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During Tuesday's meeting, the non-partisan group Concerned Citizens for Justice will call on the City Council for cultural changes within Chico PD. The group formed in 2017 in response to Phillips' killing, as well as concerns about the department's use-of-force protocols.

The group believes the city's Police Community Advisory Board is inadequate and should offer independent oversight of the department. The board, whose members are appointed by the chief, has been inactive since the Camp Fire. Last month, Concerned Citizens for Justice co-founder Diane Suzuki told the council the advisory board isn't serving its purpose "to facilitate and enhance communication between the police department and the community," as the board's policy states.

Recruitment for the next chief ends on April 10, according to City Manager Mark Orme. He added that a recruiter sat down with various community organizations to "understand all the dynamics here."

Concerned Citizens for Justice co-founder Margaret Swick said she appreciated Orme including her organization, which is "a wonderful sign." The group has been pleased to work with O'Brien, she added, and looks forward to working with the next chief.

"We're encouraging the city to hire a chief that will work with the community on improving police culture," she said. "That means all of our officers are proficient in de-escalating very difficult situations; that the police are well-trained to deal with human biases in dealing with difficult people, whether they're mentally ill or they're homeless or they're living in poverty."

Phillips told the CN&R he has been unable to grieve his son's death. He still lives in the apartment where Desmond was killed.

He does have hope that a new chief—one from outside Butte County—could make positive changes in police culture and help prevent the deaths of more people.

"[Things could change] if they get somebody that forgets the bias," he said, "that really wants to do their job, really work for the people and be fair."

—ASHIAH SCHARAGA  
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