

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

BEFORE THE  
PHILADELPHIA CITY COMMISSIONER  
\* \* \* \* \*  
IN RE: PHILADELPHIA CITY COMMISSIONERS  
RETURN BOARD MEETING  
\* \* \* \* \*

BEFORE: OMAR SABIR, Chair  
Catherine "Catrina" Vera, Assistant to the  
Chair  
Lisa Deeley, Vice Chair  
Seth Bluestein, Secretary/Commissioner  
HEARING: Monday, June 8, 2026  
12:00 p.m.  
LOCATION: Philadelphia City Commissioners Election  
Warehouse  
11311 Roosevelt Boulevard  
Philadelphia, PA 19154  
SPEAKER: Wei Chen, Vivian Chang, Al Shariff Nassif

Reporter: Haley Allen

Any reproduction of this transcript  
is prohibited without authorization  
by the certifying agency.

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

A P P E A R A N C E S

CATHERINE "CATRINA" VERA, ESQUIRE  
Klehr, Harrison, Harvey & Banzburg, LLP  
1835 Market Street  
Suite 1400  
Philadelphia, PA 19103

COUNSEL FOR PHILADELPHIA CITY COMMISSIONERS

PATRICK STEGEMOELLER, ESQUIRE  
Asian American Legal Defense and Education Fund  
Senior Staff Attorney, Voting Rights  
99 Hudson Street, 12th Floor  
New York, NY 10013-2815

COUNSEL FOR ASIAN AMERICAN LEGAL DEFENSE AND  
EDUCATION FUND

ALSO PRESENT:

AL SHARIFF NASSIF, Taxpayer on behalf of All Voting is  
Local and Coalition Citizens for Language Access  
WEI CHEN, Civil Engagement Director with Asian  
Americans United and Community Person of South  
Philadelphia  
VIVIAN CHANG, Executive Director of Asian Americans  
United

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

I N D E X

OPENING REMARKS

By Chair

5 - 6

PRESENTATION

By Mr. Chen

6 - 9

PRESENTATION

By Ms. Chang

9 - 14

PRESENTATION

By Attorney Stegemoeller

14 - 16

PRESENTATION

By Attorney Nassif

16 - 18

DISCUSSION AMONG PARTIES

18 - 21

CERTIFICATE

22

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

E X H I B I T S

Number	Description	Page Offered	Page Admitted
	NONE OFFERED		

## P R O C E E D I N G S

-----

CHAIR: Good afternoon. I call to order the meeting of the Philadelphia City Commissioners Return Board for Monday, June 8, 2026. This meeting is in compliance with the Pennsylvania Sunshine Act. Philadelphia City Commissioners, our three member Bipartisan Board of elected officials in charge of Elections, Board of Registrations for the City of Philadelphia.

Each Commissioner is elected to serve a four-year term that coincides with the municipal election cycle for Mayor and City Council. The Commissioner set and enforce departmental policies to administer voter registration and conduct elections in accordance with federal and state voter registration and election laws.

City Commissioners were created by the Pennsylvania Assembly in 1711, but they focused on taxation and held various regulatory powers throughout the centuries. The Commissioners started maintaining voter lists in 1799 and took on more election-related responsibility, but didn't emerge in its current form until the adoption of Philadelphia's Home Rule Charter in

1 1951.

2 We will start off with public comments.  
3 Before beginning their comments, commenters shall  
4 state where they live or if they are not a  
5 resident of Philadelphia, that they are a  
6 Philadelphia taxpayer. Public comment is not an  
7 opportunity for dialogue or Q and A. It is public  
8 comment, a chance for you to tell us what you  
9 think. Each speaker will have two minutes to  
10 speak. However, I may extend the time at my  
11 discretion. Public comment must concern matters  
12 on today's meeting agenda.

13 Finally, it is my responsibility to preserve  
14 the order and decorum of the meetings as such  
15 profane, slanderous, discriminatory, personal  
16 attacks will not be tolerated. If you wish to  
17 make a public objection to a perceived Sunshine  
18 Act violation, please raise your hand and I will  
19 recognize you. Outbursts will not be tolerated.  
20 Anyone wishing to offer public comment, please  
21 step forward.

22 MR. CHEN: May I speak?

23 CHAIR: Yes, you may.

24 MR. CHEN: Good afternoon and thank you for  
25 having me be here to testifying. My name is Wei

1 Chen. I'm a Civic Engagement Director with the  
2 Asian Americans United. Also, I'm a community  
3 person of South Philadelphia living in South  
4 Philly.

5 I'm here today to highlight the fundamental  
6 issue that continue to undermine the voting right  
7 of the Asian American community in Philadelphia;  
8 the persistence of the failure to providing  
9 meaningful language access. We are here today to  
10 --- we're here today because we urge that --- we  
11 urge there's to be concrete measures to be taking  
12 ahead of the general election.

13 Since 2021, the City has been legal request  
14 to provide effective and language access to  
15 Chinese-speaking voters in every election cycle.  
16 We continue to document poll location with no  
17 interpreter at all. For interpreter who did not  
18 speak the dialogue with the right language voter  
19 actually used. Even the interpreter are present,  
20 the voter often could not have no way to know it  
21 because there's no sign, no visibility and no  
22 proactive outreach.

