

Black/African American Leadership Team Feedback – Emailed Aug. 2, 2021

Reimagine Policing Survey Feedback Hopes, Values, and Concerns:

• 1.) Do you feel safe?

Maybe this question should be framed in a scale (1-10)

- • Some form of scale
- • Yes/No does not seem like enough

Maybe question one, rank system of what people - identify as most important for safety:

- • Physical
- • Property
- • Harassment
- • Unwelcomed
- • Then ask if they feel safe in Boulder

Please note to ask this question: Is it important to see police officers that look like you?

Maybe broaden the definition of safety –

We need to allow people to feel to answer more broadly and touch on issues such as being able to discuss if they feel like they will be harassed, preyed upon, or discriminated against?

Ask if people feel empowered in Boulder, specifically BIPOC people (maybe in a separate question)

Empowerment in our community is important, objectively “I feel safe” however I may not feel entirely empowered to be heard and uplifted in our community
The scale could be a good idea

If I’m interacting with a police officer, the officer will not hear me – they come with preconceived notions and I’m always wrong.

We always feel a sense of dis-ease in Boulder

• • 2.) What does safety mean to you?

This is kind of broad, it can mean a lot of things -- Safety should mean the freedom to move about the community free from harm (physical and emotional)

We would like to know how police officers would answer this question... we argue that police trainings that reinforces threats combined with history and systemic racism leaves us fearful.

• • 3.) **To what extent does the police department play a role in your safety?**

A very limited role, since they can contribute to potentially impact our safety or empowerment in our community

Maybe: “When you interact with police”

Maybe: “Outside of emergency situations, how essential is the police department for your safety?”

- Things such as disturbances, family issues, abuse etc.

Police often impact our safety in ways that go against our agency or physical safety – we are unlikely to call

How reframe this question address our concerns

How can the police be preventative in acts of discrimination?

The area is determinate of how police are viewed

Many feels like the police cannot be depended on to solve their issues, or calm down situations

Last resort

“To what extent is the police department essential for your safety?”

• 4.) **Please rank (1-7) the areas you want the focus areas you want this plan to address?**

They should probably have a few more

- • Addressing crime and preventing harm as separate sections
- • Qualified and healthy police force
- • Doesn’t believe police should have a role in terms of

homelessness, mental health, and substance abuse

Removed from enforcing civic infractions

Use of officer discretion – more fairly applied

- • Community engagement is not important I rather have no engagement – over policing in the name of engagement is insulting
- • A police force that is not centered on punishment, power and dominance

- • Racial fluency, empathy, receiving the same level of grace is “Judicial equity”
- • “Improving racial equity”

At some point we must address what it means to be qualified?

He did look at it from a physical health standpoint, but a priority of making sure police officers is qualified in a sense of support the community and understands/respect diversity /Black people specifically

Inclusivity may be more important than equity

We need more information, statistical data on arrests, and ticketing

- Then we can evaluate racial equity

Expand the priority of qualified and healthy police officers – police should be held accountable for using methods that cover for supporting the blue wall of silence or untruths.

Clarified what is met by “racial equity”

- • Less bias and policing
- • Significantly improving efforts for achieving racial equity

Reevaluate/remove the role police play in reference to broader community problems such as: homelessness, mental health, substance abuse

Community interactions with cultural fluency

Expansion of training, co-response programs

“Racial Equity” needs more clarification within the police department

- **6.) Please explain briefly why you believe your top three focus areas are important. What are your hopes for these focus areas, or what concerns you most about these areas?**

1.) Improving racial equity 2.) Reevaluate the role that police play in broader issues (homelessness, substance abuse etc.) 3.) Accountability Or: 1.) Improving racial equity 2.) accountability 3.) improving community relations

This can be a dangerous question, since it is not specific enough that would be reflective of the survey taker's experience

Make it more nuanced

Cross tabulation will not get what is need, it needs to go deeper ...

It should be separated

- • Have you had interactions with the police yes or no
- • If yes, was it as a victim, talking with dispatch, or as a suspect?
- • How many times?"

We should ask, what is the purpose of this question?



