POLICE DEPARTMENT MASTER PLAN "REIMAGINE POLICING"

WINDOW II YOUTH ENGAGEMENT SUMMARY REPORT

Growing Up Boulder + MAYAMOTION Healing

October 29, 2021

Overview of Youth Engagement in Police Department Master Plan (PDMP), Engagement Window II

During Window II engagements, Growing Up Boulder and MAYAMOTION Healing (GUB/MMH) worked virtually with young people to update them on the Reimagine Policing planning process, share the Systems Overview Report (which identified draft value statements and focus areas regarding safety based on input from Window I community engagements), and gather young people's feedback.

GUB/MMH's primary goal for the Window II engagements was to determine whether the draft *values and focus areas* developed by the City accurately reflected the feedback that young people gave GUB/MMH during Window I. A secondary goal was to gather additional comments or suggestions for the Reimagine Policing process going forward.

A note on which youth groups participated in Engagement Window II

For a variety of reasons, many of the groups from Engagement Window I chose not to participate, or to participate differently, in Window II. Boulder Journey School decided that due to their position of relative privilege in Boulder's society, their voices were not the most important to include in Policing discussions. BVSD's Youth Equity Council (YEC) and EXPAND parents chose to participate via individual surveys versus facilitated groups. Whittier Elementary School 5th graders were able to devote a class period to a facilitated survey and discussion.

MMH's engagement groups from Engagement Window I, which occurred during spring 2021, included young people from ELLOS, GENERATIONS, TGTHR and I Have a Dream Foundation. All MMH groups from Engagement Window I had *significant turnove*r in youth participants (and many had staffing changes as well), and some had entirely new cohorts of young people enrolled during the fall of 2021. Due to the timing of student transitions and limited time capacity, only the ELLOS group participated in a facilitated follow up meeting. All young people in the remaining groups were encouraged to complete an online, adapted, youth-version of the city questions around the six safety values and focus areas.

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Responses and feedback

GUB and MMH engaged 42 young people and parents via virtual live surveys or online surveys. Below are summaries for each group that GUB/MMH worked with during Engagement Window II. Two links provide additional information: 1) detailed **data** from survey responses and 2) **infographics** that represent the collective feedback of participants.

Youth Equity Council

The Youth Equity Council was adamant about making policy changes within the police department to make them feel safe as teenagers in Boulder. Some respondents shared their anger with the injustice of the current state of affairs in policing and wanted to see change happen now. The Youth Equity Council believed that the values were representative of what they wanted, but they were still looking for more; 83% of

participants agreed with the safety value statements and 11% of participants disagreed with the safety value statements. For the focus areas, 92% of participants agreed with the focus areas and subtopics, 3% of participants disagreed with the focus areas and subtopics.

> *"I want you to understand that I believe the police force can [be] better but that means that you will have to dig into deep roots of racism and sexism in the workforce and that a kid like me fears you, I don't respect the police. But we--and mostly you--can make a change. Recognize the racism and the harsh actions of the police. Realize that some (police) are not being punished for the murders and crimes they have committed."*

> *"Leadership in crime prevention means sharing the lead with other organizations/initiatives that focus on addressing poverty and mental health rather than just policing."*

EXPAND

EXPAND parents strongly encouraged the police department to partner with established sources within the disabled community and learn from cities which have implemented successful programs. Additionally, parents found a significant omission in that values and focus areas did not **name** the disabled community as a population to be aware of and work with. They expressed a desire for the focus statements in the Window ll surveys to be more explicit (less vague) and expressed the need for more context in questions to make an informed response.

In terms of survey responses, 94% of participants agreed with the safety value statements, 6% of participants disagreed with the safety value statements, 69% of participants agreed with the focus areas and subtopics, 0% of participants disagreed with the focus areas and subtopics.

> *"Spell out "different populations". Many other cities have developed specific outreach and training to their police, specifically with the Autistic and Intellectual Disability community..."*

Whittier Elementary School

The fifth graders at Whittier Elementary School expressed excitement to see change in their communities, and they believe the Reimagine Policing process is a step in the right direction to see that change happen. Overall, students were quite supportive of the draft values and focus areas, with 94% of students agreeing with the safety value statements, and 88% of students agreeing with the focus area topics. Additionally, the students emphasized wanting to feel safe and not live in fear around the police.

> *"I want to feel safe [with] a cop if something happens. I want to feel safe when a cop answers the phone. I want to know that they will help me and not something else. I want to be treated professionally and respectfully."*

ELLOS

The ELLOS group of high school, male identified, Latinx youth participated in a virtual engagement to provide their feedback, share in dialogue, and review mental health strategies for self-care during activating conversations. The group stated they have strong interest in "re-imagining policing" and feel strongly about increasing the feeling of safety in the community. The group continued to also share their skepticism on what reimagining policing will look like in action; much of this skepticism stemmed from their experiences with implicit bias and racial profiling. When exploring what makes a situation 'dangerous' vs. safe, one youth shared:

> *" A 'dangerous' situation can be viewed differently by police because of racism".*

These reflections provided continuous opportunities to return to the practice of noticing how emotions shift and are felt in our bodies as a parallel process to intense dialogue. Overall, the group highlighted their interest in this project and were eager to continue their engagement.

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Final note

The Growing Up Boulder - MAYAMOTION Healing team looks forward to engaging young people in the upcoming Window III period of the Reimaging Policing/Police

Master Planning process. Given that this third window will be halfway through the school year, and therefore youth cohorts will be better established as cohesive groups, we expect continued and more robust participation in this next Window.
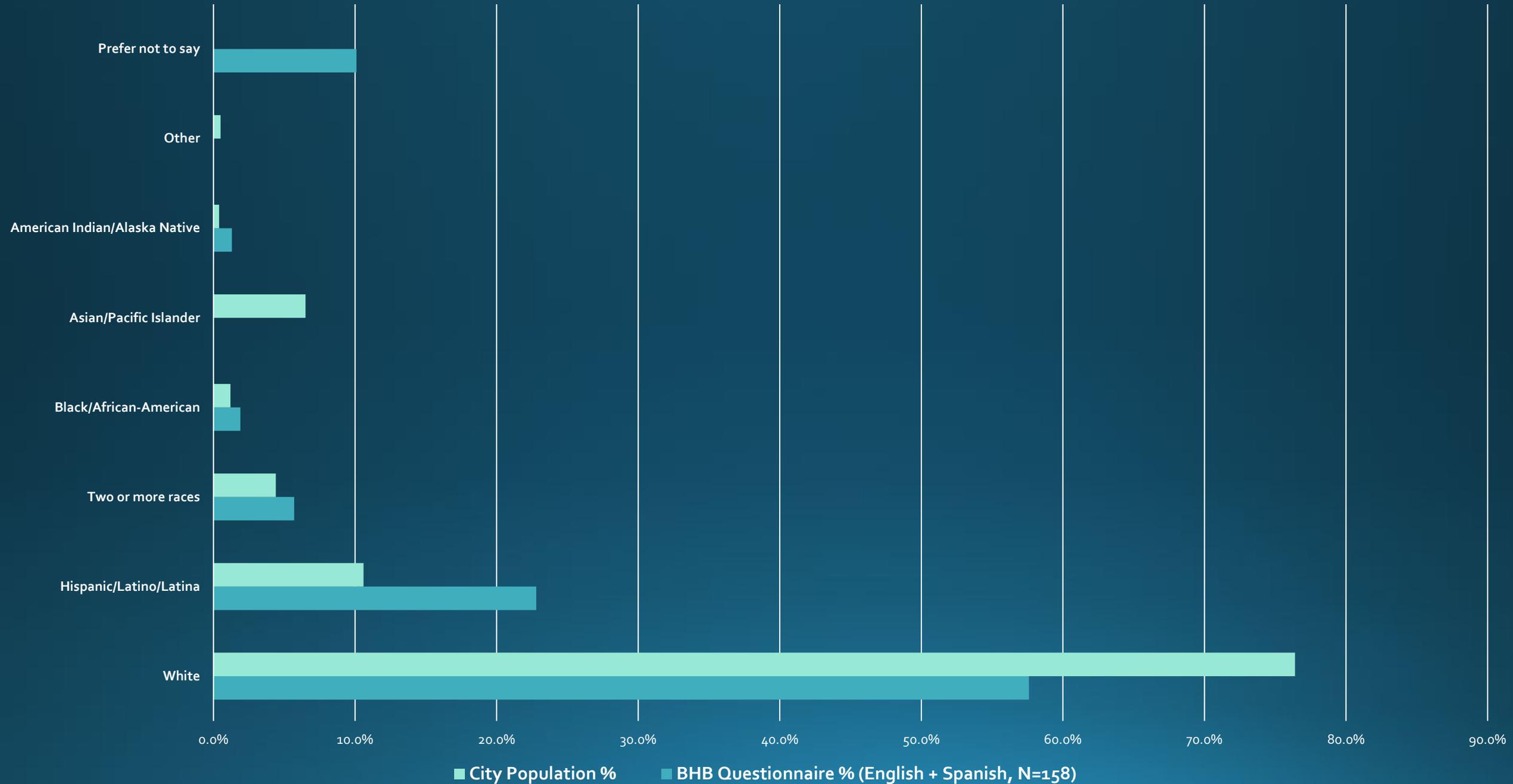
Reimagine Policing Window II Results

Window II

- Oct. 1-17
- 158 Be Heard Boulder Questionnaire participants (128 English, 30 Spanish)
- Feedback from Leadership Teams, GUB/Mayamotion
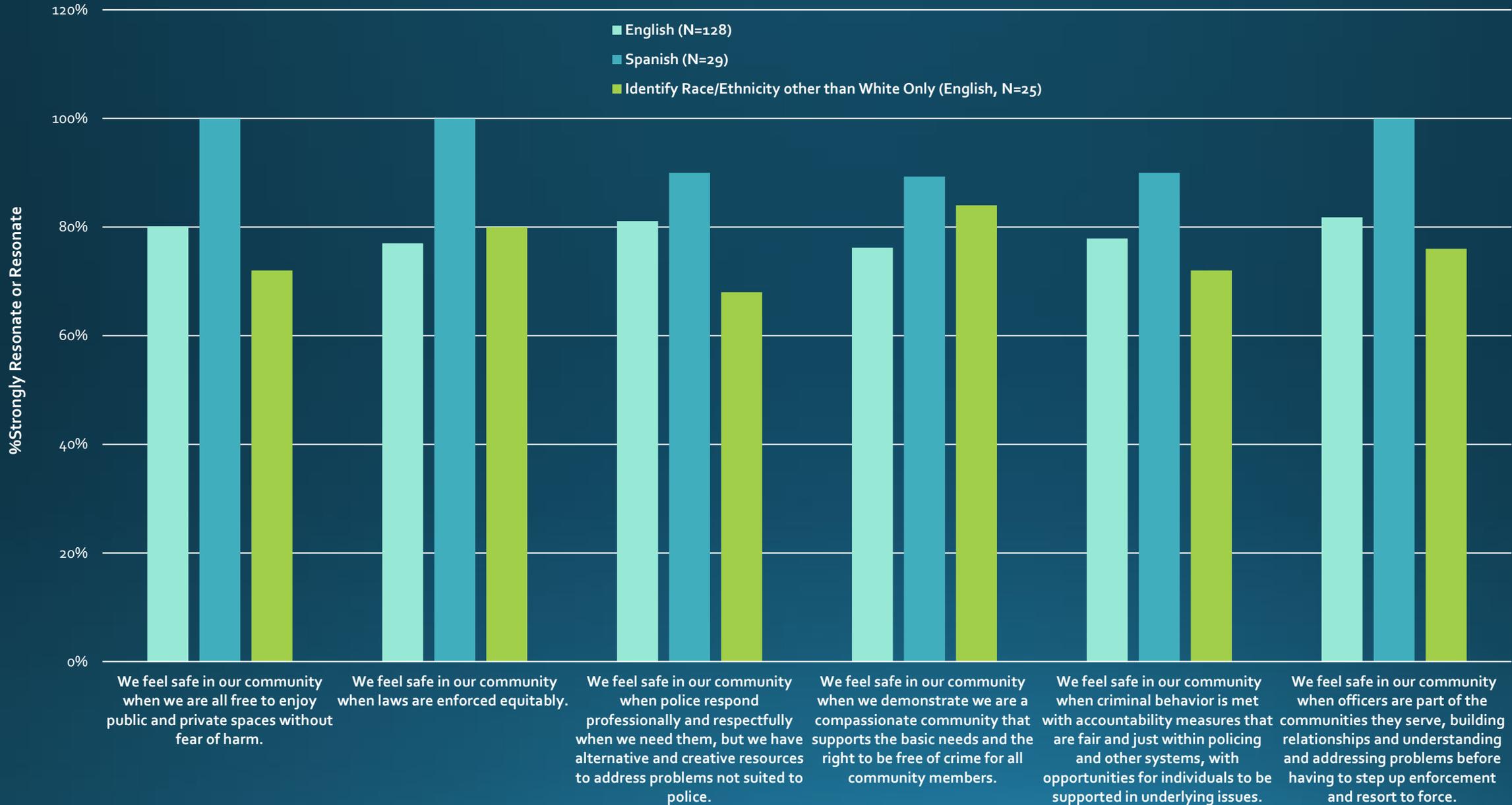- People experiencing homelessness – outreach at Feet Forward Event 10-12-2021

Be Heard Boulder Summary

- Good racial/ethnic representation w/exception of Asian/Pacific Islander

- Strong majorities across resonate/strongly resonate with values statements and focus areas

Window II Questionnaire Population and City Population

City Population %   BHB Questionnaire % (English + Spanish, N=158)

Values Statements - % Resonate or Strongly Resonate

Legend:
- English (N=128)
- Spanish (N=29)
- Identify Race/Ethnicity other than White Only (English, N=25)

Y-axis: %Strongly Resonate or Resonate (0% to 120%)

Categories:
- We feel safe in our community when we are all free to enjoy public and private spaces without fear of harm.
- We feel safe in our community when laws are enforced equitably.
- We feel safe in our community when police respond professionally and respectfully when we need them, but we have alternative and creative resources to address problems not suited to police.
- We feel safe in our community when we demonstrate we are a compassionate community that supports the basic needs and the right to be free of crime for all community members.
- We feel safe in our community when criminal behavior is met with accountability measures that are fair and just within policing and other systems, with opportunities for individuals to be supported in underlying issues.
- We feel safe in our community when officers are part of the communities they serve, building relationships and understanding and addressing problems before having to step up enforcement and resort to force.