23 As one of the poll workers tell us, we don't  
24 --- we don't have any non-English voter in our  
25 world. The statement that is both incorrect and

1 deeply is encouraged navigate English provision  
2 holder. This action is a key problem with  
3 citywide shortage of translation material, Chinese  
4 body --- Chinese symbol body was missing across  
5 the city, with only one copy per division at the  
6 many sites. A few translation material would  
7 exist where --- at the place behind polling  
8 workers, the people were deep inside the building  
9 where the voter could not find.

10           Something as simple as place, a voting here  
11 sign at the street-level or floor post additional  
12 sample bullet at the entry making meaningful  
13 difference. LAP voter also recognized a pin  
14 sample by the paper. So more of the --- each, you  
15 know, solve of the problem. Language barrier  
16 prevents a voter from understanding their ballot,  
17 navigating polling location and also exercising  
18 their right and their democracy. When the  
19 language acts failed, democracy failed, our  
20 community was disrespected.

21           We are asking City Commissioner Office to  
22 taking this seriously, ensure the interpreter  
23 present and in the right polling location, visible  
24 and grant the --- guarantee the translation  
25 material are fully stocked in a sentinel as a

1 trade --- and trade poll worker as they understand  
2 that both law and they meet the needs of the  
3 community they serve.

4 The right to vote should never depend on the  
5 language they speak in or the polling worker you  
6 encounter. Thank you.

7 CHAIR: Thank you, appreciate it. Is there  
8 anybody else?

9 MR. CHEN: I'd like to thank you all for  
10 coming out. We appreciate it.

11 MS. CHANG: Yeah, thanks for having us.

12 MR. CHEN: We don't get that many visitors.

13 MS. CHANG: I know. Exploring new places in  
14 the northeast. So thank you for the chance to  
15 speak. My name is Vivian Chang, I live in the  
16 Chinatown North neighborhood and I'm the Executive  
17 Director of Asian Americans United.

18 So continuing on what Wei's testimony  
19 shared, we want to focus on basically barriers  
20 that are created for limited English proficient  
21 voters, especially Asian American voters that we  
22 work with.

23 There are real training gaps and especially,  
24 kind of, dangerous attitudes among poll workers  
25 that create these barriers. I've been part of the

1 Poll Monitoring Team for several election cycles,  
2 and unfortunately seen these persist.

3 So what we've documented, for example, is  
4 that some poll workers dismiss the need for  
5 interpreters. So when we ask them about, you  
6 know, what they --- what languages --- or what  
7 language materials they provide or whether they  
8 think that this is something that they need, we've  
9 had poll workers who say, just like Wei said, they  
10 don't have any non-English speakers in their ward.  
11 And that's physically possible. But that kind of  
12 perspective could create these barriers where  
13 non-English-speaking or limited English-speaking  
14 voters don't all feel comfortable voting at those  
15 polls or reaching out.

16 Also on Penn's campus, that we've always  
17 visit a few sites, and there's a lot of  
18 international students or just folks who might be  
19 working there. And the attitude there is like,  
20 well, everyone has to pass this English exam so  
21 they don't need this help. But we're supposed to  
22 be a welcoming city, so ---. We have to be able  
23 to kind of address this through a lot of training  
24 gaps because these --- these are assumptions.  
25 And, you know, for some folks, maybe they've been

1 working this for a long time and their  
2 neighborhood changes; they don't realize like,  
3 hey, I have more immigrants or more new citizens  
4 in my neighborhood. And as these assumptions keep  
5 persisting, that discourages voters from seeking  
6 help.

7 This is also misinformation and is now, you  
8 know, already adding to the escalations from  
9 impacts from ICE and myths about noncitizens  
10 voting. So we want folks who are naturalized  
11 citizens to feel like they have the right and they  
12 have the power to be at the polls as well. So  
13 these training gaps have serious consequences.

14 In addition to language access, one of our  
15 youth, it was a first-time voter, she just turned  
16 18, but she was denied a ballot at first because a  
17 poll worker told her that her student ID did not  
18 count as a photo ID.

19 When she produced a second id, she was still  
20 issued a wrong ballot because the poll, the  
21 electronic book, did not show her party  
22 affiliation even though she registered properly.  
23 So instead of resolving that issue, the poll  
24 worker said, we'll fix it for November, just vote  
25 the nonpartisan ballot today. And they accused

1 the voter of trying to vote twice when she tried  
2 to fix the problem after calling us.

3 So these are not isolated incidents. And if  
4 that 18-year-old kid had not known to call AAU,  
5 she would have just lost the right that day on the  
6 very first time voting. So these are often very  
7 systemic relations to training. So poll workers,  
8 unfortunately many don't know what materials are  
9 in their boxes. They're --- they're don't know  
10 how interpreters get assigned or why they may or  
11 might not be there today. They often don't  
12 necessarily use the language hotline.

13 So this reflects like --- a lot of times  
14 it's like, yes, folks think, okay, I've done this  
15 for years and years. Or maybe the training is  
16 kind of like a thing you just go to and you're not  
17 really listening to. But these are really, really  
18 important issues, especially as we want to stay a  
19 welcoming city.

20 Other things we've seen and things that the  
21 comprehensive training needs to cover is like what  
22 materials are provided, how do you use it. I  
23 think again, a lot of folks might be familiar with  
24 some of it, but they're really not necessarily  
25 going through at that level of detail. Training

1 should cover how interpreters should be working,  
2 where they should be sitting visible to the  
3 voters. I think sometimes there's not enough  
4 interaction between poll workers and interpreters.  
5 They should also cover in training, like, how do  
6 you identify and assist limited English proficient  
7 voters? Sometimes folks leave it up to the  
8 interpreter or if they don't have any, again, they  
9 just assume, well, there's no LEP voters at my  
10 location.

