, like look at the city's calendar and make sure we're not, you know I'm going to have any conflicts with other events, stuff like that. I'm happy to do that.

**GLOVER:** In our last meeting we had the council president and she made some kind of pointed questions, suggestions and whatnot. I put it on here just in case you wanted, it sounds like something they should be for committee, but in case we wanted to kinda talk about that right now. I don't know if anybody wants to say anything relative to that.

**JORDAN:** I would just say that I think it's important to answer her questions. And we started to just draft out a little bit and make sure that we give her a full explanation of our role. And as far as we see our role in the community. So, I believe I shared that draft document with, with, with you also, if you have a chance to look at it you know, definitely, definitely let me know what you think. Yeah. And I think some of her questions was kind of answered by the Mayor today. So that helps as well.

**FAKHOURI:** I think, I think it's fair to say that that for the most part, I mean the division that most of us had an understanding that most of his head changed today, which is perfectly fine. We're going to carry on and we're going to work together. so I think that'll, that'll better address the questions that were there.

**KENNEDY-ROGERS:** And I also, and I'm still trying to learn my role in my lane in this, but beyond just responding to the questions, I just welcome a dialogue of discussion.

**FAKHOURI:** I mean, I will say, I will say this, I will say this. I love my city and I love everybody that's in the only, the only thing that makes me pause though, is when people write a message out, it's very formal and it's very, I think, dismissive, but when they verbalize that message and I'm talking about specifically about some of the candidates that have been coming out, the, the, the narrative changes when they write it out, Livonia is perfect. When they speak, then it gets more into a, well, we have room for growth and you see kind of a difference in the dialogue there. So I think it's, it's still important for us to identify and be aware of where the improvements need to be, even if we have no authority over it. Yeah. And I think that's the destiny. The difficult part is that, you know, we're kind of labeled as the bad guys and, you know what, I compare this to, in speaking with the mirrors that we're the internal auditors, if you will.

**GLOVER:** Hey, so what's going to happen now. So we have to redefine our, our, our, our space and how we, how we affect change if you will. It's not bad. It's just like, it's a kind of adjustment. And, you know, our, our goals are with that. so I know we decided on a date for the JC's connection. but we still haven't received anything yet at this point, Rachel, we're still kinda waiting for?

**ZUCKERMAN:** Yeah, it'll be the 18th at seven 30. So I'll, there are setting up like the Facebook event and I'll circulate it. Do we have folks who we can start this off up or figure this out offline, just who wants to represent, but I think the details are fairly clear at this point.

**FAKHOURI:** That's great. So you said the 18th, the 18th would fall in line with our next meeting.

**ZUCKERMAN:** Good observation. Okay. Let me get in touch with them. Let me see if all of their meetings are on Tuesdays or if there's any flexibility, things type them.

**GLOVER:** And so we, we talked about the committee meeting starting next week. So what I'll do is I guess tomorrow morning probably look at the list and kind of begin to ping everybody, see what dates work for us. . So either way I'll either send emails or I'll do a doodle to kind of get our dates for each of the committees to kind of begin to work. And basically we have our charge and begin doing that work. Do we have any new businesses? Nobody wants to bring up anything we need to discuss?

**FAKHOURI:** Well, so it's not necessarily new, but to bring up my issue or my suggestion. So I did have some questions and then we may need to counsel with the legal counsel. so with the videos that we wanted to send out messages for the, the idea, the original idea I had was to have people post it on YouTube with the hashtag love Livonia or whatever, something to that effect and then possibly take those videos and then maybe make a compilation video. do we want to set up a page with kind of all the legal leaves on there? That'll tell people by submitting your video or asking them to submit the URL of their YouTube video, and then spelling out that, Hey, by submitting this URL, you are giving us permission to take the video and use it in any way we want type thing. So can we have, have the kind of the console go over there before we put something together?

**GLOVER:**

Yeah, I think that that's probably the best approach is to make sure that we can legally they can, you know, Josh get that approved. So, yes. Yeah. We'll be in touch with you about that. Okay. Perfect. Okay. Cool. Anything else? Anybody else? Okay. So now we're going to give 'em a moment for our public to speak. We actually give your name and your city, and, you have two minutes to kind of say anything that you might want to say. If you do in fact, want to address anything, please just raise your hand and we'll recognize you. I see one hand raised.

## **AUDIENCE COMMUNICATION**

**OVERWATER:** Okay. Can you hear me? Okay. Hi. So listening to mayor Brosnan, I felt a little frustrated and disappointed. I really thought that you guys had made some amazing progress and had some great ideas, and it sounded like you kind of got shut down in terms of asking for any accountability from the police department. Would you all take a lot better than me? so, so good for you guys because I'm sitting over here like, wow, this really sucks. there's so many trying to work on this problem. And we were kind of just told, not really your lane stay in your lane, collect system stories. And I think that you guys are worth a lot more than that. So that was a frustrating thing to listen to. thank you for continuing to ask for clarity, ask for more information and look for those best practices. Like you said, Rachel, I think all those resources are out there. They've never been implemented before if the police continued to police themselves. Well, if they've never done it before, so why would they start doing it now? I find that all to be a very frustrating situation. And I don't think that I'm going to be the only Livonia citizen and yes, I'm a Livonia citizen. Some people like to think that everyone in our group comes from outside, but I went to Churchill. I still live here in my thirties. and I'm not going to be the only one who's going to be frustrated. Sorry. I was just saying, please continue to ask for transparency, accountability unplaced reform. I would appreciate that as a citizen. Thank you.

**GLOVER:**

Okay. Is there anybody else? I don't see any other hands. if I may address it, then nobody else wants to speak. I do want to respond to Sarah if again. Sarah, first of all, thank you for voicing your opinion and for sharing your emotion. It's obvious by, by the tone in your voice that you're very passionate about this project. I would ask you, I would ask you like, I'm sure everybody else here would ask you is don't be frustrated. And, and, and obviously don't give up because the city of Livonia does care about all of its citizens and regardless of what our role is or what our authority is, I know that everybody here is going to work passionately to make sure that the community is the best that it can be for every one of its citizens. So please stick with us, have faith in us. Any other comments at all from the public? I don't see anything, nothing. I do want to entertain a motion to accept that our minutes in a minute, it's in our own. Thank you. So move off. So now entertain a motion to adjourn. Awesome. Thank you guys. Thank you

**MOVED TO ADJOURN BY W. DINARO, SECONDED BY D. JORDAN.**