BPD- Master Plan Latinx Leaders Meeting

April 5, 2021, 5:30-6:30pm

Meeting Minutes:

Present: Luz Galicia, Susana Mosqueda, Victor Rodríguez, Ángela Urrego, Eladio and Lupe Cerceda, Carlos Valdez, Marina La Grave

Items for discussion:

1) Open comments or feelings that you may have at this time.

- All highlighted that during the recent crisis, Chief Herold came across as a (much-needed) compassionate leader, and that this has enhanced perception of many. Chief Herold's and the BPD should be use this time as a positive opportunity to continue to instill positive interactions with the community.
- Everyone was "Indirectly" impacted
- Most are concerned about growing crime and encampments in the City.
- Great concern over youth and drugs flooding the City. Not enough information and/or education on this topic.

2) Please let us know about your relationship with BPD and liaison officials

The group offered several recommendations on fostering an organizational culture of equity and inclusion, and belonging to the community:

- Center racial equity in all decision making (include and engage the community)
- Police should be a trusted leader in citywide efforts to eliminate disparities.
- Police officers should integrate anti-racism and equity procedures, as well as cross-cultural communication strategies.
- Work with the community, families and youth.
- Together with the community, co-develop scenarios that may serve as an illustration of what the community feels.
- Get close to the community!
- Assign a community liaison officer to underserved housing communities.

- Set priorities together with the community, invest in preparation tools and set clear expectations for implementing the city's racial equity plan with the community at large.
- Members of the community (all ages, including youth) should directly work with the Department to create a plan for community engagement practices.
- Creation of a Community Division. This group should work directly with neighborhood liaison officer who should provide mentorship to youth on an ongoing basis. This would help develop trust and rapport with said liaison officer and the community. It would also be a friendly, but strong and just role model to inspire youth to want to become law enforcement professionals. Many highlighted: -what happened to the friendly perception that inspired our parents' generation to want to become police officers or firefighters?
- Change the public perception view of the police as a threat. No one, other than criminals, should fear the police.
- Many highlighted the problem with marijuana and other drugs. The few bilingual educational resources to reach and inform parents, families and the community at large.
- Inability to enjoy Boulder Creek due to drug use along the trail.
- Gun control.
- Many suggested that BPD look into the City of Longmont's program "Comunidad Segura" model.
- Mentorship opportunities for youth.

3) Communications: what needs to improve?, what needs to change, what do you envision?, what ideas do you have to better communication?

- One concern all had was that immediate news of the shooting were shared only in the English language, leaving the Latinx community seeking information from both Telemundo and Univision for updates.
- Many suggested that there should be a tool similar to "Amber Alert" that informs the community of an emergency in the Spanish language.
- Many suggested that monthly meetings should be 1.5 hours instead of 1 hour given the number of community leaders present, and the need to share personal stories and viewpoints.

4) Determine next steps and schedule follow-up meetings as necessary.

- Most indicated that they would like to further the conversation on Community division.

Reimagine Policing Window I

Online Business Forum – July 14, 2021

1 Participant. She is going to fill out the online survey.

How do you feel safe?

Knowing she can leave kids working at night in teens and early 20's that they are safe in the store and know who to contact if there is an emergency.

She feels defunding the police is the wrong word and that some resources should go to additional programs that can take some of the workload off of police so they can focus on core safety tasks. Feels that the Denver Star Program has been very successful and is something we should put more resources toward.

Chief's Town Hall – July 15, 2021

Context of PD budget compared to CIRT and HHS budget

Non PD response

Code Enforcement

More CIRT (co-response) staff

Appreciate professionalism of police officer

Track which people that are unhoused accept help

Hire more alt response (like CIRT) with savings from PD officer vacancies that can't be filled

Data tracking – outcomes for co-response

Reimagine Policing Community Forum 7-18-21

Three community members and one reporter from Boulder Weekly present on tonight's forum. Two community members joined later in the session.