11 Training should also cover how to resolve ID  
12 and ballot issues correctly and just, you know,  
13 basically, like, how do we treat voters with  
14 respect? How do we be more opening, and welcoming  
15 and not just, kind of, like receive whoever comes  
16 in here whether they come or not?

17 So, yeah, we were --- we just really  
18 appreciate you all taking the time to listen. We  
19 also appreciate Commissioner Bluestein coming out  
20 and just, like, visiting polls with us because I  
21 think even I was like, oh, yeah, I'm sure it works  
22 this way or that. But seeing it every day on, you  
23 know, election day, it, like, really helps kind of  
24 understand, okay, what does it look like for a  
25 voter, especially a new voter, or especially

1 someone who is interacting with our civic systems  
2 on election day, and they're like, oh, I don't  
3 know how to interact with this person? I may not  
4 be able to speak this confidently enough.

5 So, yeah, we just appreciate you all taking  
6 the time to listen today and definitely encourage,  
7 you know, to reach out and definitely want to be  
8 in touch. Thank you.

9 CHAIR: Sure.

10 ATTORNEY STEGEMOELLER: Hello,  
11 Commissioners. Thank you very much for having me.  
12 My name is Patrick Stegemoeller. I am not a  
13 taxpaying resident of Philadelphia, not because I  
14 don't pay taxes, but because I'm not a resident.  
15 I am a Voting Rights Attorney with the Asian  
16 American Legal Defense Fund. I have been working  
17 in Philadelphia for the past five years to expand  
18 language access and help the City reach the goal  
19 of compliance with all State and Federal Voting  
20 Rights Acts.

21 And to follow-up on the testimony from my  
22 friends at AAU, I would like to read into the  
23 record five clear recommendations that AALDEF can  
24 give to the City to ensure compliance with its  
25 federal obligations under Section 203 and Help

1 America Votes (sic) Act.

2 This is part of a observation letter that we  
3 recently just filed with your offices and put into  
4 the record. But I'd like to read these five  
5 recommendations in as well.

6 First, improve poll site signage and  
7 visibility. Ensure all polling sites have  
8 multiple visible vote here signs with a ward  
9 division listings and notices indicating the  
10 availability of interpreters and sample ballots in  
11 all relevant covered languages, which in  
12 Philadelphia would be Chinese and Spanish.

13 Second, ensure adequate translated  
14 materials, which means providing sufficient  
15 quantities of translated sample ballots and ensure  
16 that they are prominently displayed and accessible  
17 to voters.

18 Third, strengthen interpreter programs,  
19 increase interpreter coverage, ensure proper  
20 placement at --- near entrances so that voters are  
21 able to actually access the interpretive services  
22 available to them and require proactive engagement  
23 with voters.

24 Fourth, enhanced poll worker training,  
25 provide updated comprehensive training on language

1 access requirements, interpreter coordination and  
2 voter assistance protocols.

3 Finally, fifth, expand preelection outreach,  
4 distribute multilingual materials in community  
5 spaces and notify voters about the availability of  
6 interpreters and language assistance services in  
7 advance of upcoming elections. Thank you all  
8 again for your time. Thank you for your  
9 commitment to ensuring the people of Philadelphia  
10 are able to vote in accordance with their state  
11 and federal rights. And have a great rest for  
12 meeting.

13 CHAIR: Thank you. Anyone else?

14 MR. NASSIF: Good afternoon, Commissioners.  
15 My name is Al Sharif Nassif. I've been a taxpayer  
16 based in West Philadelphia for much of the last  
17 decade. And I'm here on behalf of the  
18 organization All Voting is Local as well as the  
19 Coalition Citizens for Language Access. Both are  
20 dedicated to protecting the franchise and ensuring  
21 the right to vote for all the Philadelphians.

22 First, I do want to thank really all of you  
23 for the --- the challenging and sometimes  
24 thankless work of the Commission. When over a  
25 dozen community-led organizations asked for

1 increased language accessibility and voting, the  
2 Commission acted and you passed the Language  
3 Access Accessibility Motion expansion unanimously  
4 or bipartisan effort. You tripled the languages  
5 that are --- of our election materials and  
6 improved access to the ballot for at least 47,000  
7 and maybe up to 87,000 Philadelphia citizens of  
8 voting age or limited English proficiency. And  
9 this is according to the U.S. Census Bureau.

10 And you all created the Language Access  
11 Advisory Committee to keep this work moving  
12 forward so that Philadelphia can set the standard  
13 for best practice in the birthplace of American  
14 democracy. And we're all here today because we  
15 believe in that promise and we stand ready to  
16 build upon that promise that you've already taken  
17 steps toward.

18 And so I just want to make a few asks.  
19 First, let's reconvene the Advisory Committee.  
20 The members hold deep expertise across our  
21 language communities and the City needs --- needs  
22 them back at the table.

23 Second, let's bring the full capacity of all  
24 three offices into dialogue with that committee.  
25 This work shouldn't rest on just one office. It

1 gets strongest when the labor is shared. Let's  
2 all work together to implement the Commission's  
3 policy.

4 And third, let's just consider the steps  
5 necessary for Philadelphia to fully comply with  
6 federal voting rights law, especially Section 203  
7 of the Voting Rights Act, which requires language,  
8 Chinese language accessibility. Members of the  
9 Advisory Board and supporting organizations, we  
10 stand ready to help address any barriers that  
11 might affect Chinese Philadelphia voters. And,  
12 you know, it's our strong preference to work  
13 constructively and collaboratively to ensure  
14 compliance and to troubleshoot.

