



Equity in Law Enforcement Community Conversation

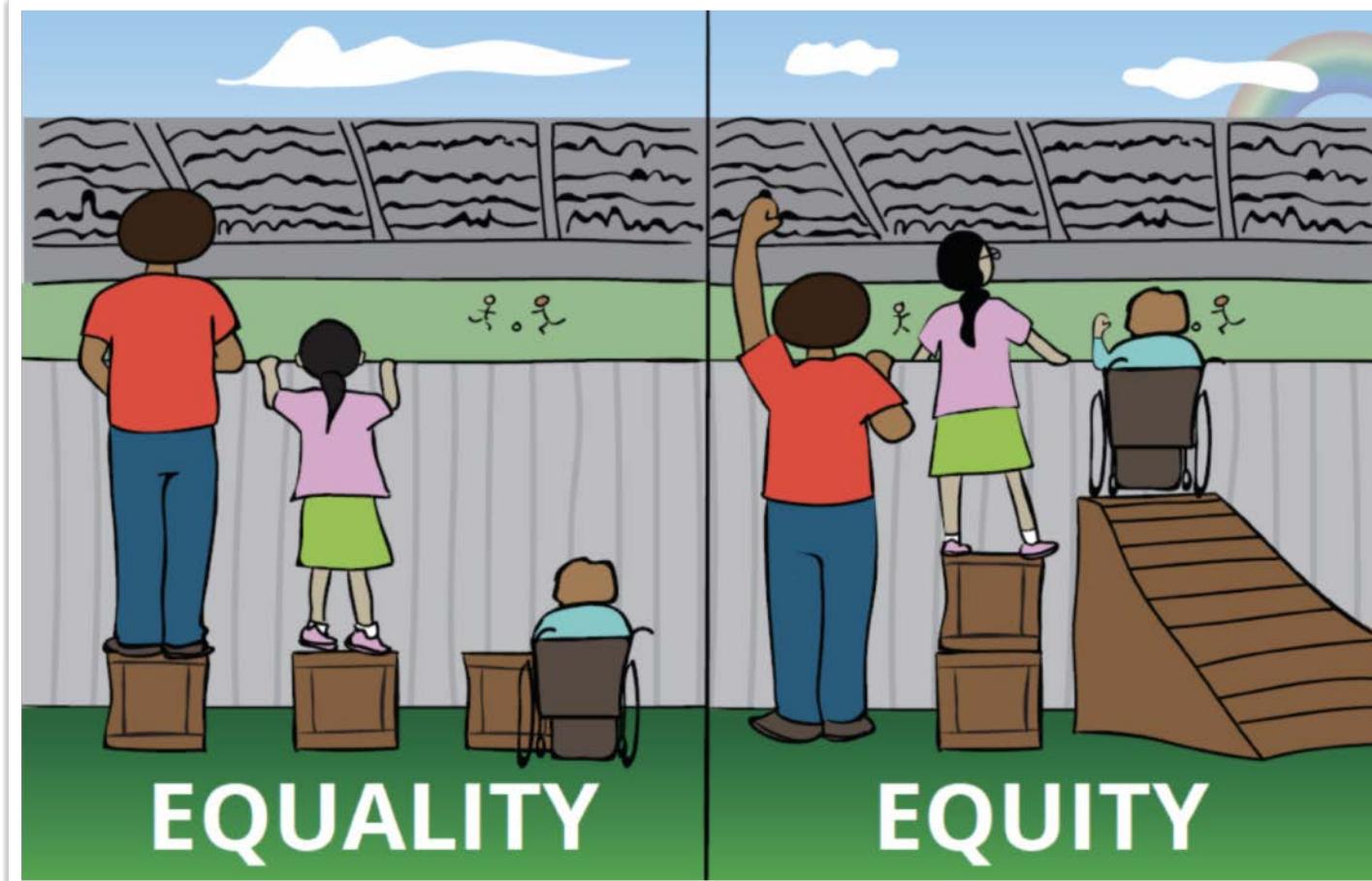


Welcome!!!!





Equity?



"Equality is treating everyone the same. But equity is taking differences into account, so everyone has a chance to succeed."

Jodi Picoult



Words for the Day....

- **This Moment:** “For such a time as this”
- **Ubuntu:** “I see you”
- **Heart-Set:** “We are feeling human beings”
- **Story:** “Let me tell you a story”
- **Celebrate Differences:** “Not how alike we are but how different
- **Interdependence:** “We are better together than we are alone”
- **Urgency:** “Fierce urgency of now”

• **Bonus word: Grace!** “Grace is grace in spite of all controversy!”