Focus Areas - % Resonate or Strongly Resonate

Legend: English (N=128), Spanish (N=29), Identify Race/Ethnicity other than White Only (English, N=25)
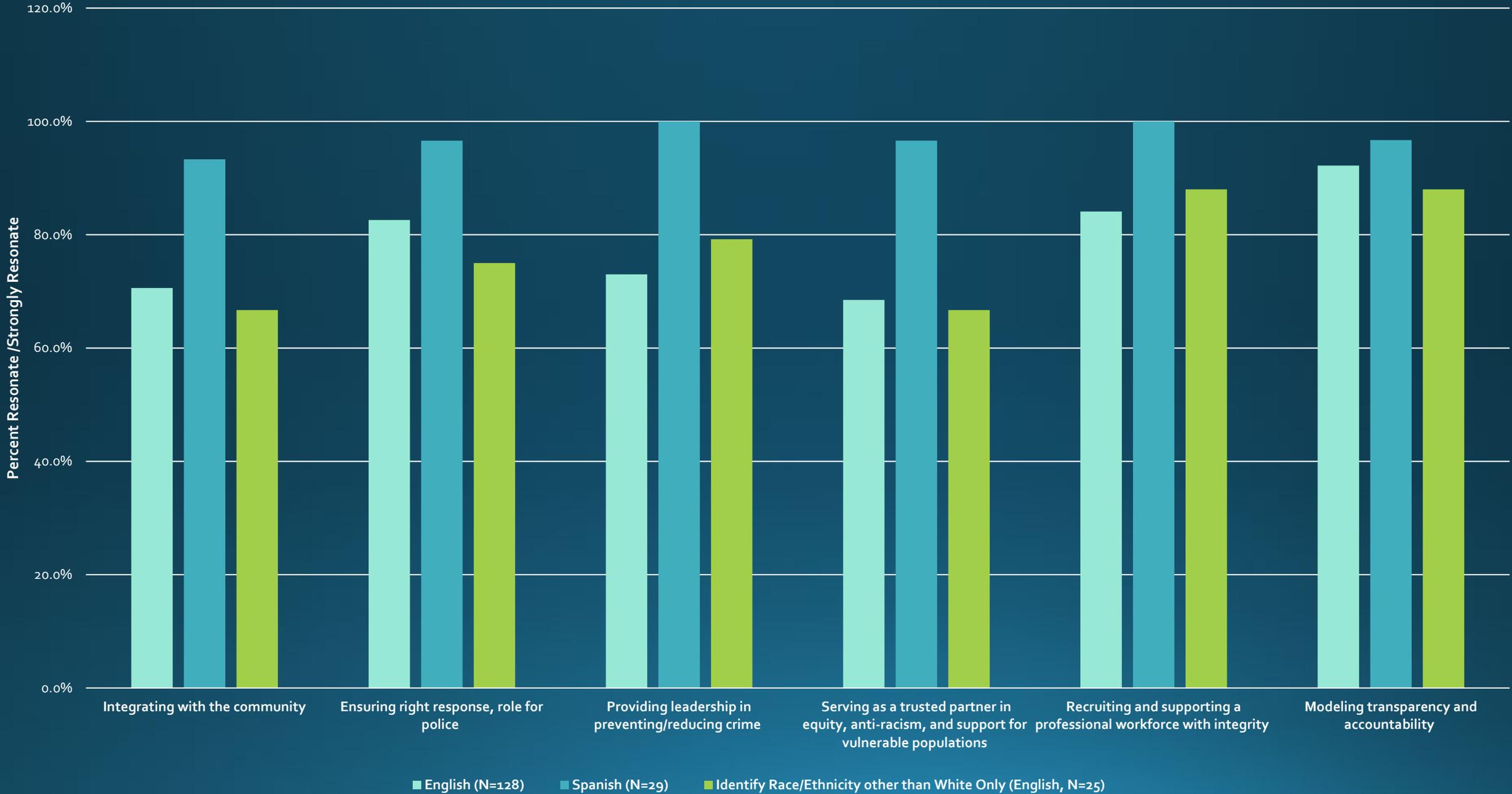
Proposed values and focus areas

SURVEY QUESTIONS

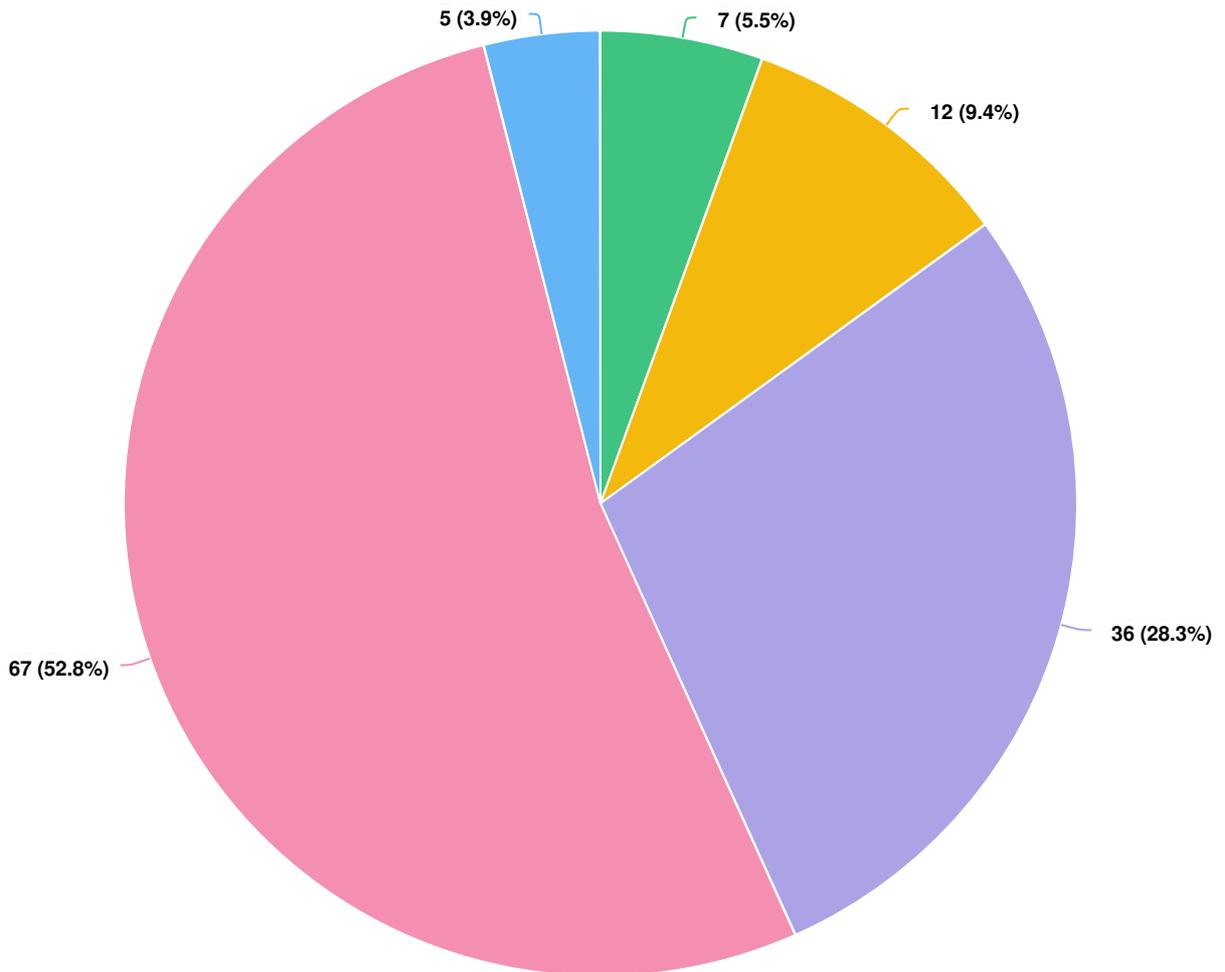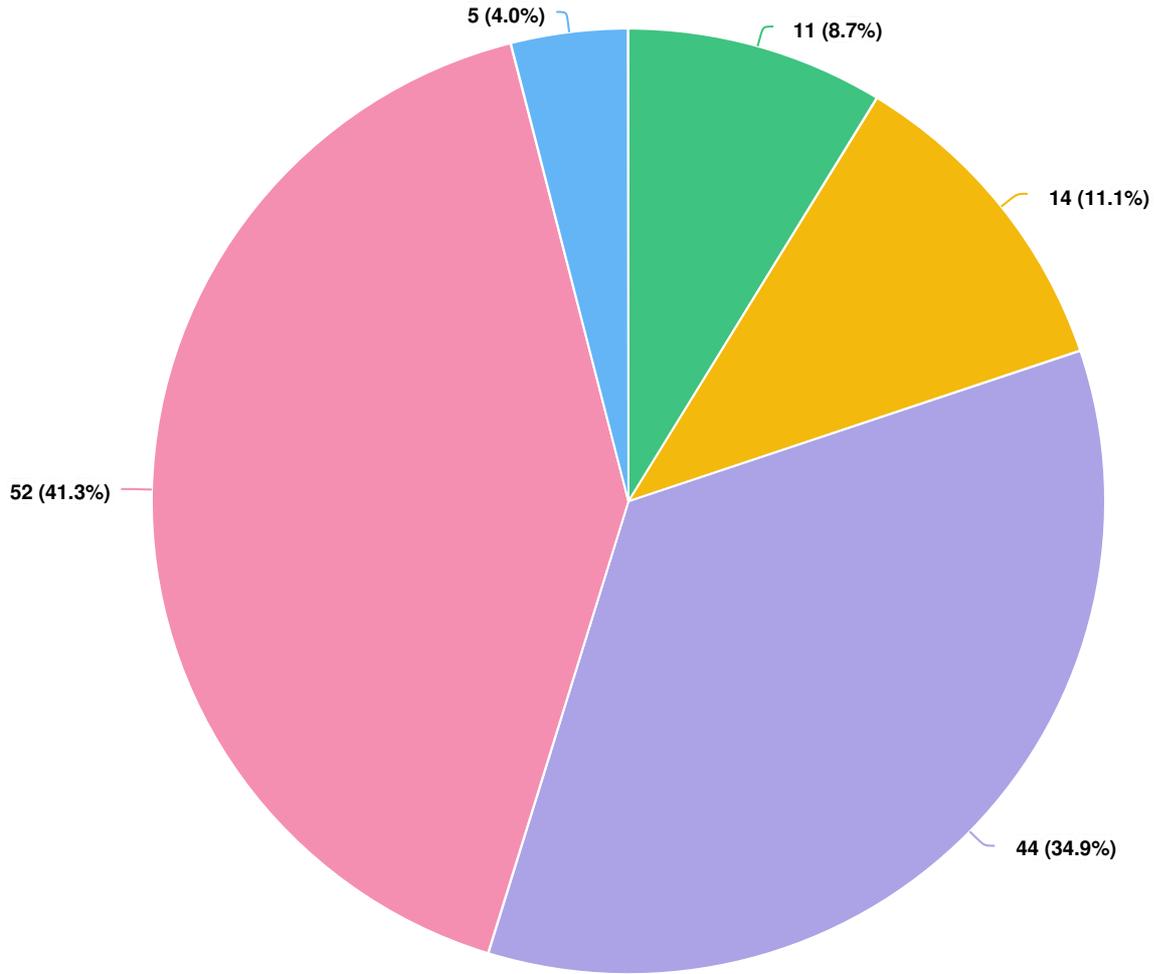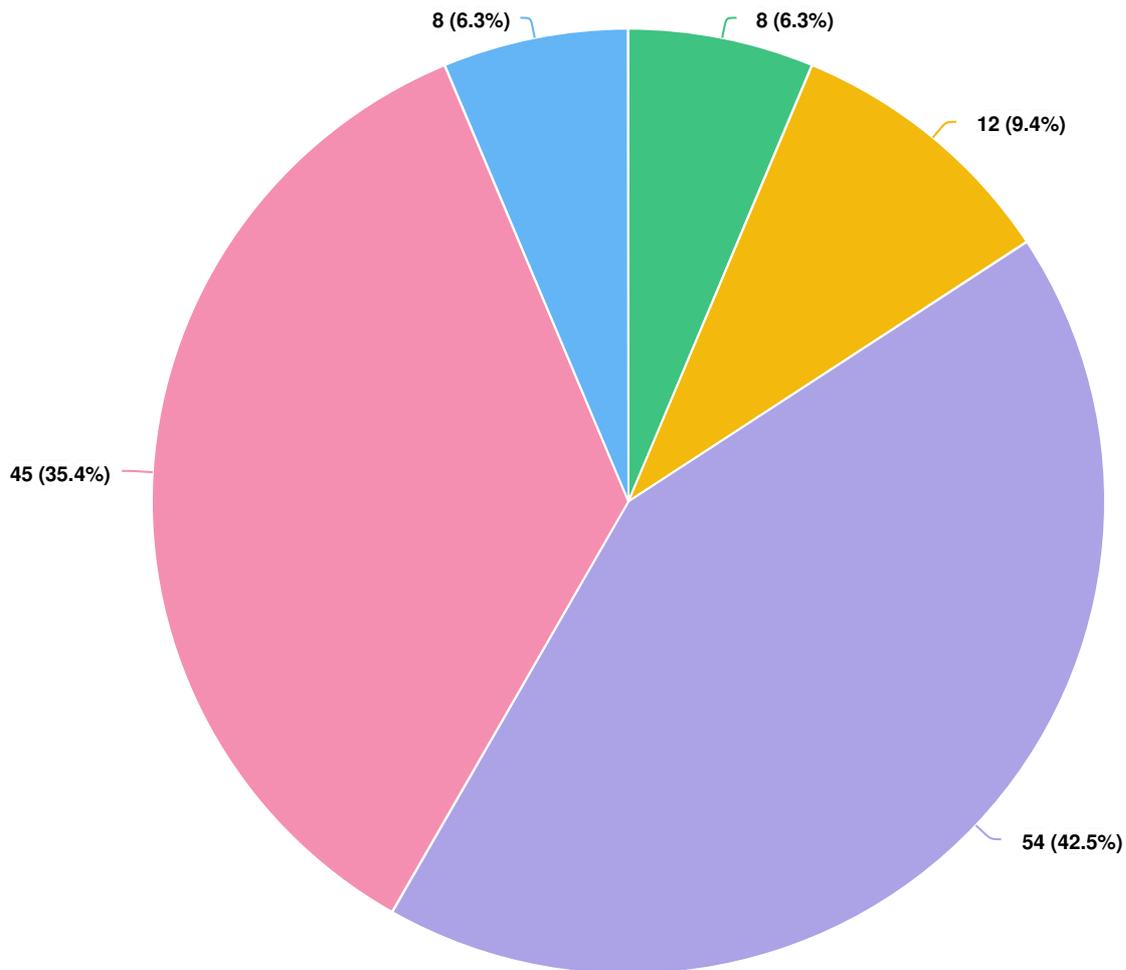**Q1**   **We feel safe in our community when we are all free to enjoy public and private spaces without fear of harm.**
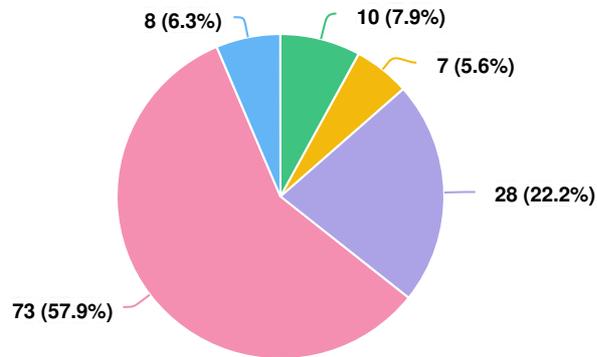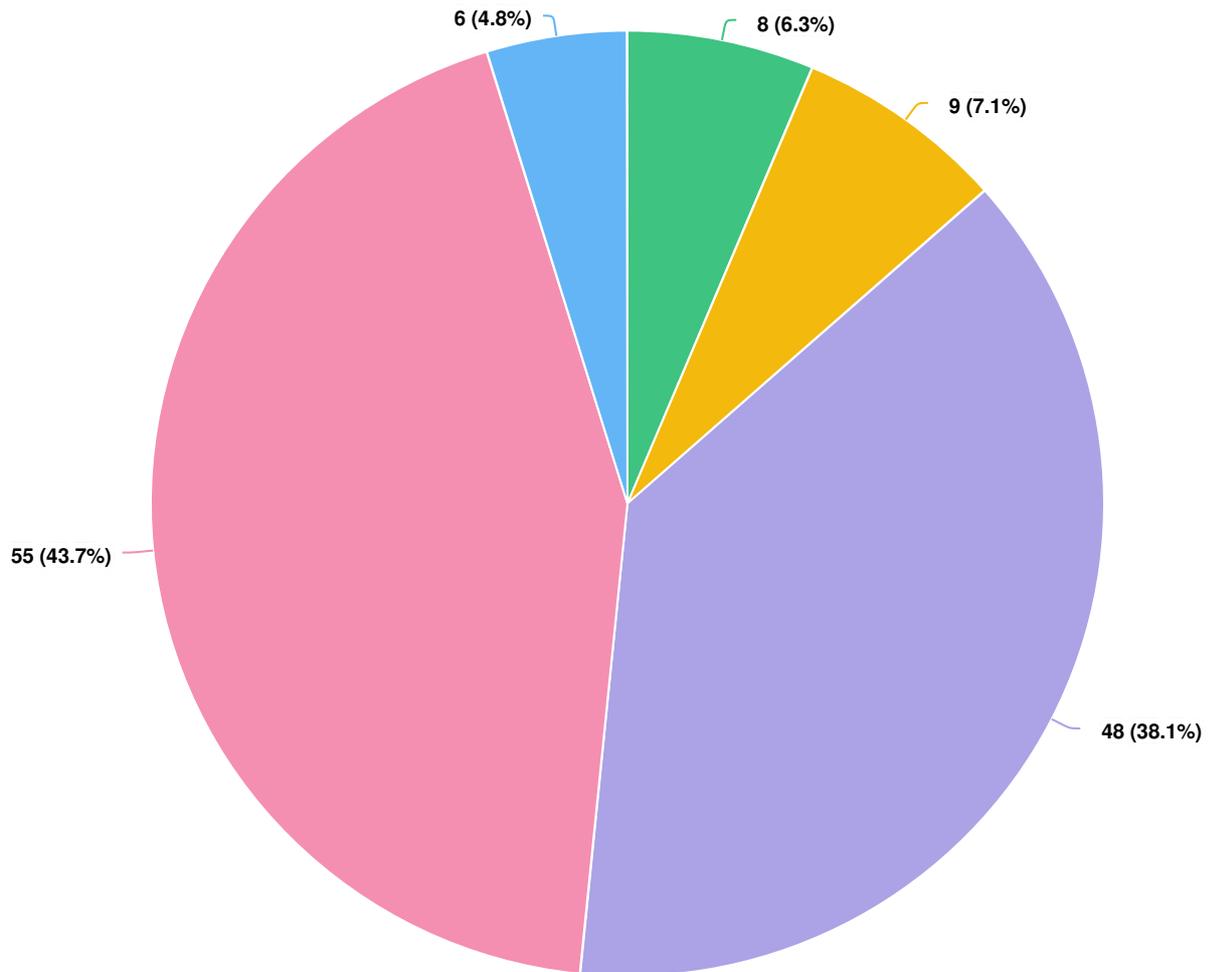

