

THE SQUARE ONE PROJECT
ROUNDTABLE ON THE FUTURE OF JUSTICE POLICY
THE VALUES OF THE JUSTICE SYSTEM:
IMPLICATIONS FOR JUSTICE POLICY AND PRACTICE

INTRODUCTORY EVENING GATHERING

Zoom meeting

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ON THE RECORD REPORTING
(512) 450-0342

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P R O C E E D I N G S

1
2 MS. HUFFMAN: Good afternoon. We are going to
3 get started in just a minute. And we are going to start
4 with the video, the first short video from the first
5 roundtable, the Durham roundtable.

6 So that is why we are teed up in this slightly
7 awkward lineup, because we are going to start with that,
8 and then we will jump into our conversation. So do it;
9 just one minute.

10 Sukyi, what do you think? It is five after,
11 and we have good critical mass. Should we go ahead and
12 start the video? Go live, and start the video, and then
13 we can --

14 MS. McMAHON: Yes. The video is five minutes,
15 so folks will still be coming in, I think.

16 MS. HUFFMAN: That sounds great.

17 MS. McMAHON: Okay?

18 MS. HUFFMAN: That sounds great.

19 MS. McMAHON: All right. Let's see if I can
20 get this thing to work.

21 (Pause.)

22 MS. McMAHON: Give me a minute.

23 MS. HUFFMAN: No worries. And if we need to
24 skip it and come back to it, we can do that, too. So not
25 a problem.

1 (A brief video was played.)

2 MS. HUFFMAN: Thank you so much, Sukyi. Good
3 afternoon, everyone. It is so nice to see all the faces
4 around the Zoom screen here. My name is Katharine
5 Huffman. I am the Executive Director of the Square One
6 Project at Columbia University's Justice Lab.

7 And it is my great pleasure to welcome all of
8 you all to the fifth and final convening of the Square One
9 roundtable. Once again we find ourselves gathering
10 virtually, and we really appreciate your commitment to
11 this virtual multi-day, multi-week format.

12 We wanted to launch this roundtable with that
13 look back at our first convening. And despite a little
14 bit of technology glitch, I hope folks were able to think
15 back and remember that, for those of you who were there,
16 and should be reminded of some of those themes that all of
17 you have been a part of helping us develop over the last
18 two and a half years through the Square One Executive
19 Session, and the other convenings of the roundtable.

20 There has been a sustained sense of purpose and
21 urgency at our convenings that has stemmed a lot from the
22 work that happened at that first roundtable, to the deep
23 personal commitment to the work, the willingness that
24 people brought to be candid, to be exploratory, to be
25 generative, and to do this around a very diverse table, in

1 an effort to propel this narrative forward and really
2 engage on some of these hardest and deepest questions
3 about justice transformation, informed by all of us across
4 a whole range of experiences and disciplines.

5 And it has just been amazing to sit with you
6 all at these tables and to be a part of this work taking
7 place. So for this final roundtable, as you look around
8 this virtual room, you will see that this is a little bit
9 of a family reunion for Square One.

10 We have about six or seven participants from
11 each of our previous four roundtables as well as a few
12 members of the Square One Executive Session, who may be
13 new to the roundtable but are not new to Square One.

14 So in a sense, these are our family members who
15 have gathered for a reunion. And we wanted to do that so
16 that we could really tap into this conversation that we
17 have been having for such a long period of time and bring
18 those different perspectives and experiences together, as
19 we dig on this final topic of the values of the future of
20 justice.

21 So to get us a little oriented about where we
22 are in this work, I am going to give a really quick
23 overview, sort of the 10,000-foot view of the Square One
24 Project. For most of you on the screen, our participants,
25 this is going to sound familiar, but for those who are

1 joining us virtually, some of this may be new.

2 The Square One Project is a multi-year
3 commitment of the Columbia University Justice Lab, and we
4 have been focusing over that period of time on conducting
5 a foundational reevaluation of justice policy in this
6 country.

7 We are driven by the growing consensus that our
8 incarceration-focused policies are fundamentally flawed
9 and that we must really fully reimagine how we think about
10 justice.

11 Square One aims to play a role in incubating
12 new thinking about our response to crime, violence,
13 poverty, and racism. We seek to uplift work from the very
14 local to the national, in order to learn about and promote
15 more effective ideas and strategies. And we seek to
16 contribute to a new narrative of justice in America.

17 To accomplish this, Square One brings together
18 many voices and partners to examine what it would mean to
19 really reduce our reliance on punishment as a response to
20 social problems; to amplify the ongoing work, and generate
21 new ideas about what might actually happen instead.

22 What would that really look like? What is not
23 only -- what are we not only against, but what are we for?

24 And through all of this, we sustain a clear and
25 intentional focus on the relevance and centrality of

1 poverty, violence, and race discrimination to these
2 questions.

3 The work of the project and our many partners
4 is broadly shared and promoted in order to elevate these
5 new ideas and provide tools to interested community
6 leaders and policy makers and engage others in leading
7 these efforts over this past two and a half years.

8 And I am about to name some things that the
9 folks on this screen have been a big part of. We have had
10 over 150 roundtable and Executive Session participants who
11 have joined us for our different events in the roundtables
12 and Executive Session.

13 We have had more than 30 convenings. We have
14 participated in conference panels and events, including
15 young adult vision setting programs, student paper
16 competitions, keynote addresses, and Justice is the Next
17 Normal Town Hall. We have produced over 65 roundtable and
18 Executive Session short- and long-form pieces written by
19 our Square One colleagues, many of whom are at this
20 roundtable. And there are more to come on that front as
21 well.

22 And you have also heard -- I have to amplify
23 all of this work -- all of this your work on podcasts.
24 You have read about it in articles and op-eds, and you
25 have engaged with our narrative change mission on social

1 media. We just really thank all of you for that, and the
2 many others who have been a part of this work.

3 I would like to acknowledge the support that we
4 have for this roundtable from the Flowers Foundation. We
5 are very grateful to the Flowers Foundation for their
6 support.

7 And I am going to quickly introduce our team
8 here at Square One. Many of you all already know the
9 folks that I am about to mention, that I am going to just
10 introduce, and thank them.

11 First of all, Jeremy Travis and Bruce Western,
12 who are the cofounders of Square One. I bring a special
13 greeting from Jeremy, who is actually -- for personal
14 reasons, has been pulled away unexpectedly this evening.
15 But he will be rejoining us as soon as possible, possibly
16 even later this evening.

17 So we will look forward to having him here as
18 well. And then of course, Bruce Western, our other
19 cofounder.

20 Huge thanks, the biggest thanks goes to Sukyi
21 McMahon, the manager of our roundtable. Sukyi, who all of
22 you have been in extensive contact with recently, and she
23 is whom we owe both the vision and the execution of this
24 roundtable, as well as all the others. So a huge thanks
25 to Sukyi.

1 Our other staff at Square One Anamika Dwivedi,
2 Evie Lopoo, and Madison Dawkins has been part of all the
3 planning as well. And we also want to send out a thanks
4 to our Raben Group communications team: Steven Fisher,
5 Courtney Holsworth, Carolyn Pruitt, and Judy Alterado, and
6 Clarke Williams. And to our incredible videographers at
7 MediaTank: Michael Kleiman, Jesse Brown, and Naimah
8 Jabali-Nash.

9 While I am mentioning MediaTank, MediaTank will
10 be producing highlight videos and social media videos from
11 this roundtable. This is why, for our participants, we
12 ask that you please keep your video on throughout the
13 roundtable as much as possible.

14 You can of course, mute yourself as needed, but
15 we hope you will try to keep your video on. And then we
16 will -- some of them will also be approaching you for
17 quick informal interviews at other points, too, ihat
18 hasn't already happened.

19 Last, thanks goes to Latrice Porter from On the
20 Record Reporters, who was with us at our fourth
21 roundtable. On the Record Reporters is helping us record
22 and transcribe everything that is said in these public
23 roundtables. These transcripts will be available after
24 the event. It is helpful to our writers, who may use the
25 transcripts as they revise their papers, based on our

1 discussion. And of course, they are available to anyone
2 who wants to review and reflect on what was said here.

3 So with that, I am very pleased to hand off for
4 a moment to Bruce Western, who will give us a little bit
5 of a collective sense of where we are in the arc of the
6 roundtable's work, and what the task before us is here,
7 today and over the next couple of weeks.

8 Bruce, I hand it over to you.

9 MR. WESTERN: All right. Thanks, Katharine.
10 And it is just so wonderful to see everyone. It is hard
11 for me to put into words how great it is to participate in
12 our community.

13 I should say, too, in Katharine's thanks to the
14 various participants, of course, she doesn't get an
15 opportunity to acknowledge her own contribution, so I want
16 to do that.

17 Katharine's leadership of Square One over the
18 last three years has been really extraordinary. And so
19 much of what we have been able to do, I think, has been
20 due to her leadership.

21 So my job over the next five or six minutes is
22 to trace the path of where we have been over the last
23 three years, what brings us to this current meeting, and
24 what challenges are we going to confront over the coming
25 days.