Discussion about what safety means to participants:

- Other countries, cities do better harm reduction techniques like safe injection sites
- One resident noted that she likes that she knows who her two officers are for her neighborhood based on PD website, but stated that she didn't know who to complain to about some issues in the city.
- Need enforcement of camping ban
- Fear on bike paths and other areas
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Notes taken from Zoom chat:

- I would like to be able to use the bike path/creek path and other public areas (city park) without fear of being threatened or encountering used needles
- Police Role - could be that the neighborhood officers assigned to my Zone (Boulder Meadows) can learn from our community to get better knowledge of the nuisance calls. Then when driving thru the community look for these nuisance issues and then address them at the time, they see them instead of waiting me to call into 303-441-3333 and wait for them to come. Save them time by being Pro-Active to community issues.
- If you have pro-active community activity by the police assigned to the neighborhood zones - then they will know also what racial diversity is in that area. Recommend a community engagement every QTR if possible.?

Poll of 5 Top focus area 80% achieving racial equity, 60% improve transparency and accountability and then tie at 40% improve community engagement and relationships, addressing crime and preventing crime and ensuring a quality and healthy police force.

Deeper dive into why the top focus areas were important to participating community members:

- Alternatives to policing, will help with achieving racial equity
- Accountability of white people and what resources actually help with trauma and depression because for the most part it is not policing
- Everything we want to achieve can happen through better engagement, including racial equity. Meeting police officers and regular meetings felt like it brought the community together and everyone knew each other. Shared learning experience for both police and community members so when they do get called, they know more about people's backgrounds and circumstances to prepare for.
- Safety is what prompted me to join the call but I also have concerns over the quality and health of the department. I will not be harmed if I call the police and they will respond appropriately. Rampant bike theft with seemingly no response, yet a neighbor was chastised by animal control for having an off-lease puppy and then police officers were called for back-up. Feeling that police should be focusing on real crime.

- Accountability and racial equity. Officers have a huge amount of power, making sure that they are held accountable to the community they're serving.
- How police work with people that are experiencing mental health issues was also important to a community member and they did not realize it was already listed as a proposed focus area.

Reimagine Policing Online Community Forum 6-14-21

General Feedback:

- A participant would have preferred to have some material in advance to think on it before the community forum.
- Community member requested we look at Campaign Zero.

Feedback from three community members:

1. Address crime and Preventing harm for the people being exposed to the crime and the criminals. (More emphasis on how to stop a suspect without endangering their life)/Limiting use of force and demilitarization.
 2. Achieving racial equity. Encompassing diverse police force and equitable policing in communities of color, LGBTIQ, homeless, etc.
 3. Improve transparency (likes what police oversight in boulder looks like on paper but waiting to see what paper translates into.)
-
1. Quality and culture of police force. Includes compensation everything. When you have a great police force many of the other issues at hand naturally go away.
 2. What is going well and what is not going well. What does that data tell us/look like? 8 years ago, to today, suspects that a lack of data exists. When you do not have this, you are flying blind and not using resources appropriately.
 3. More transparency and accountability. Possible reasons this is a current issue are union structure, people having the option to leave before they can get fired and the thin blue line. The best teams hold themselves accountable.
-
1. Achieve racial equity. Would like to see more officers that are people of color. Having trust again so you feel comfortable reaching out when you need help. More engagement. What we see happening in other cities with police is scary.
 2. Improve engagement.
 3. Clarify police role in larger community issues.

General comments from participants:

Interest in the exploration of violence interrupters. Comment from Chief Herold stated she is familiar as it was used in Cincinnati, but she is not sure Boulder has the crime that would warrant such resources.

Domestic Violence- support chief's efforts to tackle this problem.

Additional non-police responders trained in social work.

Being careful of the scope of what police are expected to do. Really asking them to do more than is appropriate might be part of the reason people are not happy with police service.

Reimagine Policing Latinx Leadership Team Meeting

May 24, 2021

Present: Luz Galicia, Ángela Urrego, Carlos Valdez, Ariana Garcia, Miriam Padilla, Shannon Aulabaugh, Wendy Schwartz

Feedback on Window I Questions and Strategies for Outreach

- Presenting the questions - The way the questions are currently shown on the plan seems long and wordy. Important to simplify so that people will want to give feedback.
 - Consider giving some different questions to different people.
 - Try a short questionnaire – just 10 questions
 - Some ability to respond will depend on how the questions are delivered.
- Methods to engage Latinx population
 - BeHeardBoulder is not always user friendly to everyone
 - Some people will say they're going to do the survey later but won't do it
 - For some people, paper might be better
 - Look at options to do questions via text – can be linked to Google docs
 - One good way to engage people is if everyone on the Latinx leadership team agrees to find a way to do the questionnaire with 15 people their circle. If they do on paper, Latinx leaders can input into BeHeardBoulder
 - Some people were interested in trying to incorporate questions in events that people would already be going to (ex: Marina's nature walks). Others were concerned that people wouldn't want to be asked these questions when they've really come for another event.