15 And, you know, given the history of the  
16 positive steps of the Commission, there's no doubt  
17 that we'll have --- you know, we have full  
18 confidence that we'll see this momentum move  
19 forward and we look forward to collaborating.  
20 Thank you.

21 CHAIR: Anybody else public comment? Thank  
22 you for the comments everyone. We definitely look  
23 forward to getting our --- rolling up our sleeves  
24 and doing work, we don't go fishing after  
25 elections, you know, this department, we work

1 hard. So let's work together as we move the  
2 system.

3 Secretary Bluestein, were there any email  
4 public comments?

5 COMMISSIONER BLUESTEIN: Thank you,  
6 Chairman. All comments that were emailed were  
7 shared with the Commissioners, and Deputies and  
8 have been provided to each Commissioner at the  
9 beginning of the meeting. They're also available  
10 at the public comment table. We request received  
11 one comment for this week's meeting from Leah Wong  
12 of AALDEF related to language accessibility  
13 observations on election day.

14 I've reviewed the comment and asked that it  
15 be moved into the record.

16 COMMISSIONER BLUESTEIN: I've also reviewed  
17 them.

18 VICE CHAIR: I've also reviewed them and  
19 agree that they should be moved into the record.

20 CHAIR: We will now proceed to new business.  
21 The Board will now sign the certification for the  
22 May 19, 2026 primary election.

23 Any additional comments by Commissioners?

24 ---

25 (WHEREUPON, A PAUSE IN THE RECORD WAS HELD.)

1

---

2

3

4

5

CHAIR: We will now move to the additional comments by Commissioners. All right, Ms. Deeley, do we have any other business related to the meeting?

6

VICE CHAIR: I have none. Thank you.

7

8

CHAIR: Secretary Bluestein, do you have any business to related to this meeting?

9

10

COMMISSIONER BLUESTEIN: I have none, thank you.

11

12

13

14

15

16

17

18

CHAIR: I would like to thank all the staff working tirelessly and have a successful election. Election results, we were at --- I believe we were at 99 percent before midnight. So kudos to the changes that we're making. Again, staff definitely want you all to feel free to experience, you know, new things when it comes to our elections.

19

20

21

22

23

24

25

When I first was elected, one of the things with older staffers were always telling me was that the way we've been doing things because we've always been doing it this way, wasn't of no clear reason. So, again, keep coming up with new innovation needed ideas for us to give the citizens of Philadelphia the election. Okay.

1 Thank you, Commissioners. As always, my  
2 colleagues, I really appreciate you all. I know  
3 it's not easy being at the top. You know, you  
4 talked about things like death threats and  
5 scrutiny. You know, it's very hard to be a  
6 Commissioner in the City of Philadelphia. So Vice  
7 Chair, Ms. Deeley, I thank you for your service.  
8 Secretary Bluestein, I appreciate you for your  
9 service as well.

10 A motion to adjourn this meeting of the  
11 Return Board. Is there a second?

12 VICE CHAIR: Second.

13 CHAIR: Secretary Bluestein, please call the  
14 roll.

15 COMMISSIONER BLUESTEIN: Vice Chair Heeley?

16 MS. HEELEY: Aye.

17 COMMISSIONER BLUESTEIN: I vote aye.  
18 Chairman Sabir?

19 CHAIR: Aye. Meeting is adjourned.

20 \* \* \* \* \*

21 HEARING CONCLUDED AT 12:21 P.M.

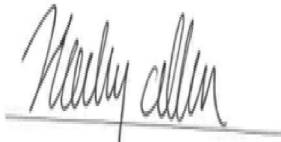
22 \* \* \* \* \*

23  
24  
25

## CERTIFICATE

I hereby certify, as the stenographic reporter,  
that the foregoing proceedings were taken  
stenographically by me, and thereafter reduced to  
typewriting by me or under my direction; and that this  
transcript is a true and accurate record to the best of  
my ability.