This Moment...



Be Kind to Yourself

Be Yourself
Be a Poet
Be the First,
But Not the Last
Be a Teacher
Be a Reader
Be Kind to Others
Be Kind
Be a Revolution
Be Humble
Be a Reader
Be Kind to Animals
Be Kind to the Earth
Be the Voice
for Change
Be Good
Trouble
Be Brave



Tolerance?



Tolerance?



For Such a Time as This ...



We Have Been
Called to Serve!

What will we
make of this
opportunity??



Ubuntu...



The Ubuntu Ethic or the Spirit of Ubuntu

“Sawa Bona” – “I see you”, equivalent of “hello” in English

“Sikhona” – “I am here”

A Zulu Folk Saying:

“A person is a person only because of other people.”

- Tribes of the Northern Natal in South Africa

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....but in time Sweet Alice and I got on famously. “You know why we like you, Chief?” She said, “We see you. You See us.” I loved that. I thought it was the vital message that one organization, one community, one family, one individual could give to another: that no one is to be ignored, that every person needs to be acknowledged, that everyone needs to be protected and served and seen.

Your dad was assassinated because he represented something.
He represented the blue thread that holds our city together when disorder might pull it apart.
He represented the public safety that is the foundation of our democracy.
He represented the best of our values - as anyone can see.



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Rafael Ramos was assassinated because he represented all of us. Even though, beneath the uniform, he was just a good man.

And maybe that's our challenge.

Maybe that's the reason for the struggle we're now in -
as a city, as a nation.

Maybe it's because we've ALL come to see only what we represent, instead of who we are.

We don't SEE each other.

The police, the people who are angry at the police, the people who support us but want us to be better, even a madman who assassinated two men because all he could see was two uniforms, even though they were so much more.



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We don't SEE each other. If we can....

If we can learn to SEE each other....to see that our cops are people like Rafael Ramos and Wenjian Liu, to see that our communities are filled with people just like them, too.

If we can learn to SEE each other, then WHEN we see each other, we'll heal.

We'll heal as a department.

We'll heal as a city.

We'll heal as a country.





Heart-set...

"We are *feeling* human beings"



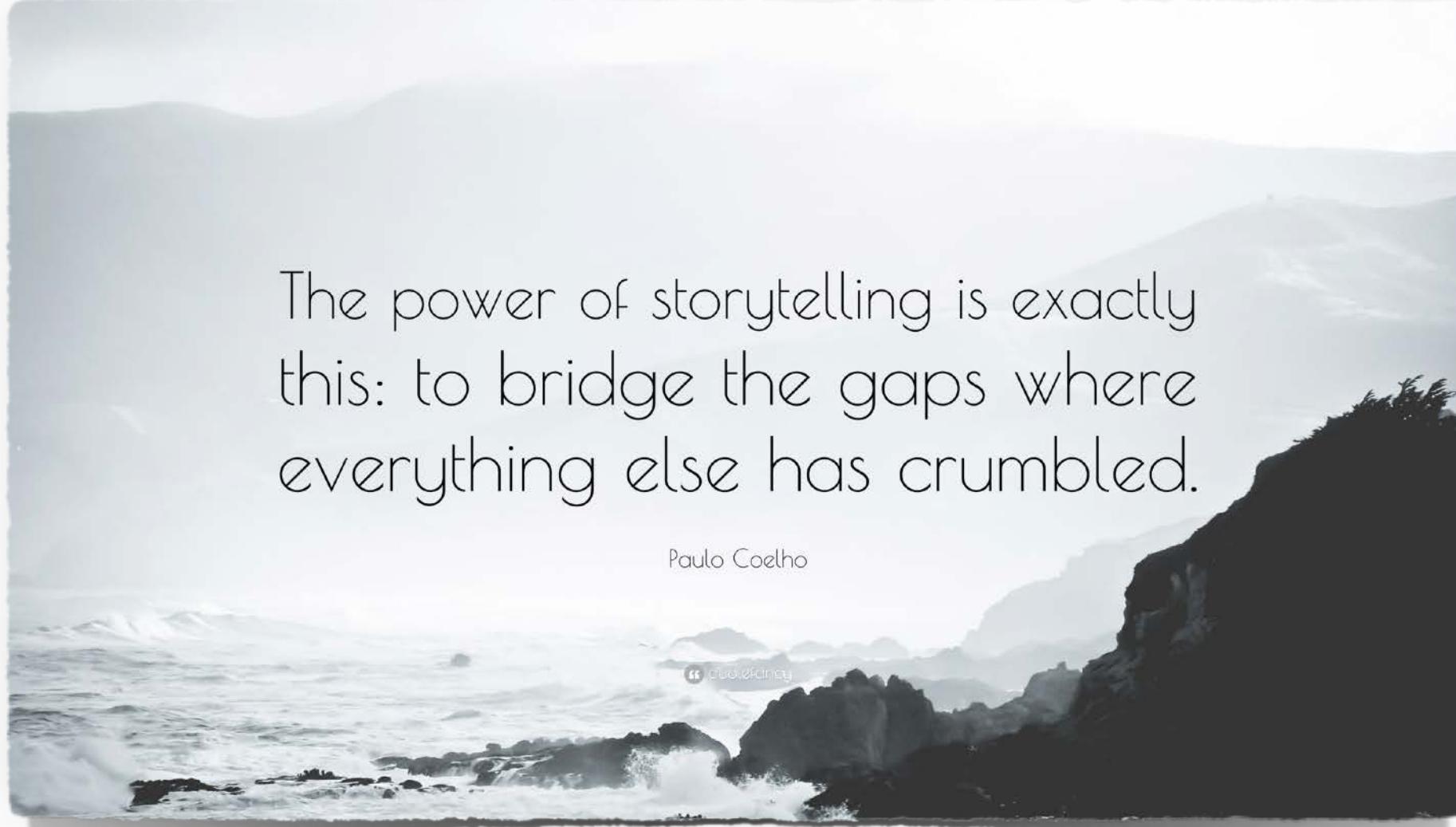
Interdependence....