Reimagine Policing - Lived Experience in Homelessness Advisory Group Meeting Notes

May 25, 2021

- Nationwide police have become the dumping ground for homelessness
- Seems like there is a rift between police and city homelessness policy, which puts police in an awkward position to make progress in relationship with people experiencing homelessness
- There's a huge divide between people living outside and the city; also a big divide between people living outside and PD
 - There are special officers, like Jenny Paddock, who respect people even when they're arresting them
- Homelessness community is growing
- We need more conversation
 - J could help city staff meet people outside – possible ambassador role
 - Doing outreach every Tuesday at bandshell (not part of BTHREE). There are several groups there:
 - People here at least 2 years – maybe they were previously with Path to Home or went to SWS at 30th street
 - Some are chronically homeless meth users
 - Some are chronically homeless without long-term community ties
 - Newer people are minority
 - Some are people that got housing but couldn't stay in it
 - PD and other city staff shouldn't be in uniform
 - For some people, only interaction is PD taking their stuff
- Engagement opportunities
 - Can have group/surveying at RTW Building
 - Wendy talked with Greg Harms about doing engagement at Boulder Shelter some night after check in starts at 5
 - Bandshell outreach w/J
- There are a lot of different populations. Idea that people are coming here for scenery is untrue.
- If you respect police, they give respect back. If you don't, they don't.
- Mental health is the biggest issue, important to have mental health experts accompany police.
- Some people in RTW house don't have long-standing ties to Boulder (prison exits?). Are they the best people to get feedback from?
 - Disagreement about how much of the RTW population is local
- Self reporting surveys not that accurate
- Have to engage people where they are

VALUES, HOPEs, CONCERNS for POLICE DEPARTMENT

Valores, esperanzas, Preocupaciones
Por el Departamento de la Policia

Traffic - When Signal light / ^{insertion} go out ineen traffic
direction -

Police - ¹visually - on - Malinal Rd or Dr. Speeder!

Bigger presence
at parks +
community locations
casually mixing
with community

Self Care
for first
responders
Esp BPD
mental health

more / better
training on
how to talk to
white residents
about racial white
community members

Better Pay
Housing set
aside?
More connected
to community

Self determination
what canstrut
"Right Support"
for Polize

WE WANT
OUR POLICE
TO FEEL
RESPECTED
& BE SAFE

- Igualdad,
que Sean humanos
al tratar a los
Civiles.

More emphasis
on mental
health. More
"out of car" for
patroling
more community
Access

Culturally
appropriate
response training

Spanish language
class requirement.

Que Significa la Seguridad Para mí!!.

El futuro de mis hijos y de todos nuestros
jóvenes, Sentirse libres en una Comunidad Segura!
Soñar, ~~Y~~ Volar Para poder cumplir sueños sin la
importar la Raza ni el color, que se termine de
discriminación y el Racismo tener la Libertad de
que todas contemos con todos, y que podamos expresar
lo que pensamos sin miedo a ser criticados por
ser Mexicanos, luchemos juntos por el futuro y
Seguros, luchemos juntos por el futuro y
la Seguridad de nuestros hijos!!

WHAT DOES SAFETY MEAN TO YOU?

¿Qué Significa la Seguridad a Usted?

All of my neighbors and community members have what they need (stable housing, food, education, access to mental/health resources) so that nobody needs to call the police.

Saber que tendré asistencia inmediata, Y poder disfrutar de la libertad.