Question options

🟢 Strongly does not resonate with me   🟡 Does not resonate with me   🟣 Resonates with me   🔴 Strongly resonates with me

🔵 I am not sure or this is not applicable to me

Optional question (126 response(s), 2 skipped)
Question type: Radio Button Question

Q2	**We feel safe in our community when laws are enforced equitably.**
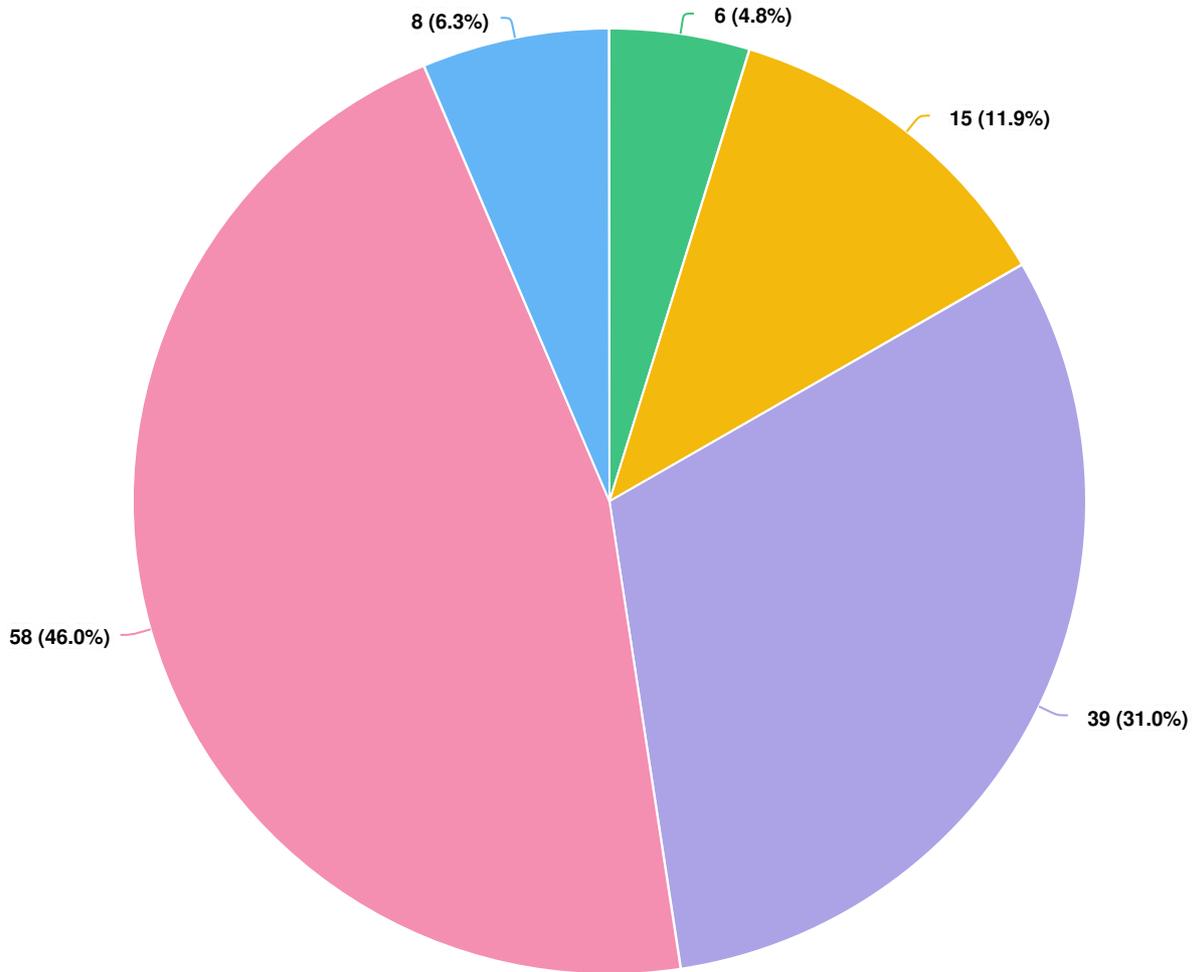
8 (6.3%)

6 (4.8%)

15 (11.9%)

58 (46.0%)

39 (31.0%)

Question options

🟢 Strongly does not resonate with me   🟡 Does not resonate with me   🟣 Resonates with me   🔴 Strongly resonates with me

🔵 I am not sure or this is not applicable to me

Optional question (126 response(s), 2 skipped)
Question type: Radio Button Question

Q3 We feel safe in our community when police respond professionally and respectfully when we need them, but we have alternative and creative resources to address problems not suited to police.

5 (3.9%)   7 (5.5%)

12 (9.4%)