Dated the 9th day of June, 2026



Haley Allen,

Court Reporter

<b>1</b>	<b>acts</b> 8:19 14:20	<b>B</b>
<b>1711</b> 5:19	<b>adding</b> 11:8	<b>back</b> 17:22
<b>1799</b> 5:22	<b>addition</b> 11:14	<b>ballot</b> 8:16 11:16,20,25 13:12 17:6
<b>18</b> 11:16	<b>additional</b> 8:11 19:23	<b>ballots</b> 15:10,15
<b>18-year-old</b> 12:4	<b>address</b> 10:23 18:10	<b>barrier</b> 8:15
<b>19</b> 19:22	<b>adequate</b> 15:13	<b>barriers</b> 9:19,25 10:12 18:10
<b>1951</b> 6:1	<b>administer</b> 5:15	<b>based</b> 16:16
<b>2</b>	<b>adoption</b> 5:25	<b>basically</b> 9:19 13:13
<b>2021</b> 7:13	<b>advance</b> 16:7	<b>beginning</b> 6:3 19:9
<b>2026</b> 5:5 19:22	<b>Advisory</b> 17:11,19 18:9	<b>behalf</b> 16:17
<b>203</b> 14:25 18:6	<b>affect</b> 18:11	<b>bipartisan</b> 5:8 17:4
<b>4</b>	<b>affiliation</b> 11:22	<b>birthplace</b> 17:13
<b>47,000</b> 17:6	<b>afternoon</b> 5:3 6:24 16:14	<b>Bluestein</b> 13:19 19:3,5,16
<b>8</b>	<b>age</b> 17:8	<b>Board</b> 5:5,8,9 18:9 19:21
<b>8</b> 5:5	<b>agenda</b> 6:12	<b>body</b> 8:4
<b>87,000</b> 17:7	<b>agree</b> 19:19	<b>book</b> 11:21
<b>A</b>	<b>ahead</b> 7:12	<b>boxes</b> 12:9
<b>AALDEF</b> 14:23 19:12	<b>America</b> 15:1	<b>bring</b> 17:23
<b>AAU</b> 12:4 14:22	<b>American</b> 7:7 9:21 14:16 17:13	<b>build</b> 17:16
<b>access</b> 7:9,14 11:14 14:18 15:21 16:1,19 17:3,6,10	<b>Americans</b> 7:2 9:17	<b>building</b> 8:8
<b>accessibility</b> 17:1,3 18:8 19:12	<b>Asian</b> 7:2,7 9:17,21 14:15	<b>bullet</b> 8:12
<b>accessible</b> 15:16	<b>asks</b> 17:18	<b>Bureau</b> 17:9
<b>accordance</b> 5:16 16:10	<b>Assembly</b> 5:19	<b>business</b> 19:20
<b>accused</b> 11:25	<b>assigned</b> 12:10	<b>C</b>
<b>Act</b> 5:7 6:18 15:1 18:7	<b>assist</b> 13:6	<b>call</b> 5:3 12:4
<b>acted</b> 17:2	<b>assistance</b> 16:2,6	<b>calling</b> 12:2
<b>action</b> 8:2	<b>assume</b> 13:9	<b>campus</b> 10:16
	<b>assumptions</b> 10:24 11:4	<b>capacity</b> 17:23
	<b>attacks</b> 6:16	<b>Census</b> 17:9
	<b>attitude</b> 10:19	<b>centuries</b> 5:21
	<b>attitudes</b> 9:24	
	<b>Attorney</b> 14:10,15	
	<b>availability</b> 15:10 16:5	

<b>certification</b> 19:21	8:21 13:19 19:5,8,16	<b>cycle</b> 5:13 7:15
<b>CHAIR</b> 5:3 6:23 9:7 14:9 16:13 18:21 19:18,20	<b>Commissioners</b> 5:4,7,18, 21 14:11 16:14 19:7,23	<b>cycles</b> 10:1
<b>Chairman</b> 19:6	<b>commitment</b> 16:9	<hr/> <b>D</b> <hr/>
<b>challenging</b> 16:23	<b>committee</b> 17:11,19,24	<b>dangerous</b> 9:24
<b>chance</b> 6:8 9:14	<b>communities</b> 17:21	<b>day</b> 12:5 13:22,23 14:2 19:13
<b>Chang</b> 9:11,13,15	<b>community</b> 7:2,7 8:20 9:3 16:4	<b>decade</b> 16:17
<b>charge</b> 5:9	<b>community-led</b> 16:25	<b>decorum</b> 6:14
<b>Charter</b> 5:25	<b>compliance</b> 5:6 14:19,24 18:14	<b>dedicated</b> 16:20
<b>Chen</b> 6:22,24 7:1 9:9,12	<b>comply</b> 18:5	<b>deep</b> 8:8 17:20
<b>Chinatown</b> 9:16	<b>comprehensive</b> 12:21 15:25	<b>deeply</b> 8:1
<b>Chinese</b> 8:3,4 15:12 18:8, 11	<b>concern</b> 6:11	<b>Defense</b> 14:16
<b>Chinese-speaking</b> 7:15	<b>concrete</b> 7:11	<b>democracy</b> 8:18,19 17:14
<b>citizens</b> 11:3,11 16:19 17:7	<b>conduct</b> 5:15	<b>denied</b> 11:16
<b>city</b> 5:4,7,10,13,18 7:13 8:5,21 10:22 12:19 14:18, 24 17:21	<b>confidence</b> 18:18	<b>department</b> 18:25
<b>citywide</b> 8:3	<b>confidently</b> 14:4	<b>departmental</b> 5:14
<b>civic</b> 7:1 14:1	<b>consequences</b> 11:13	<b>depend</b> 9:4
<b>clear</b> 14:23	<b>constructively</b> 18:13	<b>Deputies</b> 19:7
<b>Coalition</b> 16:19	<b>continue</b> 7:6,16	<b>detail</b> 12:25
<b>coincides</b> 5:12	<b>continuing</b> 9:18	<b>dialogue</b> 6:7 7:18 17:24
<b>collaborating</b> 18:19	<b>coordination</b> 16:1	<b>difference</b> 8:13
<b>collaboratively</b> 18:13	<b>copy</b> 8:5	<b>Director</b> 7:1 9:17
<b>comfortable</b> 10:14	<b>correctly</b> 13:12	<b>discourages</b> 11:5
<b>comment</b> 6:6,8,11,20 18:21 19:10,11,14	<b>Council</b> 5:13	<b>discretion</b> 6:11
<b>commenters</b> 6:3	<b>count</b> 11:18	<b>discriminatory</b> 6:15
<b>comments</b> 6:2,3 18:22 19:4,6,23	<b>cover</b> 12:21 13:1,5,11	<b>dismiss</b> 10:4
<b>Commission</b> 16:24 17:2 18:16	<b>coverage</b> 15:19	<b>displayed</b> 15:16
<b>Commission's</b> 18:2	<b>covered</b> 15:11	<b>disrespected</b> 8:20
<b>Commissioner</b> 5:11,14	<b>create</b> 9:25 10:12	<b>distribute</b> 16:4
	<b>created</b> 5:18 9:20 17:10	<b>division</b> 8:5 15:9
	<b>current</b> 5:24	<b>document</b> 7:16
		<b>documented</b> 10:3