1 So I wanted to put this meeting in the context
2 of our collective journey over the last three years. Our
3 first roundtable, which we saw from the video, was back in
4 October of 2018, and that was our first meeting, in
5 Durham.

6 We were working with Lorraine Taylor at North
7 Carolina Central University, and Daryl Atkinson. And the
8 Square One roundtable took on the topic of racial and
9 economic inequality.

10 That first meeting, I think, really put a stamp
11 on the Square One agenda. And Katharine mentioned that as
12 well, and if there was a punch line in that meeting, it
13 was that you cannot talk about justice in America without
14 talking about race. And more than that, you can't talk
15 about race without talking about justice.

16 And the history of race in America is a history
17 of injustice and dispossession and extraction, but also
18 courageous and organized efforts to defeat those
19 conditions.

20 If there was a key idea that came out of the
21 Durham meeting, I think it was this. You cannot reimagine
22 justice, you can't make foundational and aspirational
23 change unless you reckon with the history of white
24 supremacy and centuries of racism.

25 That was the key idea that came out of the

1 Durham meeting, and I figured it had a big influence on
2 our work over the next three years.

3 So on to Oakland, March 2019. We were working
4 with Jason Seals at Merritt College, and Pastor Mike
5 McBride. And the themes there were criminalization,
6 punitive excess, and the courts. And in California, we
7 explored the many ways, small and large, how American mass
8 incarceration dehumanizes particularly young men of color.

9 We heard from the sociologist Nicole Van Cleve.
10 And Nicole described how the criminal courts, in her
11 research, operated as what she called a racial degradation
12 ceremony.

13 And in response, in Oakland, the district
14 attorney of Brooklyn, New York, Kings County in New York,
15 he was visibly shaken by her account, and he committed his
16 office to support the work of anti-racism.

17 From Oakland, the Square One roundtable went to
18 Detroit. This was October 2019, where we partnered with
19 Barbara Jones at Wayne State University, and Amanda
20 Alexander.

21 And here the topic was violence. And this
22 included the interpersonal violence that can unfold
23 disproportionately in communities that are confronting
24 disinvestment and impoverishment, and it also includes the
25 state violence of policing and incarceration.

1 Like the earlier meetings, Detroit provided a
2 really rich and at times very challenging discussion. We
3 talked about the harm that crime and poverty researchers
4 heard inflicted on communities that were often treated as
5 objects of study and experimentation, robbing those
6 neighborhoods and families that were bound together by
7 human connections of place and kin.

8 We also talked very frankly about whether
9 public policy, whether governance could play a good faith
10 part in promoting thriving communities. Paul Butler spoke
11 up for the progressive role of public policy. Ray Winans
12 spoke forcefully for community power and was skeptical
13 about the role of government.

14 Perhaps the relationship between government and
15 community is so corroded by disappointment in trust, Ray
16 Winans argued, that communities are better off trying to
17 go it alone.

18 Our next destination after Detroit was to be
19 Austin. And that was to be in March of 2020. But of
20 course, COVID was tearing through the country, and it was
21 most ferocious in the areas that have been struggling
22 hardest for justice.

23 We met virtually in the summer of 2020 to talk
24 about the social contract and the web of mutual obligation
25 that connects state to society. The great theme that

1 emerged in that summer 2020 -- and this was amid the party
2 conventions, in the heat of a presidential campaign, the
3 great thing that emerged out of that roundtable was
4 democracy.

5 Although we had been talking around the topic
6 of democracy for two years, Danielle Allen traced the
7 failure of justice squarely to the failure of democracy in
8 America, which had always been incomplete and contested.
9 Until all citizens have a voice, we are bound together
10 by -- until all citizens have a voice and until we are
11 bound together by a sense of our shared humanity, there
12 can be no justice.

13 So this brings us to our final meeting, and our
14 theme over the coming days is values. A discussion of
15 values and a clear statement of the values that we esteem
16 now seems indispensable for reimagining justice.

17 Our values help the project of justice in three
18 ways. This is why I think the values discussion is
19 important. First, values help define this new paradigm
20 that we are working towards, and they help us sift out the
21 small tinkering changes at the edges that are not going to
22 add up to big change.

23 If human dignity is a fundamental value, for
24 example, will dignity be better served by bail reform or
25 body-worn cameras. A values discussion helps us address

1 those sorts of questions.

2 Second, values touch our emotions, and they
3 infuse our work with moral urgency often. Right?
4 Survival, exhaustion, numbness, cynicism, our police
5 precincts, our courts, our prisons are just awash in those
6 sentiments, and they stifle a sense of purpose and mission
7 in our work.

8 Values are the antidote. Values help provide a
9 collective effervescence to our work. They energize
10 movements. Values give us a reason to fight for something
11 out of love and outrage.

12 Third, values are our shared commitments that
13 allow us to productively disagree. Mass incarceration was
14 the product of a broad coalition that was sustained over
15 decades. It will take a broad movement to defeat it. And
16 values, our shared commitments help hold movements
17 together.

18 So it's been quite a journey over these
19 roundtables, from reckoning with history to community
20 control, to democracy, to humanization, and now to values.

21 So I can't wait to get started. I am so grateful to be
22 seeing you all tonight and to working with everyone over
23 the coming days.

24 Back to Katharine.

25 MS. HUFFMAN: Great. Thank you, Bruce. Thanks

1 so much. So I want to take a moment. I think we are
2 going to walk quickly through our agenda.

3 Bruce has given us a reminder of where we have
4 come on this conversation through the course of the
5 roundtable convening, and the course the Executive Session
6 has been informing and connecting with that work along the
7 way, as well. But I think we are going to -- Sukyi, if
8 you are able to screen share the agenda, briefly.

9 Awesome. So we are going to be getting started
10 tonight, as you can see, with a little bit of an
11 opportunity to get to know each other, some short
12 introductions, and we'll just start our discussion about
13 the role of values as Bruce has just teed us off.

14 Tomorrow we will be meeting from noon until
15 6:00 p.m. Eastern Time, but with some great breaks in
16 there. So everyone will hopefully be able to get through
17 the day without too much Zoom fatigue.

18 We are going to start with a conversation
19 between Monica Bell and Leah Wright-Rigueur on the role of
20 values and really try to dig in on what has been the role
21 of values, and how have they brought us to where we are
22 now, and how can they possibly provide opportunities for
23 us to move forward, followed by a group discussion.

24 We will then move from there, into the next
25 session. We will have some opening speakers. Fatimah

1 Dreier-Loren, Abbey Stamp, and Keith Wattley will give us
2 just some opening thoughts on the values of justice. What
3 are some of those values that we want to be thinking
4 about.

5 And then we'll have an opportunity to actually
6 break up into three breakout rooms together, so that we
7 can have a little bit more time for everyone to be able to
8 speak and share their thoughts. And then we'll circle
9 back into our room with a report out and a group
10 discussion to wrap up the day tomorrow.

11 Next week we'll first start out on Thursday
12 evening. We'll gather again in this group here at five
13 o'clock and have an opportunity for reflections of what
14 has stuck out with you all over the course of the past
15 week.

16 And then we'll move into our roundtable keynote
17 event. We are really excited about this. Our roundtable
18 participant colleague Daryl Atkinson and author and
19 activist Marlon Peterson, both of whom have participated
20 in past roundtables, and have been part of our
21 discussions. We will be in conversation with each other
22 in a conversation on reckoning with the justice system and
23 what that means, with an opportunity again for some
24 questions and answers and discussions at the end of that
25 event.

1 We will then have another Friday session, where
2 we will really start to dig in on what we are focusing on;
3 we are calling the irreducible minimum and abolition. We
4 want to try to really think through the place where there
5 is connection, or where there is not connection between
6 discussions about what the role of the justice system is
7 or isn't, and what that says and means, for purposes of
8 the possibility of abolition.

9 How does that come together, and is there a
10 place in which we can have a conversation that will really
11 try to figure out a path forward that brings together
12 those different forces.

13 After that, we will move to a conversation that
14 will be led by Danielle Allen, who participated in our
15 fourth roundtable on operationalizing the principles of
16 justice. Danielle will give us a bit of an overview of
17 some of the work that she has done, in coalition with a
18 large number of others and also based on her own academic
19 background.

20 And that will kick us off on a conversation
21 about what does all this actually mean, if we can agree on
22 values. If we have come to values, and we believe they
23 have a role to play in the way that we accomplish justice
24 in this country, how do we make that happen? What does
25 that actually look like?

1 And then for our final roundtable session on
2 April 30, we will have a day where -- we are actually very
3 excited about this. One of the things that we lost in our
4 fourth roundtable, which was the recent virtual one, was
5 the opportunity to be really anchored in a location.

6 All of our other roundtables have had great
7 connection to the localities where we gathered. And we
8 had anticipated being in Austin and in Texas and having a
9 chance to be connected there. Thankfully we had many
10 Texans who participated in that roundtable and brought a
11 lot of great perspective to it.