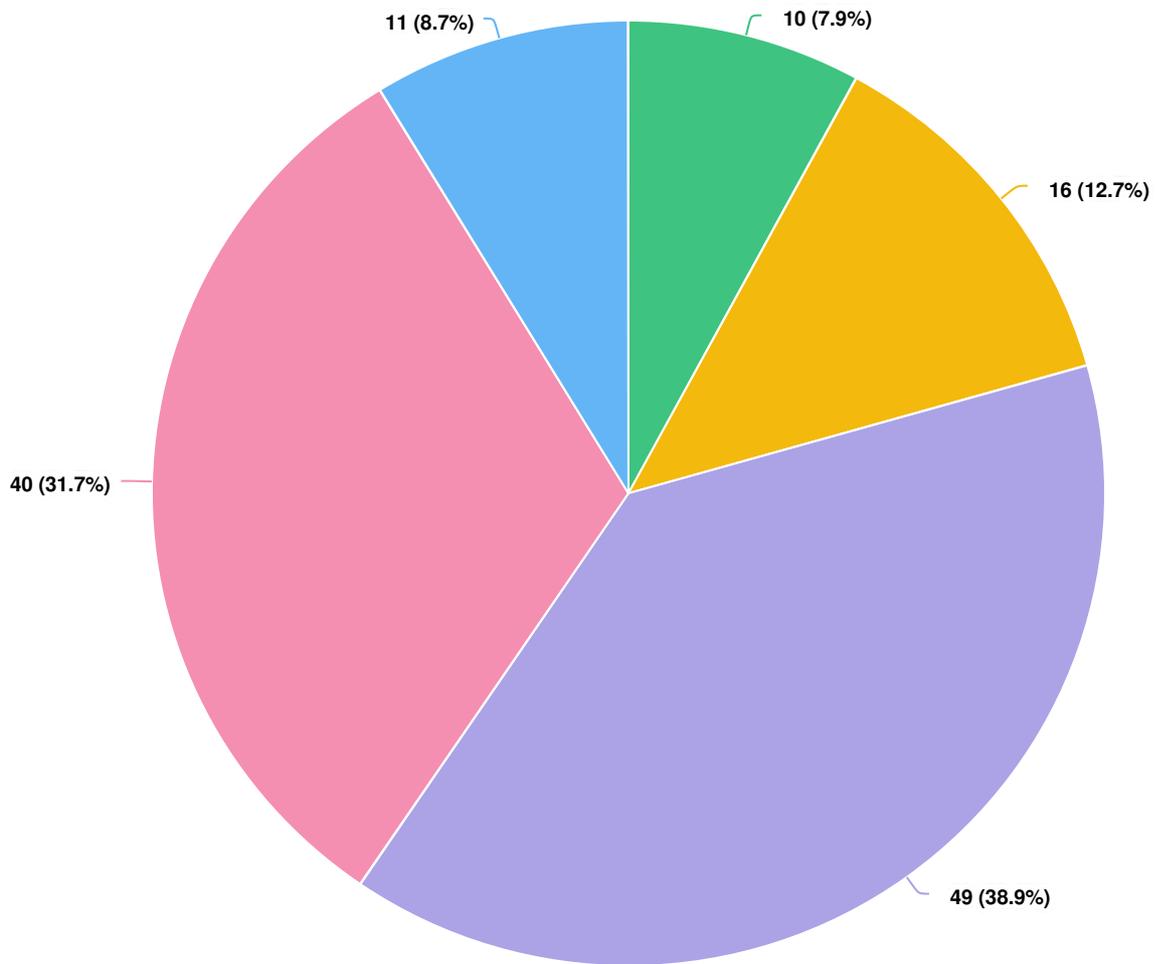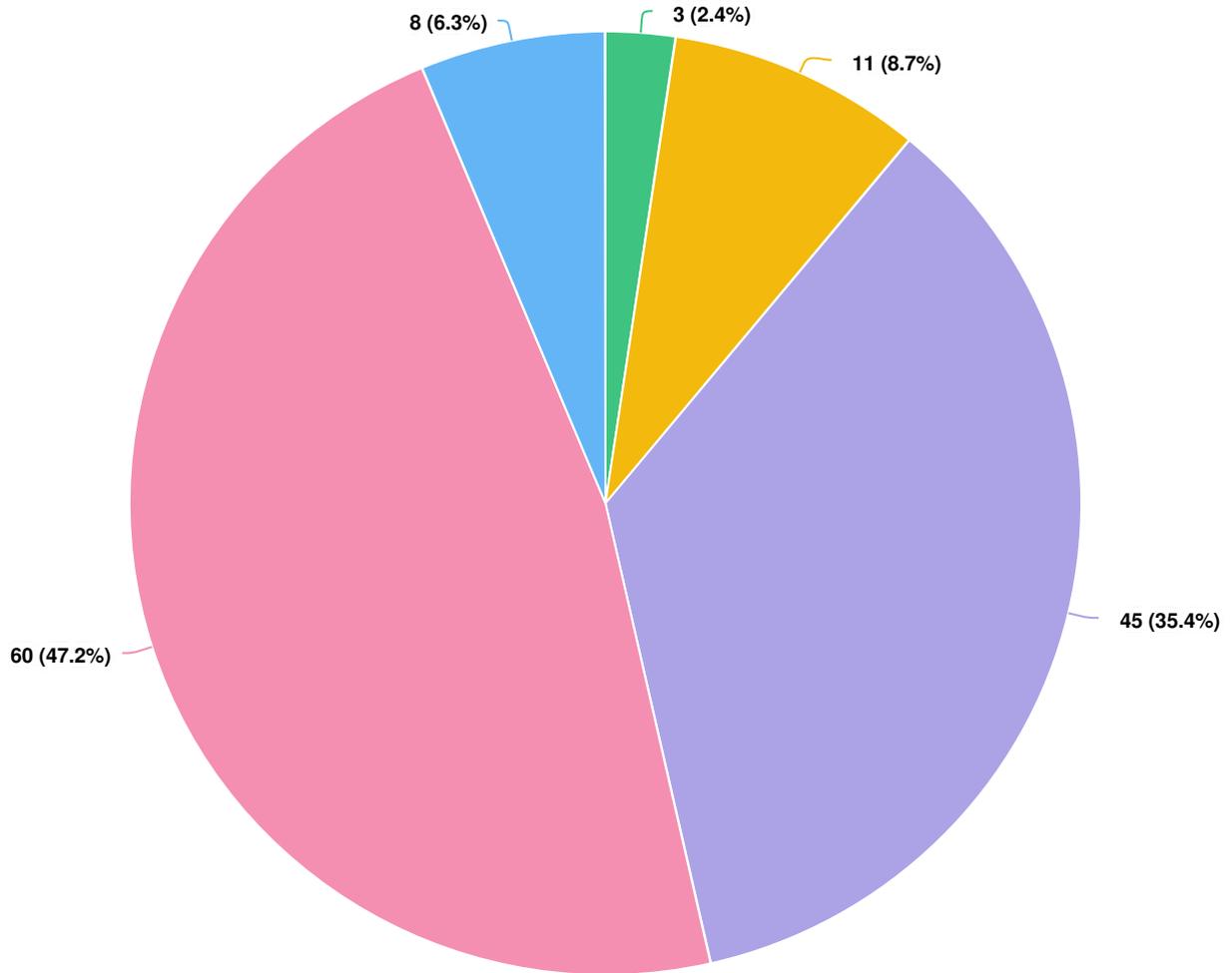36 (28.3%)

67 (52.8%)

Question options

● Strongly does not resonate with me   ● Does not resonate with me   ● Resonates with me   ● Strongly resonates with me

● I am not sure or this is not applicable to me

Optional question (127 response(s), 1 skipped)
Question type: Radio Button Question

Q4 **We feel safe in our community when we demonstrate we are a compassionate community that supports the basic needs and the right to be free of crime for all community members.**

Question options

- 🟢 Strongly does not resonate with me
- 🟡 Does not resonate with me
- 🟣 Resonates with me
- 🔴 Strongly resonates with me
- 🔵 I am not sure or this is not applicable to me

Optional question (126 response(s), 2 skipped)
Question type: Radio Button Question

Q5 We feel safe in our community when criminal behavior is met with accountability measures that are fair and just within policing and other systems, with opportunities for individuals to be supported in underlying issues.
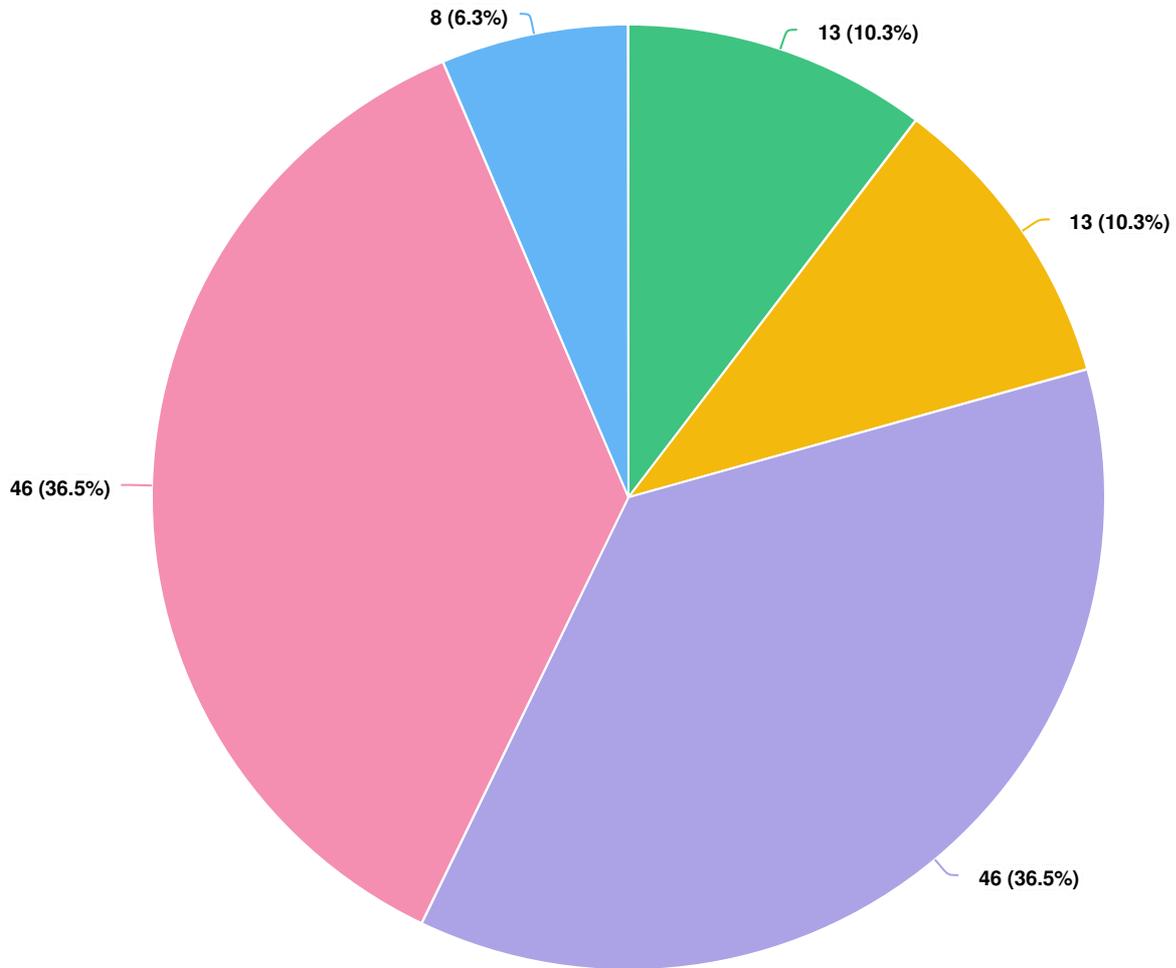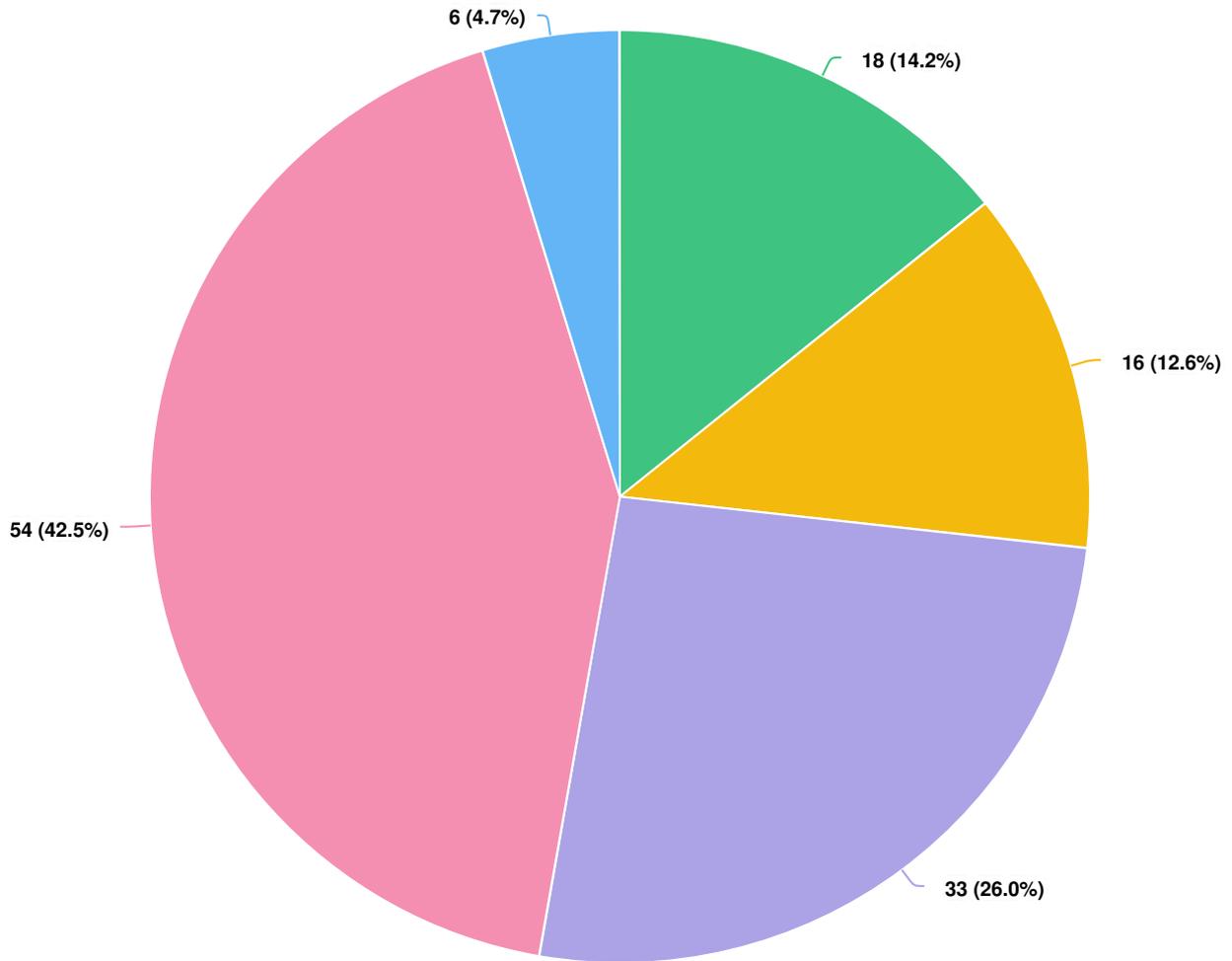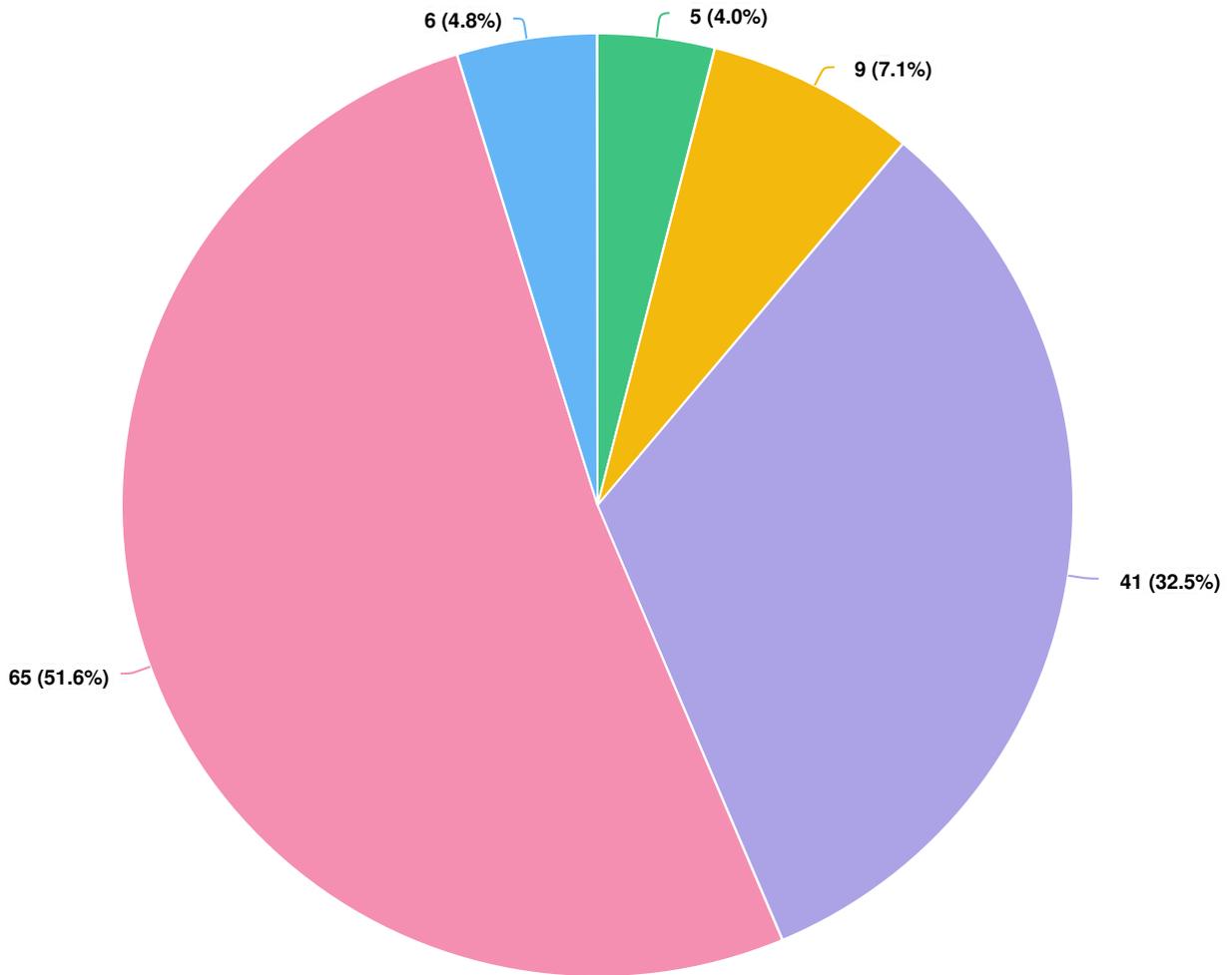