<b>doubt</b> 18:16	<b>exist</b> 8:7	<b>fully</b> 8:25 18:5
<b>dozen</b> 16:25	<b>expand</b> 14:17 16:3	<b>Fund</b> 14:16
<hr/>	<b>expansion</b> 17:3	<b>fundamental</b> 7:5
<b>E</b>	<b>expertise</b> 17:20	<hr/>
<hr/>	<b>Exploring</b> 9:13	<b>G</b>
<b>effective</b> 7:14	<b>extend</b> 6:10	<hr/>
<b>effort</b> 17:4	<hr/>	<b>gaps</b> 9:23 10:24 11:13
<b>elected</b> 5:8,11	<b>F</b>	<b>general</b> 7:12
<b>election</b> 5:13,17 7:12,15 10:1 13:23 14:2 17:5 19:13,22	<b>failed</b> 8:19	<b>give</b> 14:24
<b>election-related</b> 5:23	<b>failure</b> 7:8	<b>goal</b> 14:18
<b>elections</b> 5:9,16 16:7 18:25	<b>familiar</b> 12:23	<b>Good</b> 5:3 6:24 16:14
<b>electronic</b> 11:21	<b>federal</b> 5:16 14:19,25 16:11 18:6	<b>grant</b> 8:24
<b>email</b> 19:3	<b>feel</b> 10:14 11:11	<b>great</b> 16:11
<b>emailed</b> 19:6	<b>filed</b> 15:3	<b>guarantee</b> 8:24
<b>emerge</b> 5:24	<b>Finally</b> 6:13 16:3	<hr/>
<b>encounter</b> 9:6	<b>find</b> 8:9	<b>H</b>
<b>encourage</b> 14:6	<b>first-time</b> 11:15	<hr/>
<b>encouraged</b> 8:1	<b>fishing</b> 18:24	<b>hand</b> 6:18
<b>enforce</b> 5:14	<b>fix</b> 11:24 12:2	<b>hard</b> 19:1
<b>engagement</b> 7:1 15:22	<b>floor</b> 8:11	<b>held</b> 5:20 19:25
<b>English</b> 8:1 9:20 10:20 13:6 17:8	<b>focus</b> 9:19	<b>helps</b> 13:23
<b>English-speaking</b> 10:13	<b>focused</b> 5:19	<b>hey</b> 11:3
<b>enhanced</b> 15:24	<b>folks</b> 10:18,25 11:10 12:14,23 13:7	<b>highlight</b> 7:5
<b>ensure</b> 8:22 14:24 15:7, 13,15,19 18:13	<b>follow-up</b> 14:21	<b>history</b> 18:15
<b>ensuring</b> 16:9,20	<b>form</b> 5:24	<b>hold</b> 17:20
<b>entrances</b> 15:20	<b>forward</b> 6:21 17:12 18:19, 23	<b>holder</b> 8:2
<b>entry</b> 8:12	<b>four-year</b> 5:12	<b>Home</b> 5:25
<b>escalations</b> 11:8	<b>Fourth</b> 15:24	<b>hotline</b> 12:12
<b>exam</b> 10:20	<b>franchise</b> 16:20	<hr/>
<b>Executive</b> 9:16	<b>friends</b> 14:22	<b>I</b>
<b>exercising</b> 8:17	<b>full</b> 17:23 18:17	<hr/>
		<b>ICE</b> 11:9
		<b>id</b> 11:17,18,19 13:11
		<b>identify</b> 13:6
		<b>immigrants</b> 11:3
		<b>impacts</b> 11:9

**implement** 18:2**important** 12:18**improve** 15:6**improved** 17:6**incidents** 12:3**incorrect** 7:25**increase** 15:19**increased** 17:1**indicating** 15:9**inside** 8:8**interact** 14:3**interacting** 14:1**interaction** 13:4**international** 10:18**interpreter** 7:17,19 8:22  
13:8 15:18,19 16:1**interpreters** 10:5 12:10  
13:1,4 15:10 16:6**interpretive** 15:21**isolated** 12:3**issue** 7:6 11:23**issued** 11:20**issues** 12:18 13:12

---

**J**

---

**June** 5:5

---

**K**

---

**key** 8:2**kid** 12:4**kind** 9:24 10:11,23 12:16  
13:15,23

---

**L**

---

**labor** 18:1**language** 7:9,14,18 8:15,  
19 9:5 10:7 11:14 12:12  
14:18 15:25 16:6,19 17:1,  
2,10,21 18:7,8 19:12**languages** 10:6 15:11  
17:4**LAP** 8:13**law** 9:2 18:6**laws** 5:17**Leah** 19:11**leave** 13:7**legal** 7:13 14:16**LEP** 13:9**letter** 15:2**level** 12:25**limited** 9:20 10:13 13:6  
17:8**listen** 13:18 14:6**listening** 12:17**listings** 15:9**lists** 5:22**live** 6:4 9:15**living** 7:3**Local** 16:18**location** 7:16 8:17,23  
13:10**long** 11:1**lost** 12:5**lot** 10:17,23 12:13,23