12 But this time, we are going to be once again
13 anchoring ourselves in a locality; this time in New York.

14 We will be joined that day by an additional twelve people
15 for the first session: 12 New Yorkers who will join
16 the six New Yorkers who are already a part of this
17 roundtable participant list to talk about some of the
18 things that have been happening in New York over recent
19 months, some of the advances that had been made, but also
20 the challenges that are faced in New York, in trying to
21 really reimagine justice and really move that forward.

22 We want to talk about why is it that despite
23 the incredible progress that has been made, and a lot of
24 investment from communities and leadership from throughout
25 New York City and New York state, that despite all of

1 that, that there still aren't -- we still haven't
2 accomplished what needs to be accomplished in New York.
3 So, that discussion will be about surfacing and addressing
4 the challenges faced in New York, in order to hold on to
5 criminal justice wins, and also to think about what
6 happens when those wins take hold.

7 And then we will finish out our time together
8 with looking at some of the other aspirational
9 possibilities, led in that conversation by Eric
10 Cumberbatch, by Vivian Nixon, and by Danielle Sered, who
11 will kick us off with some of their thoughts and
12 perspectives on this topic. And then we will be able to
13 move into where we really want to be headed from here.

14 So with that, that gives you all a little bit
15 of a sense of where we are headed over the coming
16 months -- sorry, weeks.

17 And I just want to turn to our conversation
18 today, first, just to acknowledge there were a number of
19 folks who weren't able to be here tonight for different
20 reasons. And so -- but that we will be joined by almost
21 all of them tomorrow, during our full day session. So
22 this group will be getting the conversation started, and
23 then we will be able to continue our discussion tomorrow.

24
25 So with that, one more just quick bit of

1 housekeeping about how we are going to be able to work
2 together. We will, as all of you know -- you all have
3 been at previous roundtables. We will be participating in
4 what we hope will be a very informal and engaged
5 conversation, and we encourage people to be ready to jump
6 in at any point.

7 We are going to use the Raise Hand function on
8 the participants' buttons down below. So I will be
9 keeping track, and Sukyi will be helping me keep track of
10 the queue, so that we can bring people in. And you will
11 have an opportunity to speak and to respond to each others
12 comments and that kind of thing.

13 As Jeremy calls it, we will certainly still
14 have the insistent wave option for folks. That is where
15 there is -- if there is a moment where you feel urgently
16 that you do want to step in and speak in response to
17 something, in that moment, you should absolutely feel free
18 to do that. We have had zero abuse of the insistent wave
19 in all of our roundtables.

20 And so we really invite and encourage people,
21 that if there is something that you really feel you want
22 to be sure you don't lose the thread of and that you get
23 to respond to in the moment, you can literally wave like
24 this (indicating). I will be trying to watch the screen
25 and see you do that.

1 And also feel free to shoot me a little chat
2 just directly, to say can I get in here? And I will also
3 be doing my best to keep my eye on that as well. But that
4 would be the exception to the queue, and we'll certainly
5 honor the insistent wave, when folks need that to come up.

6 So with that, I think that we will go ahead and
7 get started with our introductions of each other. And we
8 are going to do that through this prompting question that
9 Sukyi has shared with all of you, with all of you
10 previously.

11 Over the past three years that the Square One
12 Project has been active and up and running, it feels
13 almost as our history in the United States has been
14 compressed and very fast paced regarding questions around
15 justice and around race. It has been a dark time in some
16 ways, it has been an inspiring time in some ways. It has
17 been a -- if nothing else, it has been a fast-moving time.

18 And so we wanted to start the conversation here
19 today with the question for each of you. What values are
20 the most important to you in this moment? What values are
21 you thinking about? What values are you focused on? What
22 values do you feel are most at risk in this moment that we
23 need to be protecting?

24 So we are going to ask everyone to be succinct
25 in your first response to this question. And then that

1 way, we will have time for a more open group discussion.

2 We are going to literally take about 30 seconds
3 now. Think about this. Think of it as a tweet. Think of
4 it as your 280 characters to answer these questions which
5 Sukyi just put it into the chat. So you can take a look
6 at it there if that helps.

7 But I will ask each of you to think about that
8 answer, and then we will go around the Zoom screen and
9 start the conversation.

10 (Pause.)

11 MS. HUFFMAN: All right. So I am going to get
12 us started here, and I hope folks won't mind. I will --
13 feel free to raise your hand if you would like.

14 But I am going to -- just for this first round,
15 I will just -- if folks are okay with it, I will just call
16 on folks to give you a response to this question briefly.

17 And then we will turn to our hand raising and voluntary
18 queue format.

19 So I will first start with -- I am looking at
20 my boxes here. We will start with Abbey Stamp, who is
21 joining us from the West Coast. Abbey.

22 MS. STAMP: West Coast. Good afternoon,
23 everybody. My name is Abbey Stamp. I use she/her
24 pronouns. On my day job, which I guess I am still doing,
25 I am the Executive Director of the Multnomah County --

1 which is where Portland, Oregon is -- Local Public Safety
2 Coordinating Council.

3 And so my job is to facilitate and agitate a
4 multi-sector work-towards-justice policy. And I do
5 apologize; on each Thursday I host a two-hour meeting
6 about our local efforts to transform justice at 3:00 p.m.

7 So I am only here until 3:00 each Thursday. So I
8 apologize; I'll miss all the other stuff.

9 Values, what values are most important to me in
10 this moment. I thought a lot about this question, because
11 I think of all of the values that we have been discussing
12 around healing and thinking about reckoning.

13 And it is very interesting, because I come to
14 this work from a very operational and pragmatic space.
15 And I really think the value of like momentum -- so I am
16 actually not thinking about the values we have been
17 discussing as a group.

18 But the past incredibly challenging year has
19 created a different kind of opportunity to push harder
20 from inside the government system. And I think that's a
21 place that I want to continue to lean in. And it does
22 feel like that is what is more important to me in this
23 moment, is to just keep -- is lean in every day a little
24 bit harder, just to using everything that's going on as a
25 space to galvanize the folks with the levers of power to

1 be willing to move into different spaces and to begin to
2 acquiesce and to begin to change. And I think what is
3 most at risk in this moment is actually just that.

4 Things are incredibly hard across the country.
5 And in Portland, Oregon, we have I think a unique and
6 kind of strange culture. We have got really, really far
7 left, and really, really, really far right, and it creates
8 such polarization.

9 And I fear that there is a reactivity to that
10 polarization that gets in the way of people being able to
11 lean in and thinking about the future more proactive, and
12 prioritizing values away.

13 So I look forward to engaging in this
14 conversation about how to hold onto those values, to be
15 able to actually create and really explore some meaningful
16 change.

17 And again, thank you so much. I will be
18 turning off in about 15 minutes. Thanks, Katharine.

19 MS. HUFFMAN: Great. Thank you, Abbey. Thanks
20 a lot. Wonderful.

21 Why don't we turn to Courtney Robinson. Ready?

22 MS. ROBINSON: Hi, everybody. I'm Courtney
23 Robinson. I am the founder and CEO of the Excellence in
24 Advancement Foundation. And we are dedicated to
25 disrupting the relationship between race, schooling, and

1 incarceration.

2 We are in Austin, Texas. So I had the pleasure
3 of being at the last roundtable, so it's nice to be
4 invited back.

5 For this one, as I think about values and where
6 we are, I really think a lot about humanity, just how the
7 system was created with not thinking about humanity but
8 thinking about property instead, and how this system
9 really has been operating in the way that it was designed.

10 And so I am just really happy that we are really thinking
11 about how do we reimagine justice.

12 So humanity is at the forefront of my mind.
13 And childhood, because of the work that we do as an
14 organization. It is critically important for us to stop
15 incarcerating and criminalizing children. We sort of lost
16 this notion of childhood, that you can't be 12 anymore, or
17 you can't be 13 anymore, and so that's really at the
18 forefront in terms of values for me.

19 And then also hope, because I don't know about
20 anybody else, but -- and I don't know about any other
21 Black person. But as a Black woman, as a Black mom, as a
22 Black wife, the constant killing of people in our
23 community, this loop of trauma that happens what feels
24 like daily these days weighs heavy on my hope.

25 Because right at the moment when you think that

1 better reckoning is in sight or that there is light in
2 sight, someone else is murdered, and you are back in the
3 loop again. And so for me, these are the things that are
4 really weighing on me as we begin to talk about values.
5 And I am so looking forward to the conversation with
6 everyone.

7 MS. HUFFMAN: Courtney, thank you so much for
8 sharing that.

9 Nneka, I am going to turn to you.

10 DR. TAPIA: Hi, everyone. My internet is not
11 the best right now. So, hopefully, you can hear me. But
12 I am Dr. Nneka Jones Tapia. I am a clinical psychologist.
13 I am a Managing Director of Justice Initiatives at
14 Chicago Beyond in Chicago, Illinois. And I am also the
15 former warden of Cook County Jail in Chicago, Illinois.