Question options

- Strongly does not resonate with me
- Does not resonate with me
- Resonates with me
- Strongly resonates with me
- I am not sure or this is not applicable to me

Optional question (127 response(s), 1 skipped)
Question type: Radio Button Question

Q6 **We feel safe in our community when officers are part of the communities they serve, building relationships and understanding and addressing problems before having to step up enforcement and resort to force.**

Question options

- ● Strongly does not resonate with me
- ● Does not resonate with me
- ● Resonates with me
- ● Strongly resonates with me
- ● I am not sure or this is not applicable to me

Optional question (126 response(s), 2 skipped)
Question type: Radio Button Question

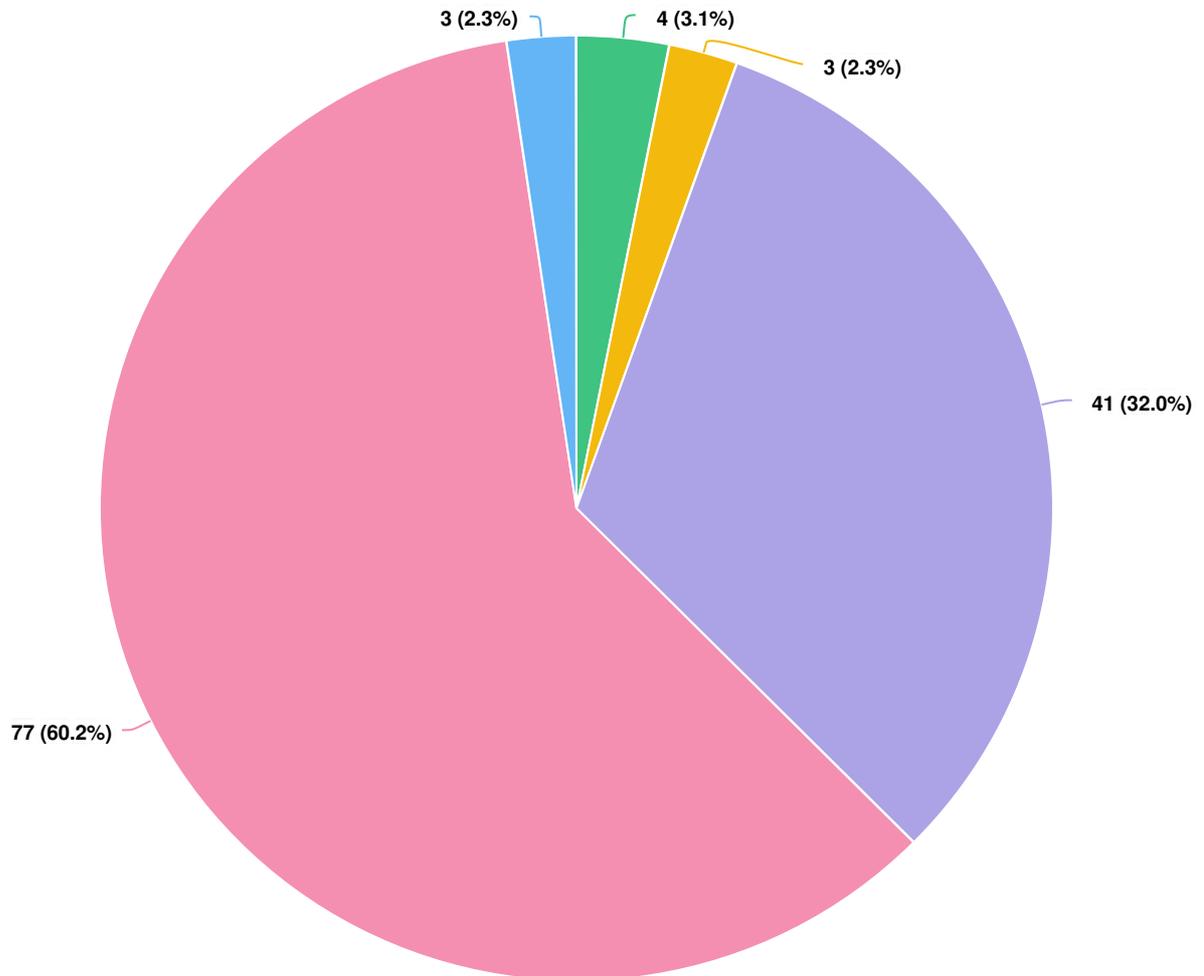| Q7	Integrating with the community

Question options

- 🟢 Strongly does not resonate with me
- 🟡 Does not resonate with me
- 🟣 Resonates with me
- 🩷 Strongly resonates with me
- 🔵 I am not sure or this is not applicable to me

Optional question (126 response(s), 2 skipped)
Question type: Radio Button Question

Q8	**Ensuring right response, role for police**

Question options

- 🟢 Strongly does not resonate with me
- 🟡 Does not resonate with me
- 🟣 Resonates with me
- 🔴 Strongly resonates with me
- 🔵 I am not sure or this is not applicable to me

Optional question (127 response(s), 1 skipped)
Question type: Radio Button Question

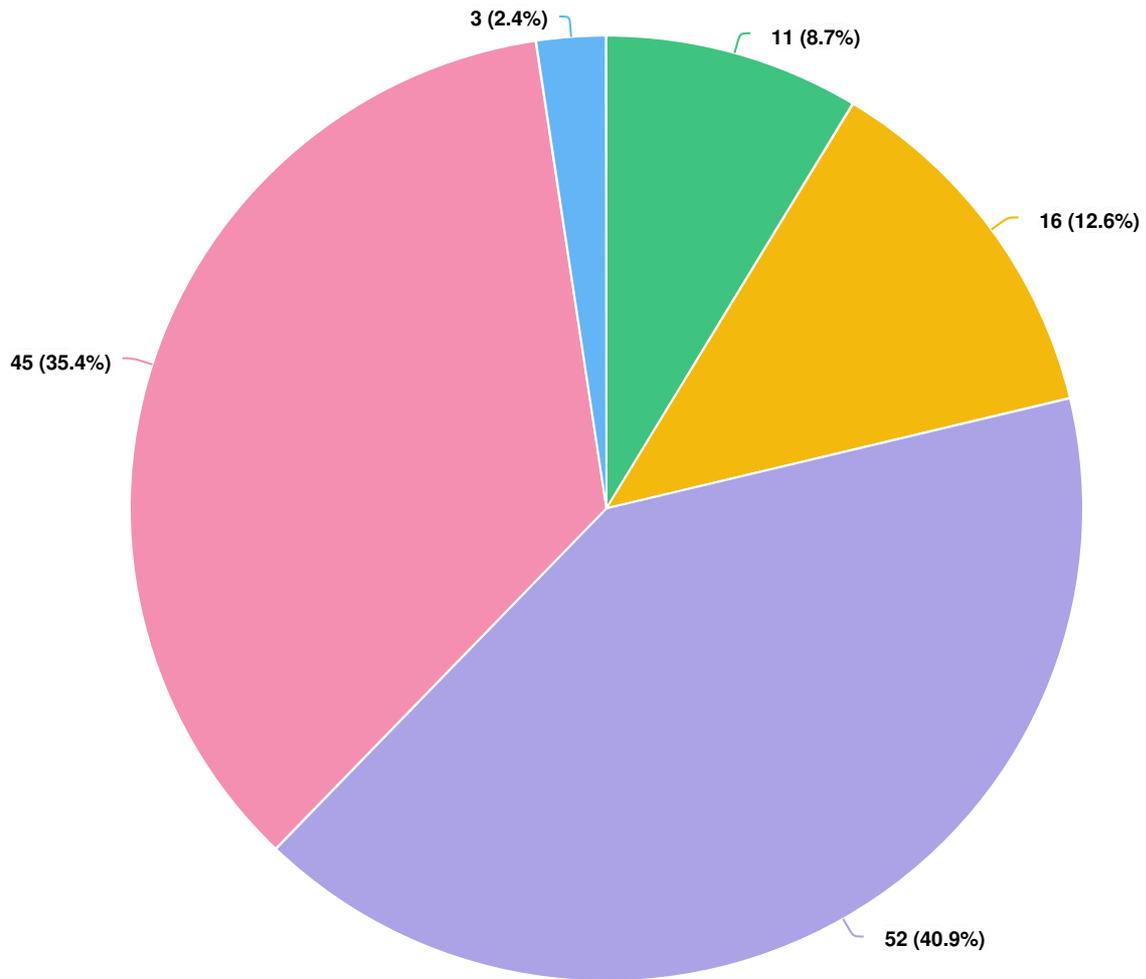| Q9 | **Providing leadership in preventing/reducing crime** |

Question options

- 🟢 Strongly does not resonate with me
- 🟡 Does not resonate with me
- 🟣 Resonates with me
- 🔴 Strongly resonates with me
- 🔵 I am not sure or this is not applicable to me

Optional question (126 response(s), 2 skipped)
Question type: Radio Button Question

Q10 **Serving as a trusted partner in equity, anti-racism, and support for vulnerable populations**

6 (4.7%)

18 (14.2%)