“We are better together
than we are alone”



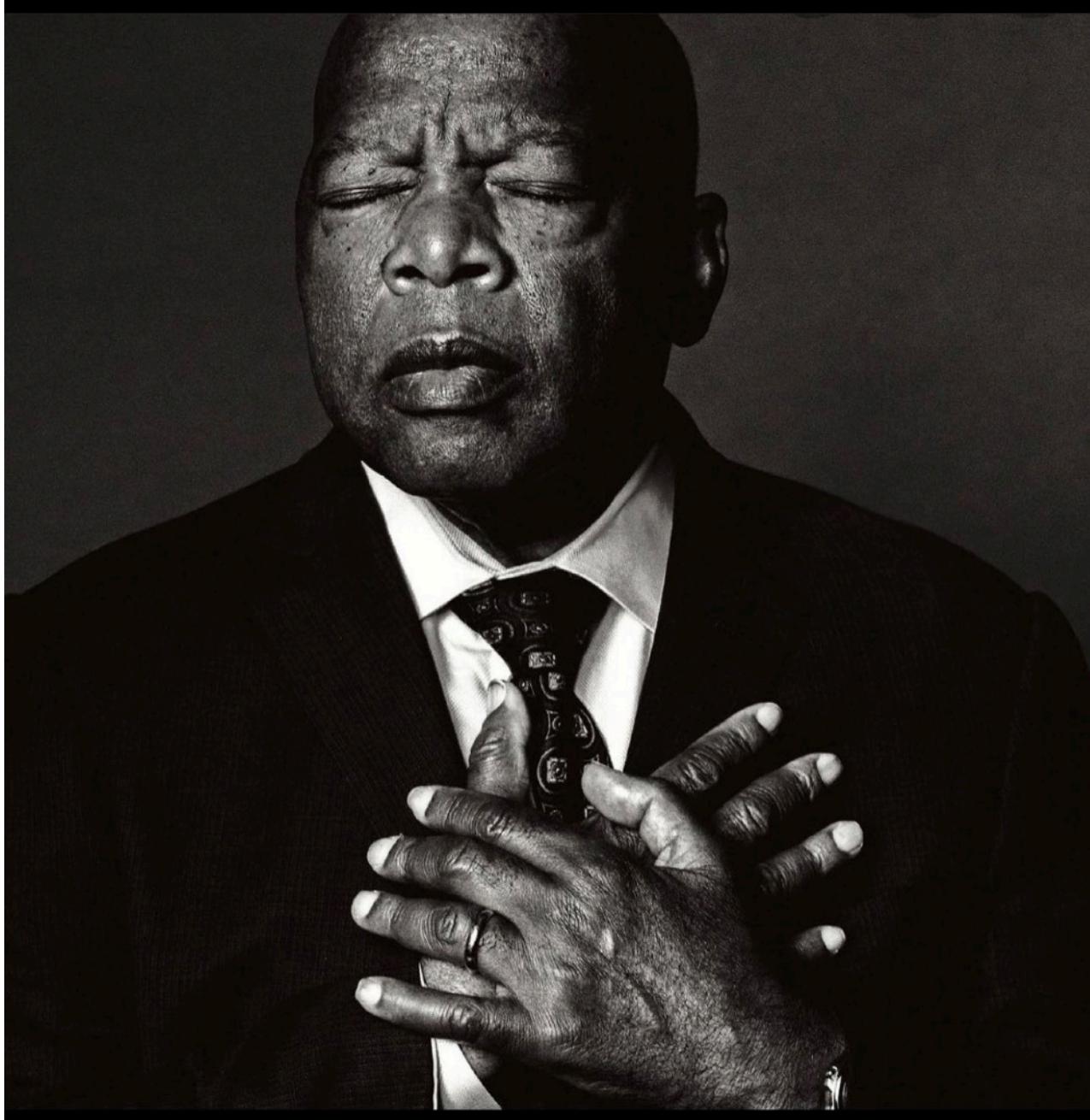
Story...