16 And when I think about the values that I hold
17 highest, it is safety in healing. I do not believe Black
18 people, Indigenous people, and other people of color in
19 this country have had the benefit of experiencing real
20 safety, nor have we experienced the benefit of healing,
21 though every system and every institution we engage with
22 has harmed us.

23 And I think beneath those, there are five core
24 principles. And that is the safety and really thinking
25 about psychological and physical safety. The transparency

1 that is needed, trust building.

2 And then we have asset-based approaches, giving
3 us the tools and stop denying us from being able to live
4 in our own self-agency.

5 And then community; we need connectedness, and
6 most of the systems that we deal with are about
7 disconnecting us from each other. Those are my values.

8 Thank you, everyone.

9 MS. HUFFMAN: Thank you, Nneka. It is so great
10 to have you with us. Thank you so much.

11 Susan Glisson, if you are ready, we will call
12 on you.

13 MS. GLISSON: Absolutely. Thanks, Katharine.
14 It is so good to be with everyone. I am a racial healing
15 and equity practitioner based here in Oxford, Mississippi.

16 I have been in Mississippi for 25 years, now.
17 And I should lift up that I believe that Malcolm
18 accurately defined Mississippi as every place that's south
19 of Canada. So that is the way that I understand it.

20 I have been thinking a lot about the word
21 "kumbaya," because it is a word that gets demonized. And
22 yet the original meaning that came from a source of great
23 pain and great hope, it was a plaintive cry for justice
24 against oppressors. Come by here, Lord. And it got taken
25 over by the right as a way to diminish the value and the

1 power of love.

2 And so for me the values that animate justice
3 and that would get us to a new paradigm and get to a place
4 of wholeness are the values that I think animate the
5 original meaning of that word, which is truth telling,
6 which is acknowledgment of suffering and injustice, which
7 is the recognition of our common humanity, and demands for
8 dignity and equality, beloved community.

9 And for me, you know, you can't go wrong with
10 Dr. King. He said that power without love is reckless and
11 abusive, and love without power is sentimental and anemic.

12 Power at its best is love implementing the demands of
13 justice. And justice at its best is power correcting
14 everything that stands against love. And that's what it
15 involves for me.

16 MS. HUFFMAN: Susan, thank you so much. We
17 will turn now to Erik Bringswhite. Erik.

18 MR. BRINGSWHITE: Good evening. Greetings,
19 relatives. I appreciate the opportunity to share the
20 circle and the struggle with you all. For me, here in
21 South Dakota, my value, I guess, is continuity.

22 It is for generations now our people have been
23 handed their proverbial shovel and told to dig up our
24 history, and our wellness and our healing. And then when
25 the funding or the box gets checked, the shovel is

1 removed, and we are told to stop digging, you know.

2 And we have all this trauma that we have
3 unearthed, and we didn't get the opportunity to transition
4 through it. So we have been at crisis levels, even with,
5 you know, contemporary issues of incarceration and, you
6 know, how we are policed.

7 And so for me, it is just continuity. Just
8 having the opportunity to continue with great people like
9 yourselves, people who understand, people who know that
10 there is a struggle and it is impacting and infecting
11 generations, and it is not strengthening America.

12 And if we were going to talk about safety, and
13 how to -- and justice, then we are leaving out whole
14 demographics in that meaningful discussion.

15 And by leaving out those demographics, we are
16 missing, you know, very important and meaningful solutions
17 that could really -- so if we are leaving out whole
18 demographics in this discussion, we could always do
19 better, just just by simply continuing our efforts to
20 include more folks into the discussion.

21 So with that, I appreciate, you know, the
22 opportunity to sit and listen and learn. Wopila.

23 MS. HUFFMAN: Thank you, Erik. Thank you so
24 much.

25 Fatimah, I am going to hand it over to you.

1 MS. DREIER: Hello, everyone. I am Fatimah
2 Loren Dreier, Executive Director of the Health Alliance
3 for Violence Intervention. I am over on the health and
4 healthcare side of trauma, therapist by training.

5 And I know I am going to share very honestly
6 that I've just felt so rocked, and I am feeling it very
7 deeply in my body, the trauma. So I want to just own
8 that. That is here. That is what is going on over here.

9

10 But it is so good to be with all of you. It
11 has been such an honor to participate and to hear Bruce
12 kind of enumerate all this journey we have been on, so I
13 appreciate that. It is always important to talk about
14 where we have come from, as we blaze new paths.

15 So some of the values -- you know, I have had a
16 lot of conversations in kind of our respective kind of
17 communities about values, and humanity continues to come
18 up.

19 And I always think, you know, what is powerful
20 about values is that they are actually quite simple,
21 bthere is so much complexity to them. And it is --
22 humanity, I think, is important to name.

23 Someone else said it earlier: Humanity over
24 property. And not only, you know, objects property, but
25 as a Black woman who is descendant of enslaved people who

1 were considered property, humanity like our bodies are
2 human. Right?

3 The shift of our country recognizing, actually
4 quite like reading us as human. And when we look at some
5 of the studies about kind of empathy and how people are
6 wired to see one another; the beliefs about Black pain and
7 what we can experience.

8 Our very bodies need to be seen and witnessed
9 for the humanity, for the pain, the trauma. The healing
10 and the capacity for transformation, not only of
11 ourselves, or our communities, but society itself. That
12 we, in our humanity, in seeing our humanity, we have the
13 capacity to transform society itself. Thank you.

14 MS. HUFFMAN: Thank you, Fatimah. Thank you so
15 much.

16 Dona, I will turn to you.

17 MS. MURPHEY: Thank you, Katharine. I just
18 wrote down several words that came to mind.

19 I will say some of what inspired this work --
20 probably embarrassing -- like hundreds of hours of
21 conversation on this new social media app that is like a
22 drop-in audio app called Clubhouse. And that allows
23 people to actually connect and dialogue in pretty strictly
24 audio space, so it is very distinct from other platforms
25 and allows you like really cultivate kind of a connection,

1 I think, that is not possible using like more two-
2 dimensional, like Facebook, or Reddit, like other kinds of
3 social media communities.

4 So it has been really remarkable, because it is
5 a global connection. It is across a lot of different
6 kinds of divides. So some of the things that I was
7 thinking about in that context.

8 And by the way, I spend a lot of my time on
9 there actually talking about immigration and also about
10 the immigration deportation and detention complex, as well
11 as reimagining health: all policy as health policy, which
12 is work that I do with a group called Doctors in Politics.

13 And so my words, or values, are inclusion, courage,
14 curiosity, humility, redemption, and restoration.

15 MS. HUFFMAN: Wow, thank you. Thank you so
16 much, Dona.

17 Jon Simon, I will turn to you.

18 MR. SIMON: Hey, everybody. I am Jon Simon. I
19 teach, I guess, criminal justice, whatever that is, at
20 U.C. Berkeley. It won't surprise you, and this is an easy
21 test for me, because there is always one answer, and it is
22 dignity, human dignity, which I think incorporates much,
23 that resonates with much of what has been said. But to
24 me, what I love about dignity, it is sort of like God in
25 monotheism is; it takes whatever shape you need at that

1 moment in history.

2 And right now, for me it is coming to us as the
3 Black Lives Matter movement and the demand for abolition
4 that is being renewed. And from my look at history,
5 almost every time of change in America, there is usually a
6 Black uprising, from the Haitian Revolution on, that
7 begins some period of change, and I feel we are in one.

8 And the other thing is neighbors. I think
9 about neighbors a lot. It is interesting how right now,
10 in places like New York or the Bay area, some of the
11 wealthiest people in America live in the same -- their
12 neighbors are some of the poorest people in America, more
13 than in years, I think.

14 I mean, I can take you on a bike ride from my
15 million-dollar house in North Berkeley to, in 20 minutes,
16 we could be riding with -- next to, you know, trucks where
17 people are living in their vans; maybe 10,000 people in
18 vans and cars.

19 There are also the people on the border. I was
20 shocked to learn recently, that until 1965, we had no
21 limit to how many people could move to the U.S. from the
22 Americas. It was considered neighborliness. And then we
23 decided it was a social problem.

24 But you know, neighbors are another point of
25 human dignity. And of course, that's what at risk, you

1 know, both Black Lives and neighborliness. Thank you.

2 MS. HUFFMAN: Thank you, Jon. Thank you so
3 much.

4 Deanna, I am going to turn to you.

5 MS. HOSKINS: Thank you, Katharine. Thank you,
6 everyone. Deanna Hoskins, President and CEO of Just
7 Leadership, USA.

8 Just Leadership is an organization founded by
9 and run by formerly incarcerated individuals, focused on
10 and dedicated to cutting the correctional population in
11 half. And we invest in the leadership of formerly
12 incarcerated individuals to disrupt the oppressive
13 systems.

14 I was sitting here, as everyone was speaking,
15 talking about values, and just this one I keep holding
16 onto is human dignity, because what I constantly see,
17 where the violence keeps coming from, where the trauma
18 that is inflicted, what I am fearful of for my own
19 children, is just being seen as a human and being treated
20 with dignity.