---

**M**

---

**maintaining** 5:22**make** 6:17 17:18**making** 8:12**material** 8:3,6,25**materials** 10:7 12:8,22  
15:14 16:4 17:5**matters** 6:11**Mayor** 5:13**meaningful** 7:9 8:12**means** 15:14**measures** 7:11**meet** 9:2**meeting** 5:4,6 6:12 16:12  
19:9,11**meetings** 6:14**member** 5:8**members** 17:20 18:8**minutes** 6:9**misinformation** 11:7**missing** 8:4**momentum** 18:18**Monday** 5:5**Monitoring** 10:1**Motion** 17:3**move** 18:18 19:1**moved** 19:15,19**moving** 17:11**multilingual** 16:4**multiple** 15:8**municipal** 5:12**myths** 11:9

---

**N**

---

**Nassif** 16:14,15**naturalized** 11:10

**navigate** 8:1  
**navigating** 8:17  
**necessarily** 12:12,24  
**neighborhood** 9:16 11:2, 4  
**non-english** 7:24 10:10  
**non-english-speaking** 10:13  
**noncitizens** 11:9  
**nonpartisan** 11:25  
**North** 9:16  
**northeast** 9:14  
**notices** 15:9  
**notify** 16:5  
**November** 11:24

---

**O**

---

**objection** 6:17  
**obligations** 14:25  
**observation** 15:2  
**observations** 19:13  
**offer** 6:20  
**office** 8:21 17:25  
**offices** 15:3 17:24  
**officials** 5:9  
**opening** 13:14  
**opportunity** 6:7  
**order** 5:3 6:14  
**organization** 16:18  
**organizations** 16:25 18:9  
**Outbursts** 6:19  
**outreach** 7:22 16:3

---

**P**

---

**paper** 8:14  
**part** 9:25 15:2  
**party** 11:21  
**pass** 10:20  
**passed** 17:2  
**past** 14:17  
**Patrick** 14:12  
**PAUSE** 19:25  
**pay** 14:14  
**Penn's** 10:16  
**Pennsylvania** 5:6,19  
**people** 8:8 16:9  
**perceived** 6:17  
**persist** 10:2  
**persistence** 7:8  
**persisting** 11:5  
**person** 7:3 14:3  
**personal** 6:15  
**perspective** 10:12  
**Philadelphia** 5:4,7,10 6:5, 6 7:3,7 14:13,17 15:12 16:9,16 17:7,12 18:5,11  
**Philadelphia's** 5:25  
**Philadelphians** 16:21  
**Philly** 7:4  
**photo** 11:18  
**physically** 10:11  
**pin** 8:13  
**place** 8:7,10  
**placement** 15:20  
**places** 9:13  
**policies** 5:14

**policy** 18:3  
**poll** 7:16,23 9:1,24 10:1,4, 9 11:17,20,23 12:7 13:4 15:6,24  
**polling** 8:7,17,23 9:5 15:7  
**polls** 10:15 11:12 13:20  
**positive** 18:16  
**post** 8:11  
**power** 11:12  
**powers** 5:20  
**practice** 17:13  
**preelection** 16:3  
**preference** 18:12  
**present** 7:19 8:23  
**preserve** 6:13  
**prevents** 8:16  
**primary** 19:22  
**proactive** 7:22 15:22  
**problem** 8:2,15 12:2  
**proceed** 19:20  
**produced** 11:19  
**profane** 6:15  
**proficiency** 17:8  
**proficient** 9:20 13:6  
**programs** 15:18  
**prominently** 15:16  
**promise** 17:15,16  
**proper** 15:19  
**properly** 11:22  
**protecting** 16:20  
**protocols** 16:2  
**provide** 7:14 10:7 15:25  
**provided** 12:22 19:8  
**providing** 7:8 15:14