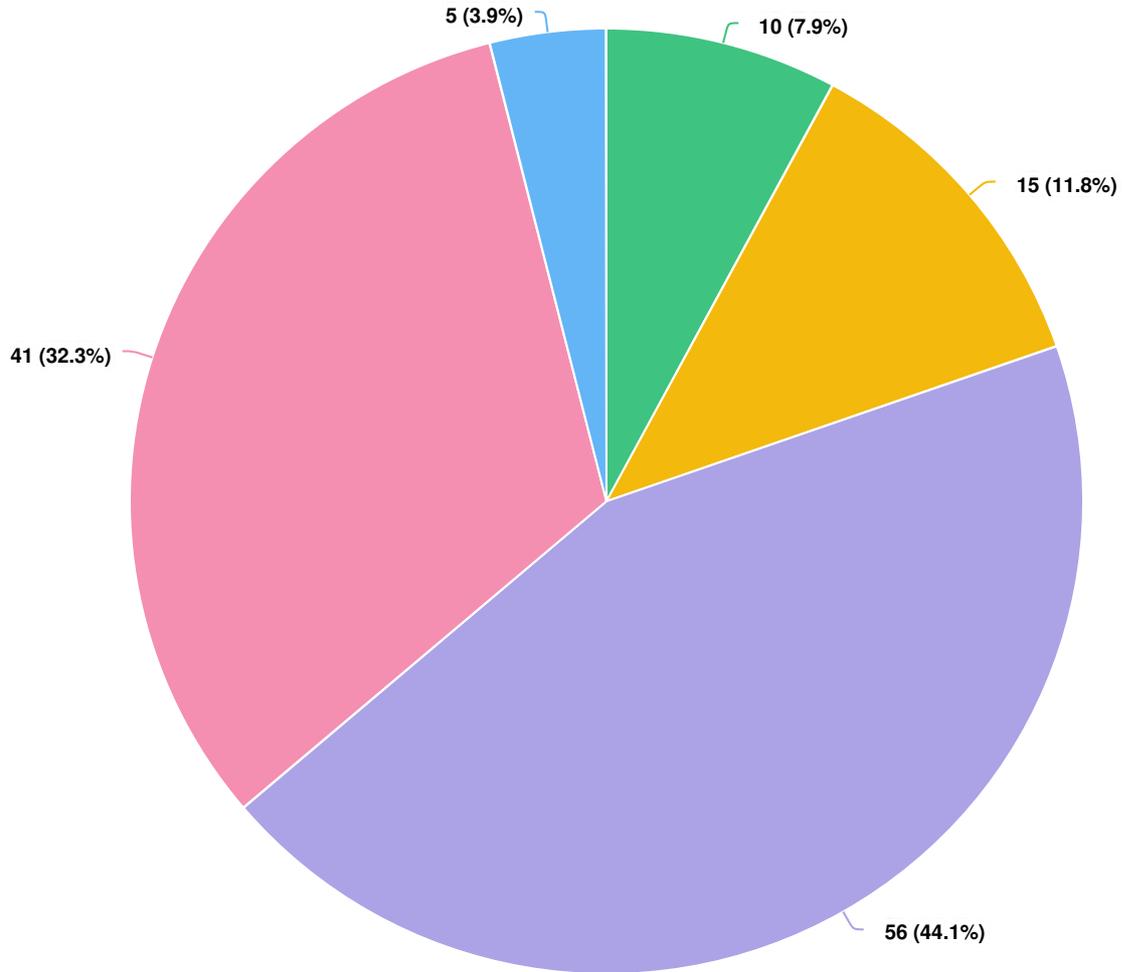**16 (12.6%)**

54 (42.5%)

33 (26.0%)

Question options

● Strongly does not resonate with me ● Does not resonate with me ● Resonates with me ● Strongly resonates with me

● I am not sure or this is not applicable to me

Optional question (127 response(s), 1 skipped)
Question type: Radio Button Question

Q11	Recruiting and supporting a professional workforce with integrity

6 (4.8%) 5 (4.0%)

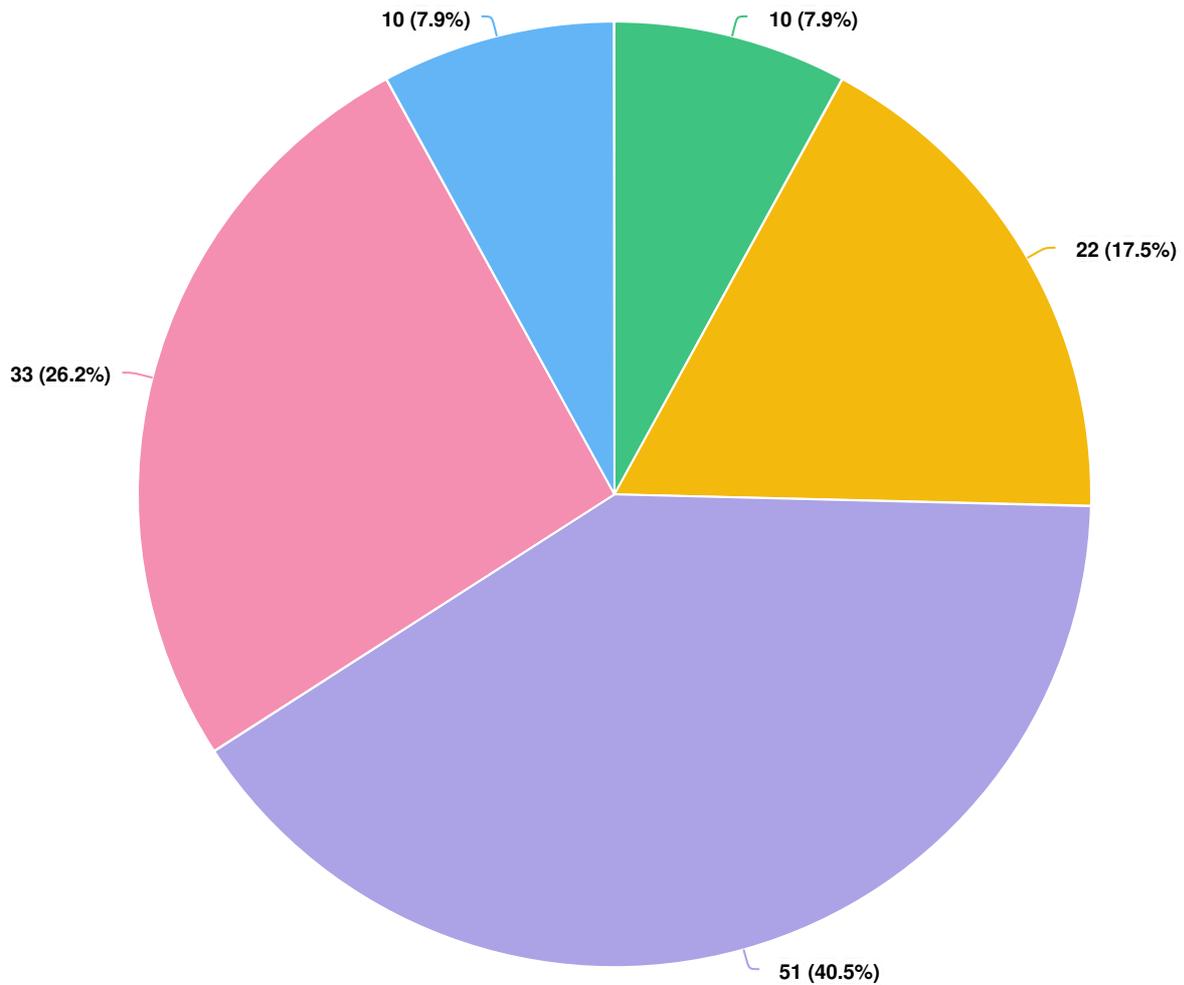9 (7.1%)

41 (32.5%)

65 (51.6%)

Question options

● Strongly does not resonate with me   ● Does not resonate with me   ● Resonates with me   ● Strongly resonates with me

● I am not sure or this is not applicable to me

Optional question (126 response(s), 2 skipped)
Question type: Radio Button Question

Q12	Modeling transparency and accountability

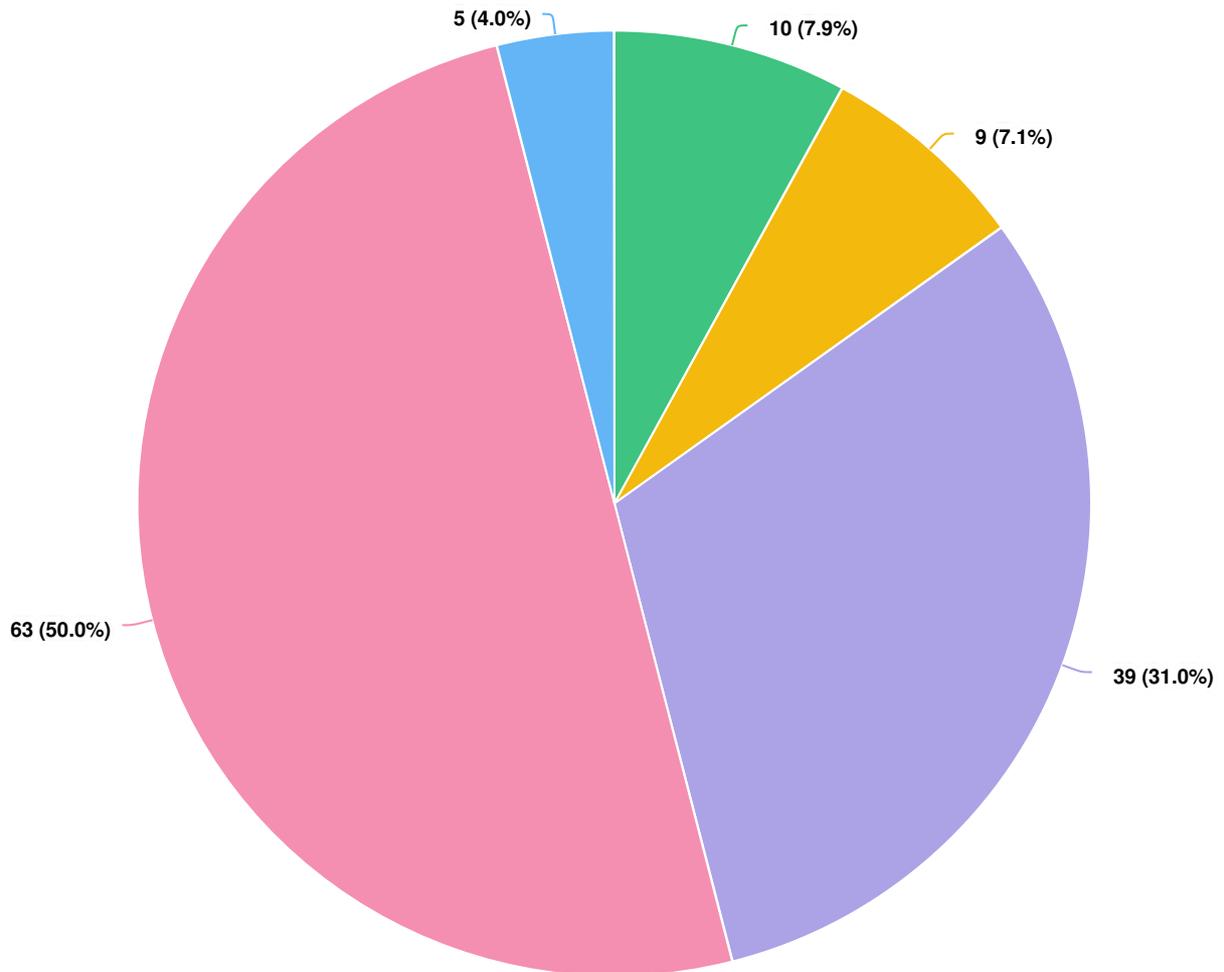3 (2.3%)　　4 (3.1%)

3 (2.3%)

41 (32.0%)

77 (60.2%)

Question options

- ● Strongly does not resonate with me
- ● Does not resonate with me
- ● Resonates with me
- ● Strongly resonates with me
- ● I am not sure or this is not applicable to me

Optional question (128 response(s), 0 skipped)
Question type: Radio Button Question

Q13 | **Integrating with Community Sub-Topic 1: Building relationships with community members and neighborhoods outside of emergencies**
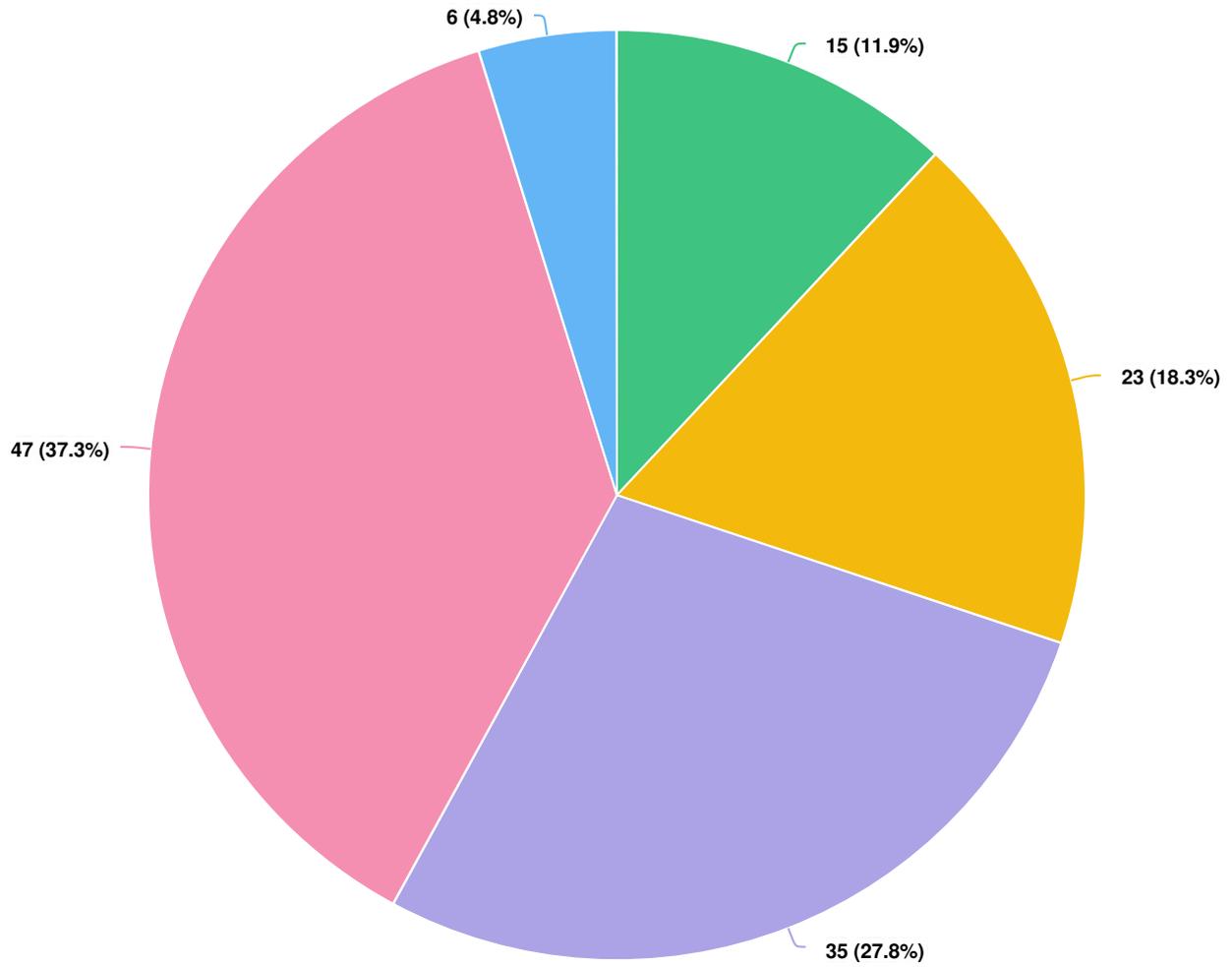