21 But when I look at the top three, it is the
22 human dignity, but courage and responsibility. And for
23 me, the one that is the biggest risk is having the courage
24 to call it what it is.

25 I feel like we are working in a system, even

1 with a new administration and even in localities around
2 possible reforms, and nobody is talking about the real
3 issue of white supremacy and racism, everything that this
4 is coming from, and want to continue to put in reforms
5 that continue to show up as Band-Aids, and that we are
6 only going to rise to this occasion again.

7 And I am like, when we are actually going to be
8 courageous enough to actually hold a system accountable
9 and responsible so we can actually reimagine it. I just
10 feel we can't reimagine it if we are not courageous enough
11 to have a real conversation of what the problem is.

12 Thank you.

13 MS. HUFFMAN: Thank you, Deanna. Thank you so
14 much for being here.

15 Kris Steele. We'll Zoom it over to Oklahoma.

16 MR. STEELE: Thank you. Kris Steele from
17 Oklahoma. I am with TEEM, The Education And Employment
18 Ministry, which is a direct service provider for
19 individuals involved in the criminal justice system, and
20 with Oklahomans for Criminal Justice Reform, which is an
21 advocacy organization dedicated to reducing our prison
22 population, strengthening families, and making better use
23 of our state's resources.

24 Katharine, Bruce, thank you so much for this
25 opportunity. Sukyi, thank you for your leadership in this

1 space. I would just say that my top three values right
2 night would include humility, honesty, hope.

3 I would say that it is so fascinating to hear
4 the perspective of others who aren't living in a very red
5 conservative state, because for me, I am trying to
6 reconcile in this moment in time, when we are legitimately
7 on the verge of making progress in taking a step
8 forward -- I believe in racial reckoning.

9 It feels like my state -- and I love Oklahoma
10 and do not want to give up on who we are, at our best --
11 but it feels like we are almost taking a step backwards.
12 Because we are unwilling to be honest about the issues
13 that we are facing.

14 We may not quite have -- are at a place right
15 now where we can be humble enough to confess that we have
16 made some mistakes. But I remain hopeful, because I
17 believe that if we can also focus on community and
18 connection and make that the priority, that could lead to
19 growth and ultimately help us realize the importance of
20 reimagining our current criminal justice system.

21 MS. HUFFMAN: Thank you, Kris. Thank you so
22 much for sharing that, and that perspective.

23 I am going to turn to Marcia.

24 MS. RINCON-GALLARDO: Hi, everybody. I just
25 want you to know I'm burning a little bit of sage here.

1 This is sort of our custom and the way that we introduce
2 ourselves and, you know, develop a -- make sure that there
3 is a sacred space for all that we speak about when we talk
4 about our children.

5 And I am going to introduce myself. My name is
6 Marcia Rincon-Gallardo, Dracapansin [phonetic] is my
7 spirit name, and I am originally from Mexico. I come from
8 the Tohono O'odham blood line, from my ancestors, but I
9 have been living here in the States for many, many years;
10 most of my life, actually,

11 And I currently work -- I'm the Executive
12 Director of the Alianza for Youth Justice, which ends --
13 we work towards ending incarceration for Brown youth.
14 Then I also have my consulting work that I do, a lot of my
15 girls' work; Chicana, Latina girls in the youth justice
16 system to end incarceration of girls.

17 And so to respond to the question, I have to go
18 with a couple of things. And one of them is this notion
19 of decolonization and perseverance. If we don't
20 understand that we have been colonized, then it is
21 difficult for us to know that we have to decolonize.

22 And so for our young people who don't know who
23 they are and where they come from, that disconnectedness
24 puts them at some much danger, that in fact, by knowing
25 who they are and where they come from, their sacredness

1 and being connected to our peoples, then they have the
2 fortitude.

3 They have the protective factors not only for
4 their self-determination but for also their collective
5 responsibility to our communities and to our families.
6 And so self-determination is not possible without knowing
7 who you are and where you come from.

8 So what we are at loss of is, you know, not
9 having inclusivity, a voice, what my brother here, Erik,
10 spoke about. Inclusivity of voice makes us invisible.
11 One of our elders, Jerry Thayo [phonetic] speaks about
12 statistical genocide; that we are not counted and haven't
13 been counted for many, many hundreds of years, on purpose.

14 And so without seeing us, it is just like the
15 census. If you don't see us, no resources come directly
16 to us and we don't have representation at policy
17 discussions. And so those are the things that I wanted to
18 share. Thank you.

19 MS. HUFFMAN: Thank you, Marcia. Thank you so
20 much, and thank you for sharing that ritual with us as
21 well. It is very much appreciated.

22 Vivian, we turn to you next.

23 MS. NIXON: Thank you, Katharine. Yes. So I
24 have been thinking this ever since Sukyi sent out the
25 question. And you know, it is hard to sum it up in three

1 words. But if I had to, I think it would boil down to
2 accountability, the opportunity, and the right to pursue
3 purpose, and the right to have joy, because all three of
4 those things cannot be done independent of the cooperation
5 of others.

6 Accountability requires that you are
7 accountable to others and that they are accountable to
8 you. To fulfill one's purpose, one has to find a space in
9 which to do what it is that they are called to do with
10 others, and others have to allow that space for them to do
11 that, without it becoming abusive or usury or a burnout
12 situation.

13 And when I look at the Indigenous people, at
14 Black people, the use of human beings as labor for
15 centuries on centuries and no opportunity to pursue
16 purpose or joy, that -- there is a lack of accountability
17 there.

18 And in a way, it does boil down to humanity.
19 But to put flesh on what humanity means, I want to just
20 expound that, you know, we say that this is what we
21 believe, that people have the right to these things: to
22 pursue a purpose, to have joy in their lives.

23 And what does that mean about how we treat each
24 other, and how we are accountable to each other? So
25 accountability, purpose, and joy, would be where I land.

1 MS. HUFFMAN: Thank you, Vivian. Thank you so
2 much.

3 Next we'll turn to Eric Cumberbatch.

4 MR. CUMBERBATCH: Thank you. Good evening,
5 everyone. Great to see so many of you all. And really
6 appreciate to just have the floor and the space to
7 contribute and also learn. So very grateful and thankful
8 to be here.

9 Eric Cumberbatch. I am a Deputy Director, one
10 of three, at the New York City Mayor's Office of Criminal
11 Justice.

12 My portfolio is more community-based programs
13 that focus on violence prevention without the use of law
14 enforcement, through holistic and public health and injury
15 prevention methods; really about empowering community
16 members to be at the forefront of designing and defining
17 what safety looks like in their spaces.

18 The values that stick out for me -- and I
19 respect everyone's contributions, what they have said so
20 far, because it all resonates. And I think we all feel
21 the same. So it is very difficult to try and drill down.

22 But I would say human life is what sticks out
23 to me, as the number-one core value that jumps out to me.

24 You know, when you value human life, we don't see the
25 atrocities that happen day to day. And I really believe

1 that human life is that one for me.

2 Most at risk, I believe, is what always has
3 been at risk and has never been solved, which is truth.
4 And I think we are in -- we are not around this roundtable
5 by accident. It is because of lack of truth telling. And
6 we are here to, you know, core that out and really bring
7 change to that.

8 So I believe in, you know, human life. And I
9 believe most at risk is the concept of truth and truth
10 telling, of how we got to these spaces.

11 MS. HUFFMAN: Yes. Thank you, Eric. Thank you
12 so much.

13 So we will turn now to Emily. If you are
14 ready.

15 DR. WANG: I am. Great. Thank you, Katharine.

16 And hi to everyone again. I am a practicing physician,
17 and my clinical practice is really focused on caring for
18 people that have just come home from correctional
19 facilities.

20 And so, of course, when Sukyi presented the
21 question, I mean, you know, I spent a good amount of time
22 thinking about this and, you know, of value, and what
23 does -- you know, really racking my brain. So this isn't
24 very succinct.

25 But you know, one of the things that I think

1 that the last three years have reminded us all of is
2 the -- you know, it has been shockingly brutal at times.
3 But I think like for me it really is the deep ordinariness
4 of racism, that this is our history; that this is -- you
5 know, while there is shock to what we have seen, this is
6 us. And to me, some of what Abbey was saying is like I
7 have really been more focused on the processes of how we
8 have gotten here. And if our processes that get us out of
9 this don't reflect that ordinariness of racism, we are
10 sunk.

11 The second I would say is that the same ways
12 that I have been thinking about processes, we have to
13 center whatever it is that we are doing next on the
14 experiences of those that are most at the margins, you
15 know, the people that are living really totally outside of
16 view, totally erased from these conversations even.

17 You know, and so I spent time asking a patient
18 of mine, that I often go to for counsel, what values that
19 he would bring. He spent over 40 years incarcerated. And
20 you know, similar to what I think what Vivian said is the
21 right to live your best life. You know, he came home.

22 He still -- and that sounds hokey, almost. You
23 know, like a Hallmark card, in certain ways. But what it
24 means is the right to joy, the right to purpose. Like at
25 the end of your day, how do you want this to look: that.