Police PRESENCE
in Public
Spaces and
Roads

Safety
is mindful
for others

Being able to go
out + about with
my kids + neither
they or I feel
scared

Tolerance
Respect
Knowledge
Community

ABILITY
TO DO
Any [lawful]
ACTIVITY
WITHOUT FEAR

BPD WINDOW 1 National Night Out 8/3/21
FEEDBACK Eng/Spa translation 8/18/21

Qué significa la seguridad para mí

El futuro de mis hijos y de todos nuestros jóvenes, sentirse libres en una comunidad segura. Soñar y volar para poder cumplir nuestros sueños sin importar la raza, ni el color, que se termine la discriminación y el racismo. Tener la certeza de que todos contamos con todos y que podamos expresar lo que pensamos sin miedo a ser criticados por ser mexicanos. Luchemos por una comunidad segura. Luchemos juntos por el futuro y la seguridad de nuestros hijos!

Todos mis vecinos y mi comunidad tienen lo que necesitan (vivienda estable, alimentación, educación, acceso a salud mental y seguro médico) para que nadie tenga que llamar a la policía.

Presencia de policía en espacios públicos y carreteras

La seguridad es consciente de los demás

Estar acostumbrado a salir con mis hijos y ni ellos ni yo tenemos miedo.

La capacidad de realizar cualquier actividad (legal) sin miedo.

Tolerancia, respeto, conocimiento, comunidad

Saber que tendré asistencia inmediata y poder disfrutar de la libertad.

VALORES, ESPERANZAS, INQUIETUDES PARA EL DEPARTAMENTO DE POLICÍA

What does safety mean to me?

The future of my children and of all our young people; to feel free in a safe community. To be able to dream and fly and to be able to fulfill our dreams regardless of race or color, end discrimination and racism end. To have the certainty that we all have everyone and that we can express what we think without fear of being criticized for being Mexican. Let's fight for a safe community. Let's fight together for the future and the safety of our children!

That all of my neighbors and community have what they need (stable housing, food, education, access to mental health and health insurance) so that nobody needs to call the police

Police presence in public spaces and roads

Safety is being mindful for others

Being used to go out and about with my kids and none of us feeling scared

The ability to do any (lawful) activities without fear

Tolerance, respect, knowledge, community

To know that I will have immediate assistance and that I will be able to enjoy freedom.

VALUES, HOPES, AND CONCERNS FOR THE POLICE DEPARTMENT

Mayor presencia en parques y ubicaciones de la comunidad que se mezclan casualmente con la comunidad	Greater presence at parks and community locations, casually mixing with community
Requisito de clase de idioma español	Spanish language class requirement
Autocuidado para socorristas y salud mental con TLP	Self care for first responders and BPD mental health
Más / mejor capacitación sobre cómo hablar con los residentes blancos sobre los miembros de la comunidad que no son blancos	More/better training on how to talk to white residents about non white community members
Igualdad, que sean humanos al tratar a los civiles	Equality, be humane when treating civilians
Mejor paga. ¿Vivienda dejada de lado? Más conectado a la comunidad	Better pay. Housing set asides? More connected to community
La autodeterminación y lo que constituye el "apoyo adecuado" para la policía	Self determination and what constitutes "right support" for police Traffic - when signal light in section go out needn X traffic direction
Queremos que nuestra policía se sienta respetada y segura	We want our police to feel respected and be safe More emphasis on mental health. More "out of car" patrolling for more community access. Police - visulaioity - on - mo'halkrd or Dr. Speeder!

Reimagine Policing Community Forum – 06-29-2021

Comments from four participants:

Racial Equity:

- More officers of color
- More latinax officers

Non-LEO responders

- Having different resources for different types of issues. Preference that police respond to the really dangerous calls and others.

Engagement/Outreach:

- Officers assigned to multi-family apartment complexes is something done in Longmont. This was/is a great resource to have officers more engaged in communities. Building relationships so people feel comfortable talking to police.
- Education would help decrease call high call volumes in certain communities to address pockets of problematic areas. In some areas the issues stem from property management.

School Resource Officers:

- School situation feels that is is not appropriate to have police officers in schools. It has been leading to arresting and scaring kids so even if they are here to be everyone's pal it doesn't work. Would rather see school nurses, social workers, etc. take their place.
- Another participant had an opposing view that Boulder has great SRO's using a diverse group of officers that have had a positive impact on kids' lives.

Mental Health:

- More resources for mental health.
- More resources to treat drug addiction.