Question options

- ● Strongly does not resonate with me
- ● Does not resonate with me
- ● Resonates with me
- ● Strongly resonates with me
- ● I am not sure or this is not applicable to me

Optional question (127 response(s), 1 skipped)
Question type: Radio Button Question

Q14 | **Integrating with Community Sub-Topic 2: Pro-active, problem-solving partnerships**

5 (3.9%)

10 (7.9%)
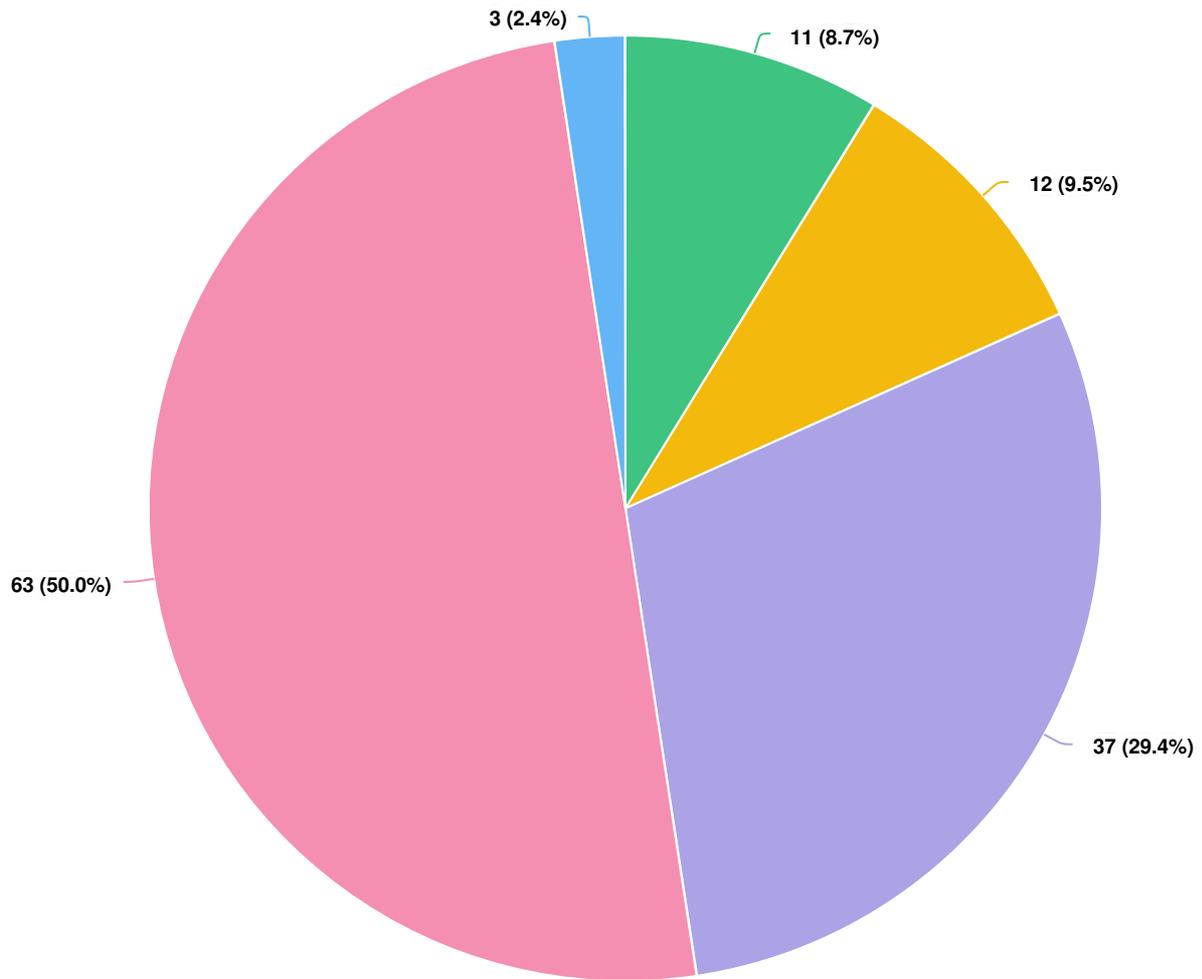
15 (11.8%)

41 (32.3%)

56 (44.1%)

Question options

● Strongly does not resonate with me   ● Does not resonate with me   ● Resonates with me   ● Strongly resonates with me

● I am not sure or this is not applicable to me

Optional question (127 response(s), 1 skipped)
Question type: Radio Button Question

Q15 | **Integrating with Community Sub-Topic 3: Communication and education to help the community understand community work, success and challenges**

Question options

- 🟢 Strongly does not resonate with me
- 🟡 Does not resonate with me
- 🟣 Resonates with me
- 🌸 Strongly resonates with me
- 🔵 I am not sure or this is not applicable to me

Optional question (126 response(s), 2 skipped)
Question type: Radio Button Question

Q16 | **Ensuring Right Response, Role for Police Sub-Topic 1: Relationships with other organizations/alternative resources to ensure most appropriate response to encampments, mental health and other social issues**

5 (4.0%)

10 (7.9%)
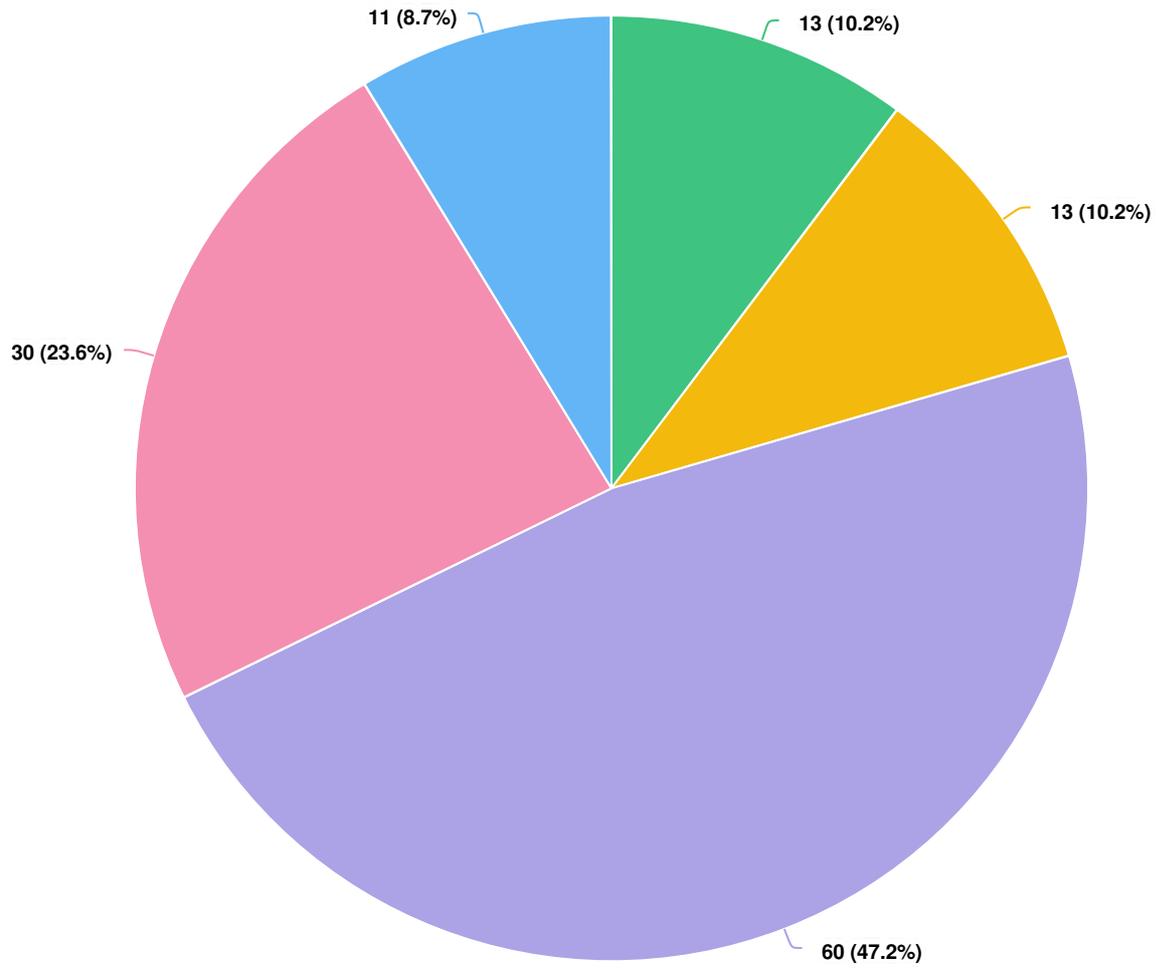
9 (7.1%)

39 (31.0%)

63 (50.0%)

Question options

- ● Strongly does not resonate with me
- ● Does not resonate with me
- ● Resonates with me
- ● Strongly resonates with me
- ● I am not sure or this is not applicable to me

Optional question (126 response(s), 2 skipped)
Question type: Radio Button Question

Q17 | **Ensuring Right Response, Role for Police Sub-Topic 2: Evaluating benefits and challenges to reallocating department funding or functions**
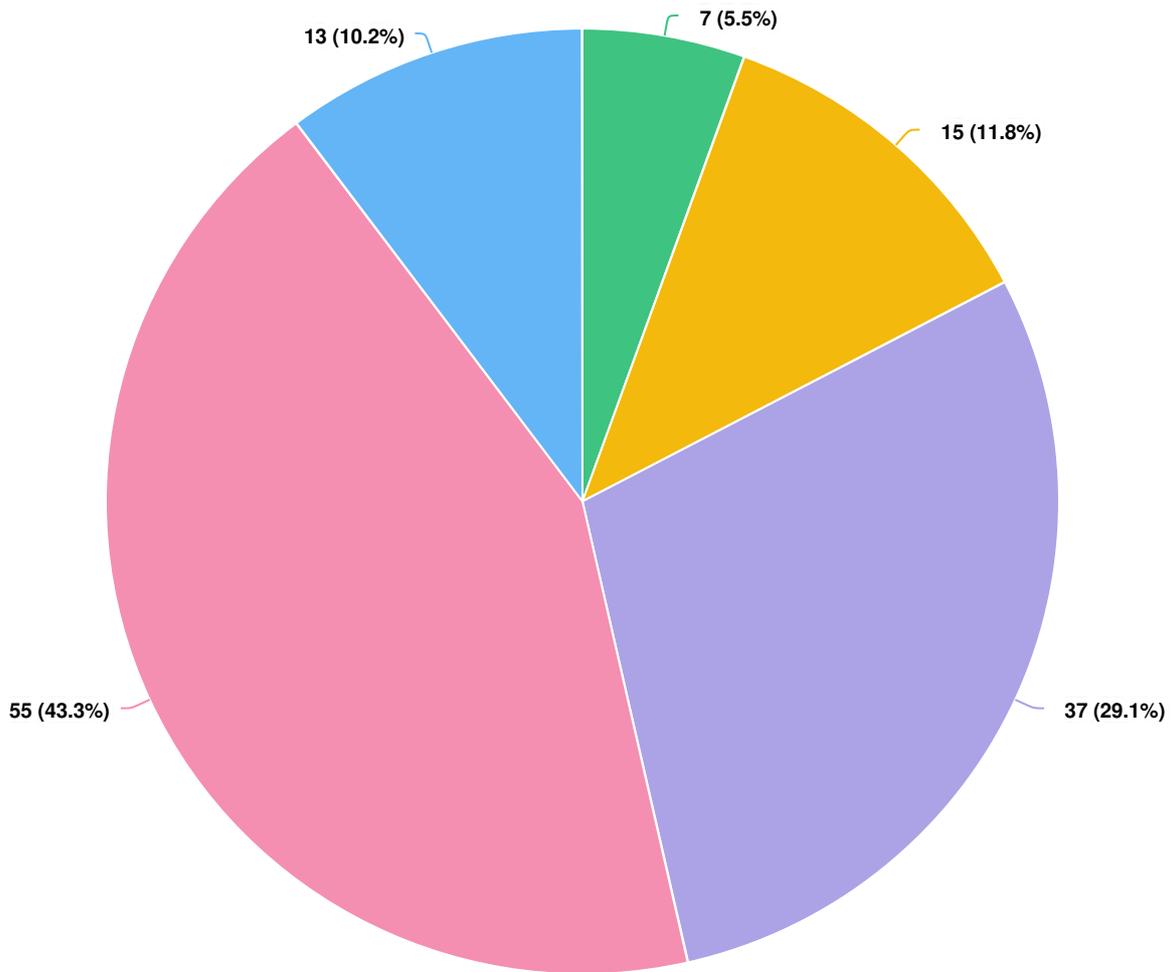