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You know, we should all be able to get there and have that. And that to me is the value that we have to hold dear and center, is that if we aren't with an eye towards that, where are we going?

MS. HUFFMAN: Thank you, Emily. Thank you so much.

I will turn now to Monica. Welcome, Monica.

MS. BELL: Hey, everyone. I have to apologize for being late. I teach 4:00 to 6:00 on Thursdays, so I just left one Zoom class and came here. And I have been spending a lot of time teaching and working with students this semester, especially kind of given the chaos of the pandemic.

And that time I have been trying to spend has shaped the values I would talk about. And just to say a little bit more about what I teach, I teach Constitutional law, I teach law and sociology.

I teach right now like an experiential class with a bunch of lawyers that basically tries to -- with a bunch of lawyers, it is also student led, that helps represent people who are trans who are incarcerated. And so there is like an array of like theory and practice in that work. And so there are a few things.

First, I think a lot of people have kind of

1 hearkened to this, but like the value of repair as opposed
2 to having like a presentist perspective on inequality.

3 I mean, as a sociologist, I think there is
4 often a tendency to have like a very presentist
5 perspective on what is wrong, as opposed to focusing
6 historically and also thinking about what healing looks
7 like, as opposed to like what -- I don't know -- equality
8 looks like. I think there is a radical difference between
9 healing and equality.

10 Another value I want to point to is a temporal
11 one; is a legacy. And that might not be exactly the right
12 word for what I am trying to talk about, but it is like a
13 values conversation also has to account for like what type
14 of future we are trying to build, like what is the legacy
15 of the work we are doing now.

16 So not just looking back towards the past and
17 trying to fix that, but also having a clear vision about
18 what the legacy of the work we are doing now is going to
19 be in the future, like what type of future are we trying
20 to build.

21 Another one that I think the pandemic
22 especially raises, but not exclusively, is sustainability
23 on multiple levels. Like the sustainability of policy,
24 but also the sustainability of people, you know, mentally
25 and physically, who are engaged in this work.

1 So I think part of what makes our carceral
2 system so awful is the type of damage they do to everyone
3 that touches them. And there is kind of like a big --
4 yes, a lack of a -- you know, it is like, yes, human
5 dignity is good. You know, like flourishing is good. Joy
6 is really important. And thinking about that in a
7 systematic way, which is why I wanted to use the word
8 sustainability.

9 And then the final one I just want to raise,
10 this might be like heavily hokey, but this is like -- this
11 is what I have been thinking about a lot with respect to
12 like, my personal interactions with my students in this
13 time in particular, which is like love.

14 And by that I mean there is like a -- you know,
15 like there is a way in which people can talk about like
16 human flourishing and joy, and like all of these things.
17 And it is like detached from an actual human relationship.

18 And so I wanted to use the word love to think
19 about like people, like individuals in relation to each
20 other, like while we are trying to make structural change,
21 like really thinking about that, too.

22 So those are my values. Thank you. And I am
23 really, really thrilled to be a part of this.

24 MS. HUFFMAN: Thank you, Monica. Thank you so
25 much. And no worries, other than just simply for the all

1 too familiar leap from one Zoom screen to the next. So
2 thank you for joining us.

3 I am going to turn to Bruce to share your
4 values, and I will do the same. And then we will open it
5 up for -- open it up for discussion for a little while
6 before we need to wrap up this evening. It has just been
7 a great way to start to get to know one another.

8 Bruce.

9 MR. WESTERN: Yeah. So much of what has been
10 said is very, very resonant for me. And I have been --
11 yeah, it is very rich, people's reflections. You know,
12 the thing I have thinking about and I have also been
13 reflecting on the last few years, and what we seem to
14 have -- you know, we are in the process of surviving an
15 ordeal.

16 We are not quite there yet, but I feel that we
17 are getting there. And the things that I struggle with
18 and keep me up at night is the violence that has been
19 perpetrated against democracy, the state violence; just
20 how vivid and traumatic has been the violence that has
21 infused the national culture. The violence of policing
22 I'm talking about.

23 And we have seen real interpersonal violence
24 this last summer. The COVID period I think has been such
25 an intense and strange experience for us as a society to

1 withstand; the violence that we saw over this past summer.

2 The increase in shootings and homicides have
3 been a devastating part, I think, of our struggle through
4 the pandemic. So the value that I come to in this context
5 is peace. And I think I often feel that we need a peace
6 movement right now.

7 And you know, peace movements have been
8 mobilizations against war, against foreign policy, but I
9 feel we need a domestic peace movement. We need a
10 collective commitment to nonviolence: nonviolence in our
11 politics and nonviolence in our lives.

12 I don't know if people saw Charles Blow's op-ed
13 today in the Times about rage. Right. He is feeling
14 rage. He is at his wits' end. I am trying to process
15 that.

16 I feel -- politically I wonder if we need more
17 outrage than rage. I wonder if outrage is the politically
18 potent nonviolent sort of energy that we need in this
19 moment. So my value is peace, peace and nonviolence.

20 MS. HUFFMAN: Thank you, Bruce. Thank you so
21 much. I was tempted as a moderator to duck the question
22 and not answer it, but I decided that is probably not the
23 best way to go, so I will answer as well.

24 You know, this is something that we have been
25 thinking and talking a lot about, through this whole

1 journey with Square One and certainly in the preparation
2 for this roundtable and reading and all of that.

3 And I think, you know, the value that I am
4 thinking of is one that I think is really going to have to
5 be guiding, is the value of connection. I am sure that
6 comes up in part because we have all felt disconnected in
7 so many unusual ways of late.

8 And you know, we just "but, but." But when we
9 think about our ability to harm one another, that so often
10 comes in the context of disconnection and inability to
11 connect.

12 That word also has an aspect of it that means
13 inclusion, by which I mean many things, but among them,
14 the opposite of exclusion. And I feel that sort of
15 organizing ourselves around the value of inclusion and
16 connection is one that leads us forward, as Monica was
17 talking about.

18 When I think about values that I think are so
19 much at risk in this moment, there are two things that I
20 have kind of thought through, and they are opposites of
21 each other, but I think they are both crucial, and they
22 are both at risk.

23 One is the value of urgency and of immediacy
24 and the need to move and sort of constantly feel the
25 urgency of the things that we are grappling with.

1 And the other is patience and the willingness
2 to engage with a process and to engage with people over
3 time.

4 And those things are, I think, really crucial.

5 I have a very wise friend who taught me years ago that
6 when you are doing hard work, you can't skip steps. And
7 those are words that I really try to live by.

8 And I see that as part of what often gets us
9 into a hard spot or even into a brick wall, if we skip
10 steps. So finding a way to just preserve the patience but
11 also preserve the urgency of something that I feel is
12 missing a lot and is certainly at risk as we do this work.

13 So I want to just be 100 percent positive. I
14 think I got everyone. If I didn't, please speak up now.
15 Yes. Okay. Great. So we do just want to open it up.

16 We have about 20 minutes or so for a
17 discussion. This is an opportunity to react to things
18 that you heard from each other, to put something else on
19 the table that you meant to say but you forgot in the
20 moment; to just raise whatever else you would like to
21 raise for the group as we start our journey together this
22 afternoon.

23 And again, folks can feel free to raise your
24 hand in the chat or -- sorry -- raise your hand in the
25 participants list. I think everyone knows how to do that,

1 but feel free to go ahead and raise your hand
2 electronically and/or to exercise the insistent wave that
3 we talked about before.

4 I see Nneka, then Dona. So, Nneka, do you want
5 to go ahead? And then Dona.

6 MS. TAPIA: Sure. I think something that has
7 stuck out to me that I heard in the video that was played
8 in the intro, and I heard someone mention it here, that I
9 want to underscore, but I want to push us a little
10 further. And what was said is that we have to acknowledge
11 this history of white supremacy in this country. And I
12 agree with that.

13 But I also want to push us to acknowledge the
14 current presence of white supremacy. It is not just a
15 history; this is what we are dealing with today, and how
16 it is imbedded in every system, in every institution we
17 come into contact with.

18 And we see it. We are talking about it with
19 the criminal justice system. But as we think about
20 something new, we also have to think about how it is
21 imbedded in other systems that we engage with.

22 MS. HUFFMAN: Yes. Thank you, Nneka.

23 Dona, do you want to go ahead.

24 MS. MURPHEY: Yes. Sure. So my comment
25 actually is on what you shared, Katharine, of your values;

1 namely the two in kind of tension with each other:
2 urgency and patience.

3 And so this is something I have thought about a
4 lot, because I am also like a very process oriented
5 person, and it does take time, and yet I do think that
6 like, you know, justice delayed is justice denied; right.
7 So like it can't take forever to address injustice.

8 And the way I have like reconciled that --
9 because I am super neurotic about incongruence in my own
10 head, in my own values -- is that inclusion actually
11 solves that problem, because if you are inclusive, then
12 those decisions are made dynamically and they are made
13 collectively.