“Let me tell you a story”



The power of storytelling is exactly this: to bridge the gaps where everything else has crumbled.

Paulo Coelho



Grace!!!!



Why We Are Here: Our Courageous Challenge

“What Must be Done?”

The age old Vincentian Question

St Vincent de Paul

1581-1660



“When we are dancing with the angels, the question will be asked: in 2019 what did you do to make sure that we kept our democracy intact...”



“We are better than that!”



“Come on now!”

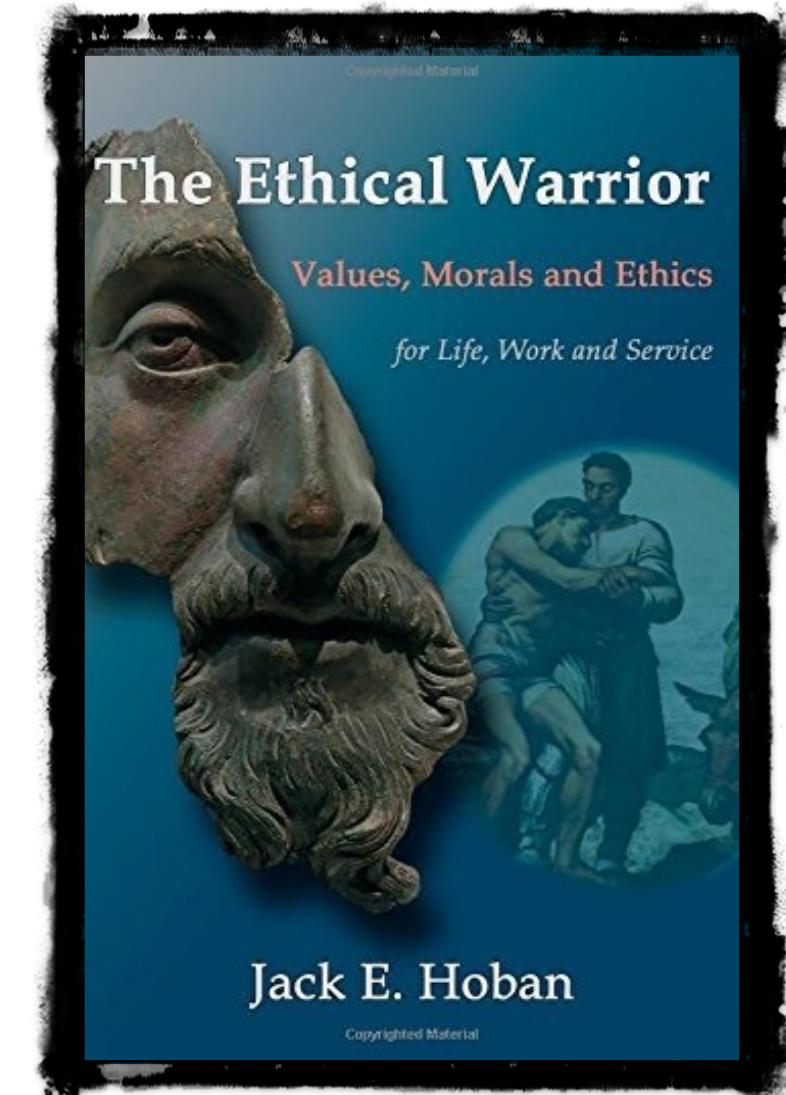


Wherever I go,
Everyone is a little bit safer
because I am there.

Wherever I am,
anyone in need has a friend.

When I return home,
Everyone is happy that I am there.
It's a better life!

Robert. L. Humphrey,
“The Warrior Creed”





The Fierce Urgency of Now...

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