<b>provision</b> 8:1	<b>request</b> 7:13 19:10	<b>signs</b> 15:8
<b>public</b> 6:2,6,7,11,17,20 18:21 19:4,10	<b>require</b> 15:22	<b>simple</b> 8:10
<b>put</b> 15:3	<b>requirements</b> 16:1	<b>site</b> 15:6
<hr/>	<b>requires</b> 18:7	<b>sites</b> 8:6 10:17 15:7
<b>Q</b>	<b>resident</b> 6:5 14:13,14	<b>sitting</b> 13:2
<hr/>	<b>resolve</b> 13:11	<b>slanderous</b> 6:15
<b>quantities</b> 15:15	<b>resolving</b> 11:23	<b>sleeves</b> 18:23
<hr/>	<b>respect</b> 13:14	<b>solve</b> 8:15
<b>R</b>	<b>responsibility</b> 5:23 6:13	<b>South</b> 7:3
<hr/>	<b>rest</b> 16:11 17:25	<b>spaces</b> 16:5
<b>raise</b> 6:18	<b>Return</b> 5:5	<b>Spanish</b> 15:12
<b>reach</b> 14:7,18	<b>reviewed</b> 19:14,16,18	<b>speak</b> 6:10,22 7:18 9:5,15 14:4
<b>reaching</b> 10:15	<b>rights</b> 14:15,20 16:11 18:6,7	<b>speaker</b> 6:9
<b>read</b> 14:22 15:4	<b>rolling</b> 18:23	<b>speakers</b> 10:10
<b>ready</b> 17:15 18:10	<b>Rule</b> 5:25	<b>stand</b> 17:15 18:10
<b>real</b> 9:23	<hr/>	<b>standard</b> 17:12
<b>realize</b> 11:2	<b>S</b>	<b>start</b> 6:2
<b>receive</b> 13:15	<hr/>	<b>started</b> 5:22
<b>received</b> 19:10	<b>sample</b> 8:12,14 15:10,15	<b>state</b> 5:16 6:4 14:19 16:10
<b>recently</b> 15:3	<b>Secretary</b> 19:3	<b>statement</b> 7:25
<b>recognize</b> 6:19	<b>Section</b> 14:25 18:6	<b>stay</b> 12:18
<b>recognized</b> 8:13	<b>seeking</b> 11:5	<b>Stegemoeller</b> 14:10,12
<b>recommendations</b> 14:23 15:5	<b>sentinel</b> 8:25	<b>step</b> 6:21
<b>reconvene</b> 17:19	<b>serve</b> 5:11 9:3	<b>steps</b> 17:17 18:4,16
<b>record</b> 14:23 15:4 19:15, 19,25	<b>services</b> 15:21 16:6	<b>stocked</b> 8:25
<b>reflects</b> 12:13	<b>set</b> 5:14 17:12	<b>street-level</b> 8:11
<b>registered</b> 11:22	<b>shared</b> 9:19 18:1 19:7	<b>strengthen</b> 15:18
<b>registration</b> 5:15,17	<b>Sharif</b> 16:15	<b>strong</b> 18:12
<b>Registrations</b> 5:10	<b>shortage</b> 8:3	<b>strongest</b> 18:1
<b>regulatory</b> 5:20	<b>show</b> 11:21	<b>student</b> 11:17
<b>related</b> 19:12	<b>sic</b> 15:1	<b>students</b> 10:18
<b>relations</b> 12:7	<b>sign</b> 7:21 8:11 19:21	<b>sufficient</b> 15:14
<b>relevant</b> 15:11	<b>signage</b> 15:6	<b>Sunshine</b> 5:7 6:17

<b>supporting</b> 18:9	<b>translated</b> 15:13,15	<b>Votes</b> 15:1
<b>supposed</b> 10:21	<b>translation</b> 8:3,6,24	<b>voting</b> 7:6 8:10 10:14 11:10 12:6 14:15,19 16:18 17:1,8 18:6,7
<b>symbol</b> 8:4	<b>treat</b> 13:13	
<b>system</b> 19:2	<b>tripled</b> 17:4	
<b>systemic</b> 12:7	<b>troubleshoot</b> 18:14	
<b>systems</b> 14:1	<b>turned</b> 11:15	
<hr/> <b>T</b> <hr/>	<hr/> <b>U</b> <hr/>	<hr/> <b>W</b> <hr/>
<b>table</b> 17:22 19:10	<b>U.S.</b> 17:9	<b>ward</b> 10:10 15:8
<b>taking</b> 7:11 8:22 13:18 14:5	<b>unanimously</b> 17:3	<b>week's</b> 19:11
<b>taxation</b> 5:20	<b>undermine</b> 7:6	<b>Wei</b> 6:25 10:9
<b>taxes</b> 14:14	<b>understand</b> 9:1 13:24	<b>Wei's</b> 9:18
<b>taxpayer</b> 6:6 16:15	<b>understanding</b> 8:16	<b>welcoming</b> 10:22 12:19 13:14
<b>taxpaying</b> 14:13	<b>United</b> 7:2 9:17	<b>West</b> 16:16
<b>Team</b> 10:1	<b>upcoming</b> 16:7	<b>wishing</b> 6:20
<b>term</b> 5:12	<b>updated</b> 15:25	<b>Wong</b> 19:11
<b>testifying</b> 6:25	<b>urge</b> 7:10,11	<b>work</b> 9:22 16:24 17:11,25 18:2,12,24,25 19:1
<b>testimony</b> 9:18 14:21	<hr/> <b>V</b> <hr/>	<b>worker</b> 9:1,5 11:17,24 15:24
<b>thankless</b> 16:24	<b>VICE</b> 19:18	<b>workers</b> 7:23 8:8 9:24 10:4,9 12:7 13:4
<b>thing</b> 12:16	<b>violation</b> 6:18	<b>working</b> 10:19 11:1 13:1 14:16
<b>things</b> 12:20	<b>visibility</b> 7:21 15:7	<b>works</b> 13:21
<b>time</b> 6:10 11:1 12:6 13:18 14:6 16:8	<b>visible</b> 8:23 13:2 15:8	<b>world</b> 7:25
<b>times</b> 12:13	<b>visit</b> 10:17	<b>wrong</b> 11:20
<b>today</b> 7:5,9,10 11:25 12:11 14:6 17:14	<b>visiting</b> 13:20	<hr/> <b>Y</b> <hr/>
<b>today's</b> 6:12	<b>visitors</b> 9:12	<b>years</b> 12:15 14:17
<b>told</b> 11:17	<b>Vivian</b> 9:15	<b>youth</b> 11:15
<b>tolerated</b> 6:16,19	<b>vote</b> 9:4 11:24 12:1 15:8 16:10,21	
<b>touch</b> 14:8	<b>voter</b> 5:15,17,22 7:18,20, 24 8:9,13,16 11:15 12:1 13:25 16:2	
<b>trade</b> 9:1	<b>voters</b> 7:15 9:21 10:14 11:5 13:3,7,9,13 15:17, 20,23 16:5 18:11	
<b>training</b> 9:23 10:23 11:13 12:7,15,21,25 13:5,11 15:24,25		