14 And so whatever that balance is, like how
15 patient to be with the process and when you absolutely
16 must act, that is something that is like adjudicated by
17 that collective, that inclusive collective. And that is
18 how I like reconcile it in my own brain. I just wanted to
19 share that.

20 MS. HUFFMAN: Yes. I love that. Thank you.

21 Kris, you are up next, and then it will be
22 Vivian.

23 MR. STEELE: Thank you so much. I think Nneka
24 may have said it correctly. The thought I was thinking
25 about is acceptance.

1 The thing that we are struggling with, I think,
2 in many areas is not being willing to acknowledge. Maybe
3 that is a better word than accept, but acknowledge that we
4 have been wrong in the past. In the way that we have
5 structured our correctional system is not right.

6 And I have had like extensive conversations
7 with close friends to say, to pose a question of why are
8 people so unwilling to accept the injustice that currently
9 exists. And I think I have come to the conclusion it is
10 because nobody wants to feel wrong or have to confront
11 that and actually accept that.

12 And so another value that I would want to
13 extend or lift up is grace; not only for those that have
14 been impacted by a broken system, but also grace for those
15 who are having to work through realizing that their whole
16 world view is not absolutely correct. And I think that
17 that is hard.

18 And I know for me, you said patience,
19 Katharine. And I think that is exactly right, because I
20 am very impatient with those who are currently in power
21 and continue to uphold an oppressive system.

22 But the reality is if we are going to be
23 consistent -- at least, if I am going to be consistent, I
24 think that grace needs to be extended so that growth can
25 ultimately occur for everyone. And so I wanted to lift up

1 grace.

2 And then the final thought. I would just say
3 that when we are talking about values, I think it is so
4 important that vision also be a value that we uphold,
5 because as we consider what we do and where we go from
6 here, I think it is going to be very important that we are
7 able to see beyond ourselves and see beyond a system that
8 we may have only known in this country.

9 And to be able to think outside the box and
10 really look far down the road, to a structure that would
11 actually achieve the values that I think most people hold
12 dear is also very important. Thank you.

13 MS. HUFFMAN: Thank you, Kris. Thank you so
14 much.

15 So Vivian is up next. And just to let you all
16 know. I am doing my best Jeremy Travis impersonation
17 here. The folks in the queue following Vivian: Marcia,
18 Monica, and Deanna. And if other folks want to jump in,
19 please raise your hand.

20 So, Vivian, go ahead.

21 MS. NIXON: Thanks, Katharine. So, I wanted
22 to -- Monica really resonated with me when she felt like
23 she had to apologize for using the word "love." Like that
24 really resonated with me.

25 Like have we come that far as a group, as a

1 people, right, that we have to first apologize; I am about
2 to use the word "love." That I don't mean it in this
3 hokey, hokey way, because we have sometimes talked about
4 love in a way that is so shallow and so insignificant.

5 And a mentor came to my mind, who I had for
6 years and years, and she passed away a few years ago, but
7 I never thought about it the same way once she told me
8 this two-sentence story.

9 That you have to acknowledge that there are
10 different kinds of love. In the Greek language there are
11 like ten words for love.

12 And if you think about love the same way for
13 everything, you are going to treat human beings like they
14 are oranges. You can look at a perfectly ripe orange and
15 say, I love that orange. And then you peel away the skin
16 and throw it away, and you eat the juicy pulp and spit out
17 the seeds.

18 So, yes. Love can seem hokey when you treat it
19 like that. But I think we just, we need to define love
20 for ourselves and then figure out how to execute it.

21 MS. HUFFMAN: Thank you, Vivian. Thank you.

22 Marcia.

23 MS. RINCON-GALLARDO: So thank you, too. You
24 know, I am really listening and pay attention to the
25 different words of values everyone has been sharing so

1 far.

2 I wanted to go back to a couple that I felt
3 like maybe you know, the more in depth feeling that I was
4 having for some of this.

5 So the word "inclusivity," you know, way back
6 when I started first doing this work, it was reform work
7 back in the day, you know, when JDAI and all that reform
8 work of youth justice.

9 And I often heard my colleagues say to us, oh
10 you know, you don't have to do things, you know, specific
11 to poor Latinos, because you know, we are doing it for all
12 kids. And the thing was that in fact, no, we had to be
13 insistent that inclusivity meant inclusivity in the way in
14 which we need to be present, so that in fact we use this
15 word that is a Mayan precept called In Lak'ech, which
16 translated is, you are my other me.

17 And it is a philosophy; it is a way of living.
18 Yo te quiero, tu me quieras: I care for you, you care
19 for me. And so the ways, you know, these are all
20 teachings from our ancestors coming forward.

21 So we go back, because we remember our
22 ancestors did not use cages. We are trying to find all of
23 the, you know, formal ways to prove that in fact our
24 ancestors didn't use cages, that they didn't build
25 prisons, right.

1 Because in fact, our ancestors used other ways
2 of correcting and or responding to when people hurt us or
3 hurt each other or hurt our communities. And so when we
4 think about then too, inclusivity then for us means also
5 giving the space to really do the things that we know how
6 to do them, in the ways that connect us to that lineage of
7 ancestry.

8 But the other piece is about reparations.
9 Reparations, you know, it is a word being used a lot these
10 days. And for original people, it is the having been
11 taken. Everything from having taken the land, to our
12 language, to the genocide.

13 And reparations, because when you think about
14 the prison industrial complex, there is some really great
15 work being done by a colleague of ours, Kelly Lyttle
16 Hernandez, the City of Angels, where she talks about the
17 million dollar hoods and millions of dollars being taken
18 from our Brown and Black families, right.

19 And people wonder why, why can't our families
20 buy homes? Why can't they send their kids off to college?

21 Why can't they have health care? Well, we have been
22 sustaining the very institutions that incarcerate us.

23 We have been building those. They have been
24 taking that money from us in fees, in bail, in all these
25 different ways, leading us with nothing. Nothing. Right.

1 And so reparations, yes. I want to have a
2 conversation about reparations. Reparations for the land
3 taken, for our language taken, for the genocide. And you
4 know, those are things that I think we all hold near and
5 dear.

6 And there is no Olympic oppression here. It is
7 really about the oppression that has happened in such
8 profound ways, the brutality, that there is a need for
9 conversation to talk about reparations for all of our
10 people that have been oppressed and left with nothing. So
11 I will stop there.

12 MS. HUFFMAN: Thank you, Marcia. Thank you so
13 much. So we are going to turn to Monica and Deanna. If
14 anyone else does want to get in the queue, please jump in.

15 And we should have time for maybe one or two more people,
16 and then we will hand it over to Bruce so we can wrap up
17 on time tonight.

18 But, Monica, over to you.

19 MS. BELL: Yes. I just wanted to jump in, in
20 this conversation. It is two things.

21 One is this conversation about inclusion. I
22 think inclusion and inclusiveness, you know, those are
23 really important. But just in terms of defining them, I
24 think it is really important to think about power in that
25 inclusiveness, because it is so easy for inclusion to

1 become -- you know, I was thinking about Keeanga Yamahtta
2 Taylor's *Race for Profit* book, like the idea of predatory
3 inclusion. And I mean that is about housing policy.

4 And I think there is a way in which these, you
5 know, criminal legal system discussion circles -- it's
6 like, well, you know, we need to have some directly
7 affected people at the table. But like what does it mean
8 to be at the table if, you know, a voice and decision-
9 making power are not there. And so that I think is
10 critical for talking about inclusion in a responsible way.

11 The other thing, I was really interested in
12 what Kris was saying about grace, because grace is
13 something I care a lot about in my interactions with
14 people.

15 But I think sometimes my personal concern about
16 being gracious keeps me from being as honest as I need to
17 be. And I think -- so I guess the broader conversation is
18 like these values -- all these values are great.

19 Sometimes they are going to run against each
20 other in ways, and so I think a piece of the conversation
21 I would like to see continue is like how to think through
22 like, opposing values that are really important at the
23 same time.

24 MS. HUFFMAN: Yes. Great. Thank you, Monica.
25 Thank you so much.

1 So let's turn to Deanna. We will let you go
2 next.

3 MS. HOSKINS: Thank you, Katharine. I wanted
4 to dive a little deeper when Nneka talked about, you know,
5 acknowledging current white supremacy, but push it even
6 more to even identifying just the current implicit bias
7 and how we operate in the name of progression or
8 reimagining.

9 And I was reading the notes, thinking about
10 this project has been going on for three years. Many
11 people have come and, you know, kind of been a participant
12 in it, and we all have our different positions that we do.

13 Some of us are service providers, educators, medical
14 doctors.

15 But some have been people in positions to make
16 a decision to reimagine how they prosecute, how they do
17 different things of that nature, so it took me back to
18 that word of courage, because it is starting to feel --
19 when I look out, it's starting to feel as if as Black
20 people, we only make the news when there is an incident of
21 violence with the police; right?

22 And I want to -- I am going to use an example
23 so I am not talking in abstract. Even in the Breanna
24 Taylor case, her boyfriend wasn't exonerated of the
25 charges of the situation. He wasn't presumed innocent as

1 bail should have been that he had to come. We are still
2 having cases of this.