Reimagine Policing Online Forum – 7-29-21

Five community members participating

Initial concerns expressed during introduction:

- Desire to learn more to support Chief Herold and her team.
- Exodus of police and the burden on those remain.
- Concerns about the appeal or lack of appeal to prospective applicants
- Clean up encampments in a kind and supportive way

Direct questions with Chief:

- How can we show the officers that we support them? Chief said she is thinking on that and thinks having community members at role call might be a good idea. She promised to circle back.
- Question about a Louisville arson fire of a car and status of the investigation. Question, Was this antipolice?
- There are a lot of posts on Nextdoor where people say they contacted the police and they could not do anything.
- On bike thefts, how many are related to home invasions. Chief stated this is a crime of opportunity problem.

What does safety mean to you

Not have your body or person violated or threatened with harm.

Not having to worry about someone with mental illness/meth addled chasing me down the sidewalk yelling, "I'm going to kill you!"

Being able to take my grandchildren to public parks without worrying about them stepping on discarded needles.

Basic safety: My 17-year-old not being afraid to walk from alley to house in the evening.

Owning a bike in a bike forward town without fear it'll end up in an encampment chop shop.

New column: Police with other agencies outside of the city: Impact of addiction and the negative impacts to the community's quality of life

We live in a society where everyone follows basic rules and when we do not have that everyone feels unsafe.

A police department that has my back and has the resources to address situations.

Increased criminal element and the impact on our elderly community members.

Increased criminal element and impact on our elderly population. They are not safe.

Slide 3: Two buckets additional buckets breaking down where responsibility falls

No police role, but other city departments may play a role

No city role/more of a community responsibility

Poll was done as a conversation:

Determining the resource level for policing in Boulder
Clarifying police role in broader community issues
Improving community engagement and relationships 2,2 <ul style="list-style-type: none">• Connect police and community by giving them the time to do that.• Sadness that SRO' program was disbanded.
Achieving racial equity 2 ranked at bottom <p>Put at bottom because our pd is heads and shoulders above most others. The BLM movement was a broad brush issue that is not an issue in boulder.</p> <p>If you do the other things right then there is no issue here. You will not teach a racist to not be a racist.</p>
Addressing crime/preventing harm 1, 1, 1
Ensuring a quality and healthy police workforce 1 ranked at top, 2 <ul style="list-style-type: none">• Very important. Boulder is not an attractive place to work. There is a big gap between how the police think they are seen and how they are really seen.• There is no time for community engagement because they do not have time.• Connect police and community by giving them the time to do that.• Sadness that SRO' program was disbanded.• Quality training for officers• They do not have enough resources
Improving transparency and accountability <p>This is important and body cameras have helped with this.</p>
Other?

Oversight committee, council, city manager should all be required to do ride-alongs to see what police really go through

Additional mental health responders more and more hot team

What does safety mean to you?

Not worrying
when my kids
have to deal
with the
police.

the right resources
respond in a timely
manner with an
approach that is
caring and
compassionate

I can go to
sleep and
know that my
home will not
be intruded
upon.

public space
safety ... not
worried about
needles, fecal
material, etc

special need child ...
understanding
neurodiversity

I can go about
my day at
work or
socially
without fear
of harm.

Safety means I
can speak
freely without
fear of being
incarcerated

I am relieved
when police
respond, not
fearful

That my
community
prohibits open
carry, so I do
not see guns
in public

I don't read in the
newspaper that
people of color are
being harassed by
the police.

All police role

Not worrying
when my kids
have to deal
with the
police.

Safety means I
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Some police role

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I can go to
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upon.

I can go about
my day at
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socially
without fear
of harm.

public space
safety ... not
worried about
needles, fecal
material, etc

No police role, but other city departments may play a role

the right resources respond in a timely manner with an approach that is caring and compassionate

public space safety ... not worried about needles, fecal material, etc

I am relieved when police respond, not fearful

That my community prohibits open carry, so I do not see guns in public

No city role/more of a community responsibility

I can go to sleep and know that my home will not be intruded upon.

public space safety ... not worried about needles, fecal material, etc --
FUNDING SUPPORT or LOBBYING

That my community prohibits open carry, so I do not see guns in public

I can go about my day at work or socially without fear of harm.

I am relieved when police respond, not fearful