3 Diamond Ford in Florida. Police coming to her
4 house, her standing her ground, being a registered gun
5 owner. Once she acknowledged that it was the police, she
6 was able to actually come out and surrender, but still
7 faced charges of attempted murder on the law enforcement
8 for trying to defend herself.

9 That presumption isn't there. So I am
10 wondering. We come to this processes or these convenings,
11 saying we are progressive; we want to be progressive, but
12 then go back to our respective ways, and maintain the
13 status quo, not having the courage to push the envelope to
14 say something is different here.

15 I want to respond different as the person in
16 power to make this decision. And so that is where I am
17 asking where the courage comes in at, because I think it
18 is easy and safe in this space to say I am progressive.
19 But then when I go back to my colleagues and my
20 environment where I am, I maintain the status oppressive
21 systems that are in place; I don't have that courage.

22 And I guess what I want to push on is how do we
23 make that statement for everyone, even people who are
24 maybe trying to have courage. But once they get back into
25 their system, because they are in a position to make a

1 change, how do we support them to be able to stand in
2 that, and pushing in that kind of way.

3 And I don't know if that made sense. But I am
4 just saying that, that people in power, it's easy to come
5 to the Square One table and say, I am progressive, I want
6 to change. I am pretty far arrested; I want to actually
7 push the envelope.

8 But when I give back to my system in my state,
9 I am kind of a lone ranger, and I don't have the courage
10 to stand up and push the envelope. But it falls on Black
11 people in your area when that oppression is maintained.

12 MS. HUFFMAN: Yes. Thank you, Deanna. And I
13 am seeing Bruce's insistent wave.

14 Bruce, go ahead.

15 MR. WESTERN: I just wanted to share, like when
16 you were speaking, Deanna, my heart started racing a
17 little bit. And I feel you are putting your finger on
18 something really important, and I would love to process
19 that as a group.

20 And I partly I hear you saying -- and you are
21 right. The people around this table and who have been
22 part of this project do occupy positions of power and
23 influence. But maybe we are not fully living the
24 aspirations that we share when we come around this table.

25

1 And I want to understand just for myself,
2 right, how I can do that better. So I would love to just
3 process that more, and I hope we can return to that,
4 because I think it is such an important question.

5 MS. HUFFMAN: Thank you, Bruce, others. I
6 mean, I think that is right. And I think that is
7 something that -- we should return to that question
8 throughout our time together and also in other contexts as
9 well.

10 Do others have thoughts on that, or other
11 reactions before we turn to Bruce for a little bit of a
12 wrap-up of our conversation today?

13 (No response.)

14 MS. HUFFMAN: Great. Okay. Well, with that
15 then, Bruce, I will invite you to tell us a little bit
16 about what you have heard today so far and especially
17 rising off of that question that Deanna just posed for us.

18 MR. WESTERN: Yes, yes. I think we are off to
19 a flying start. We sort of hit the ground running. And
20 my only regret is that, you know, we are not in person,
21 because we would then go to dinner and break some bread
22 and have a drink and continue this conversation, a few of
23 us late into the night.

24 So this is -- three big things I saw coming out
25 of people's comments. One is what are our basic value

1 that we wanted to bring to the table to start this
2 roundtable.

3 One was in different ways I think people were
4 talking about connection, our connectedness to each other.

5 We value that. And all of the failures of our prisons
6 and policing and the courts have pulled us apart, and we
7 are affirming a belief in our humanity with our shared
8 status as people.

9 When we talk about -- Courtney used the word
10 "humanity." Dona spoke about inclusion. Monica did too.

11 Eric talked about the intergenerational nature of
12 connection.

13 Love, of course, is a fundamentally relational
14 concept. And Deanna spoke about respect, and respect,
15 too, is a statement of the quality of our relationship to
16 each other, and so connection, our relationships to each
17 other in which we deal with each other through a sense of
18 mutual feeling, fellow feeling and fellow regard. And we
19 come to those relationships empowered.

20 The second thing: In different ways, we talked
21 about a space for our human activities; not so much what
22 we do with each other, but what we do ourselves. What
23 brings us joy, Vivian spoke about.

24 And to me this was a value that underscored our
25 creativity and our human agency, and that is not

1 necessarily a social concept. Solitude, I would put in
2 that same group of values. We are free to explore our own
3 human potential, our own capacity for human action.

4 And one of those -- and we talked about this in
5 different ways throughout. One of those human capacities
6 is courage. Right. That is -- this is a statement about
7 our own human agency.

8 Dona spoke about this, Deanna spoke about this
9 as well. So, connection, relationship to self,
10 relationship to others, our human potential, our capacity
11 for joy and agency; that is our relationship to ourselves.

12 The third thing, the third big thing that I
13 picked up on was truth-telling. And truth-telling came up
14 in a variety of ways.

15 Kris spoke about guilt and confession. And in
16 Oklahoma he says we need to confess what we have done. We
17 need to tell the truth about our history.

18 Eric Cumberbatch also spoke about truth. The
19 truth-telling I think Susan did too. Truth-telling is
20 about our relationship to our history. Marcia spoke about
21 the connection to our ancestors.

22 So our social solidarity, relationship to
23 others, our human potential, our capacity for joy, our
24 relationship to self. Truth-telling is our relationship
25 to history.

1 And in different ways I think people were
2 talking about healing projects in each of these areas. We
3 need to heal our relationships with others, restore social
4 solidarity. We need to heal our relationship to our self.

5 We need to empower ourself to be agentic, and
6 creative, and joyful in our life, and we need to repair
7 our relationship to history. And this was the context in
8 which Marcia was talking about, reparations.

9 All of these ideas are dynamic. Right. And we
10 think about these values oftentimes as sort of bedrock
11 principles, static. But the key thing that I take away
12 from all of our conversation is that our values put us in
13 motion, they move us forward.

14 Monica started this thread in others, picked it
15 up to -- Hegel said, Truth is not in being, but in
16 becoming. And I think our values put us in motion in this
17 way in which we are becoming.

18 So that was my take on this utterly brilliant
19 conversation, this brilliant starting point for the work
20 that we are going to do over the next few days.

21 MS. HUFFMAN: Bruce, thank you. Thank you so
22 much for that and for helping give us some connections
23 among some of those ideas. You know, I am really, really
24 excited as I think about what our agenda looks like for
25 the next few days together and as we move through this

1 conversation.

2 You know, the ways in which we can think about
3 these different values; what they mean in the context of
4 past, present, and future; what they do in order to bring
5 us together, and to give us concrete ways in which we can
6 have the courage to move forward and to actually bring
7 them to life, in our daily lives, and in our daily work as
8 well, I am just really, really looking forward to that.

9 I want to pause and just give -- if anyone has
10 any last comments you want to make quickly, please do. We
11 want to invite that, and then we will wrap up. Any final
12 thoughts to invoke as we finish our time together today?

13 (No response.)

14 MS. HUFFMAN: Great. Well, with that then, we
15 will be joining again tomorrow at noon, Eastern Time.
16 Folks can certainly join a few minutes ahead of time.
17 Sukyi and our colleague Evie will be online. If you have
18 had any trouble with technology or anything else today,
19 please just reach out, and we are happy to help
20 troubleshoot in any way, and we will be again.

21 Tomorrow we are talking about the role of
22 values with Monica and Leah Wright-Rigueur and then
23 talking about the values of justice with opening thoughts
24 from Abbey, Keith Wattle, and Fatima tomorrow afternoon.

25 You all have the readings that Sukyi has sent

1 out. Everything is available online, with the exception
2 of there is one paper that is in your packet that is
3 written by Monica that is pre-publication, so it is
4 available to you all, but not yet on the website and won't
5 be until after it is published. So I just want to point
6 that out so you can be sure to know that there is one
7 piece that shouldn't be shared but that also isn't
8 available on the website, if that is where you are
9 looking.

10 So we will look forward to the conversation
11 tomorrow. We are going to wrap up now. If I can ask
12 folks just to sort of hang on for just one minute after we
13 wrap up, just for some additional housekeeping, we will
14 finish up for the day.

15 Huge thanks to all of you for the beginning of
16 this process. Looking forward to seeing you all again
17 tomorrow, as well as some of our other colleagues who
18 weren't able to join today.

19 And again, just enormous huge thanks to Sukyi
20 for her brilliant leadership and production of this entire
21 event. It is not an overstatement to say we would not be
22 here without Sukyi. So with that, thank you all so much,
23 and looking forward to tomorrow.

24 (Whereupon, the roundtable was recessed, to
25 resume April 16, 2021.)

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C E R T I F I C A T E

MEETING OF: The Square One Project
LOCATION: via Zoom
DATE: April 15, 2021

I do hereby certify that the foregoing pages,
numbers 1 through 71, inclusive, are the true, accurate,
and complete transcript prepared from the verbal recording
made by electronic recording by Latrice Porter.

DATE: April 26, 2021

/s/ Carol Bourgeois
(Transcriber)

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