Question options

- ● Strongly does not resonate with me
- ● Does not resonate with me
- ● Resonates with me
- ● Strongly resonates with me
- ● I am not sure or this is not applicable to me

Optional question (126 response(s), 2 skipped)
Question type: Radio Button Question

Q18 | **Ensuring Right Response, Role for Police Sub-Topic 3: Ensuring training that supports department staff in responding to a variety of community members and situations**

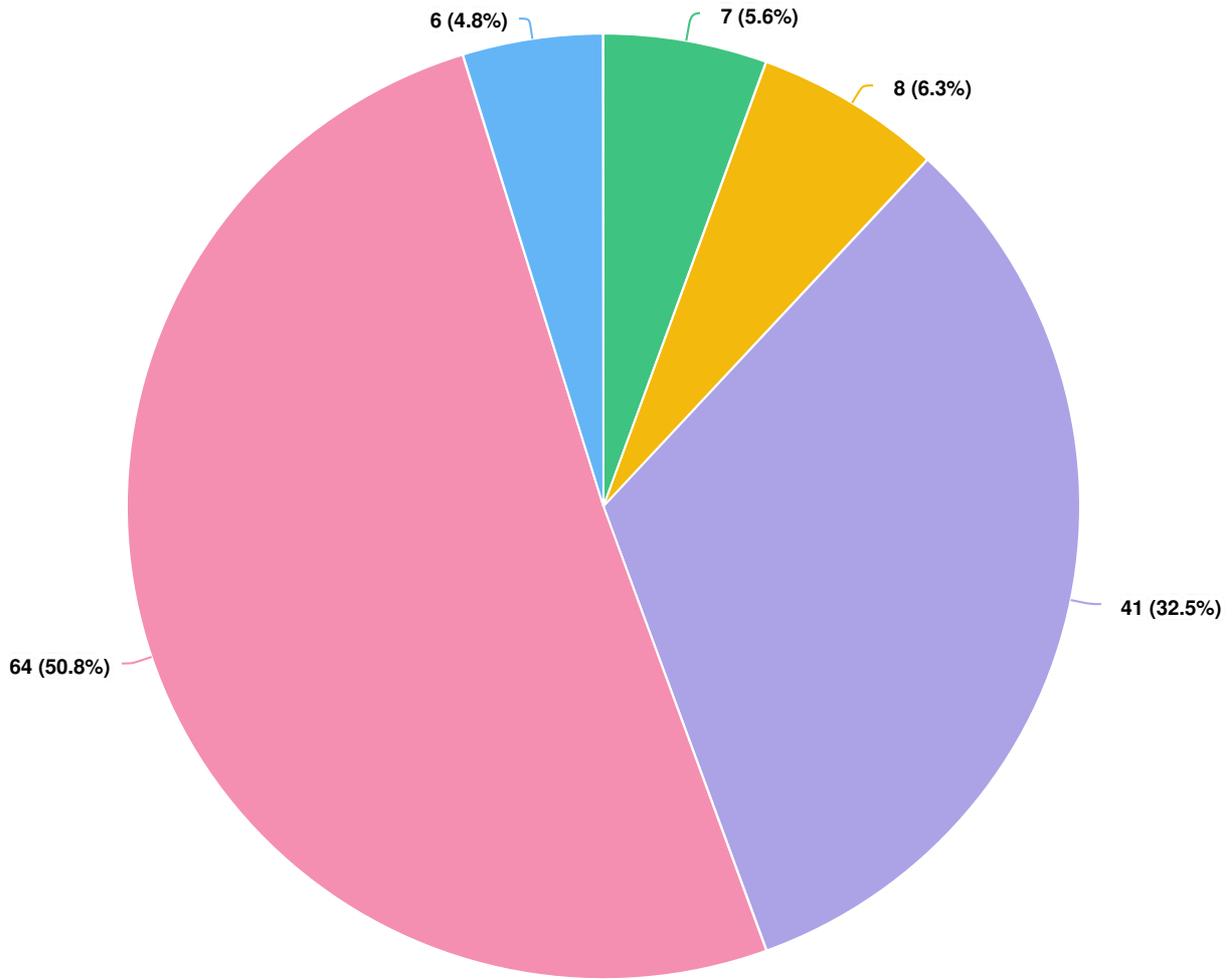3 (2.4%) 11 (8.7%)

12 (9.5%)

63 (50.0%)

37 (29.4%)

Question options

- Strongly does not resonate with me
- Does not resonate with me
- Resonates with me
- Strongly resonates with me
- I am not sure or this is not applicable to me

Optional question (126 response(s), 2 skipped)
Question type: Radio Button Question

Q19 **Providing Leadership in Preventing/Reducing Crime Sub-Topic 1: Strategies that prevent crime in the community while being consistent with shared values**
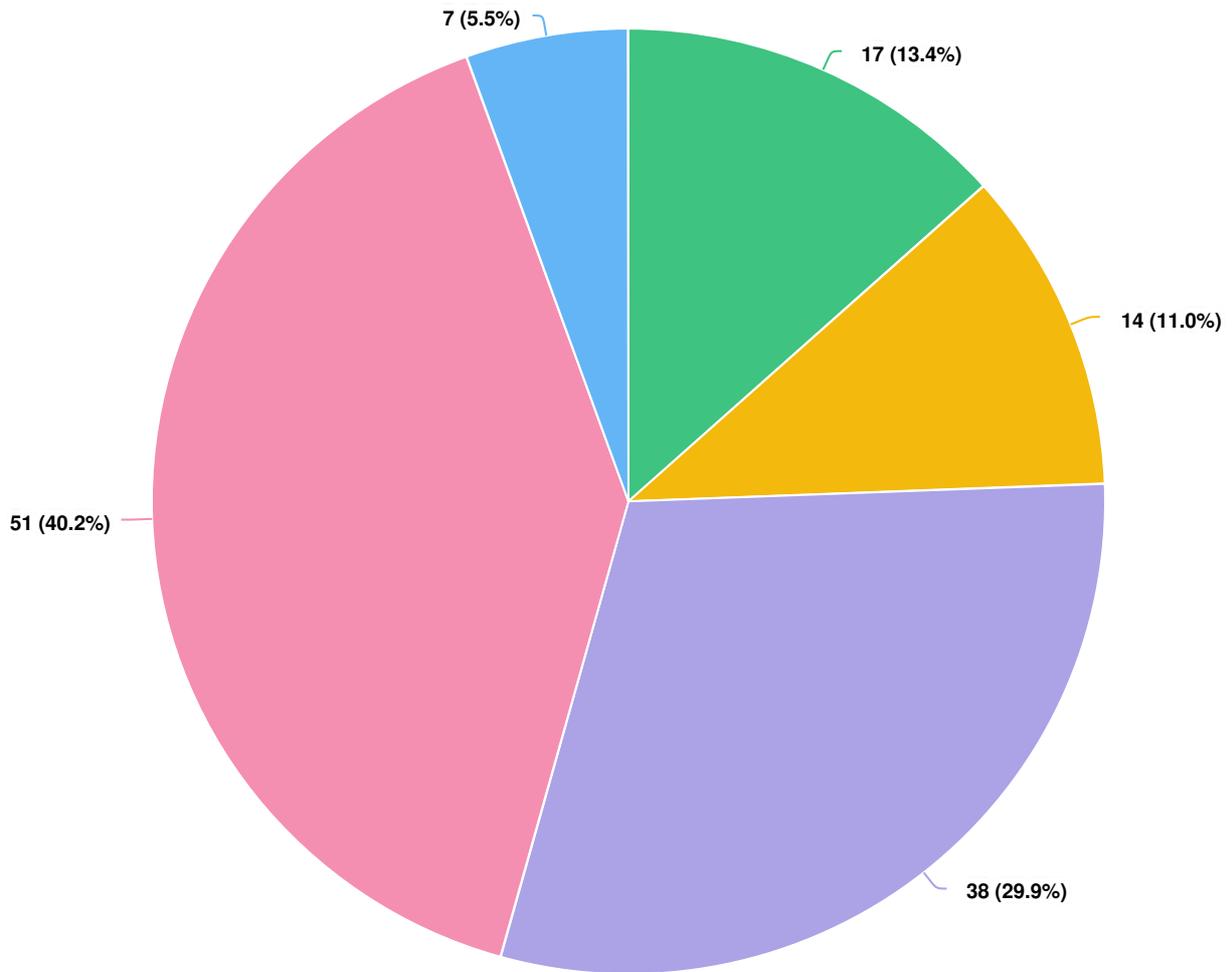

Question options

- Strongly does not resonate with me
- Does not resonate with me
- Resonates with me
- Strongly resonates with me
- I am not sure or this is not applicable to me

Optional question (127 response(s), 1 skipped)
Question type: Radio Button Question

Q20 | **Providing Leadership in Preventing/Reducing Crime Sub-Topic 2: Promoting a concept of doing no harm**

7 (5.5%)

13 (10.2%)
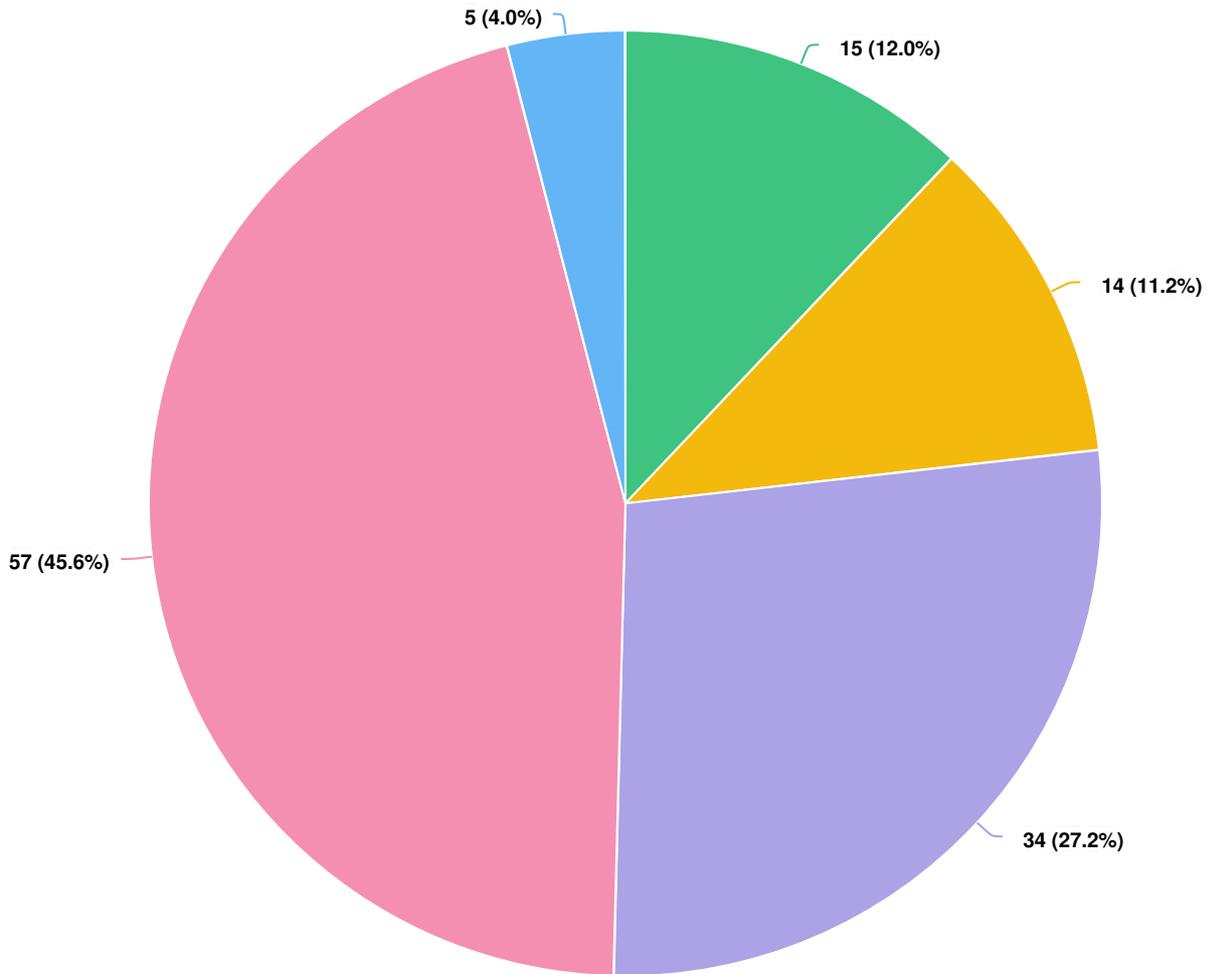
15 (11.8%)

55 (43.3%)

37 (29.1%)

Question options

● Strongly does not resonate with me ● Does not resonate with me ● Resonates with me ● Strongly resonates with me

● I am not sure or this is not applicable to me

Optional question (127 response(s), 1 skipped)
Question type: Radio Button Question

Q21 | **Providing Leadership in Preventing/Reducing Crime Sub-Topic 3: Responsiveness when crime, dangerous situations occur**

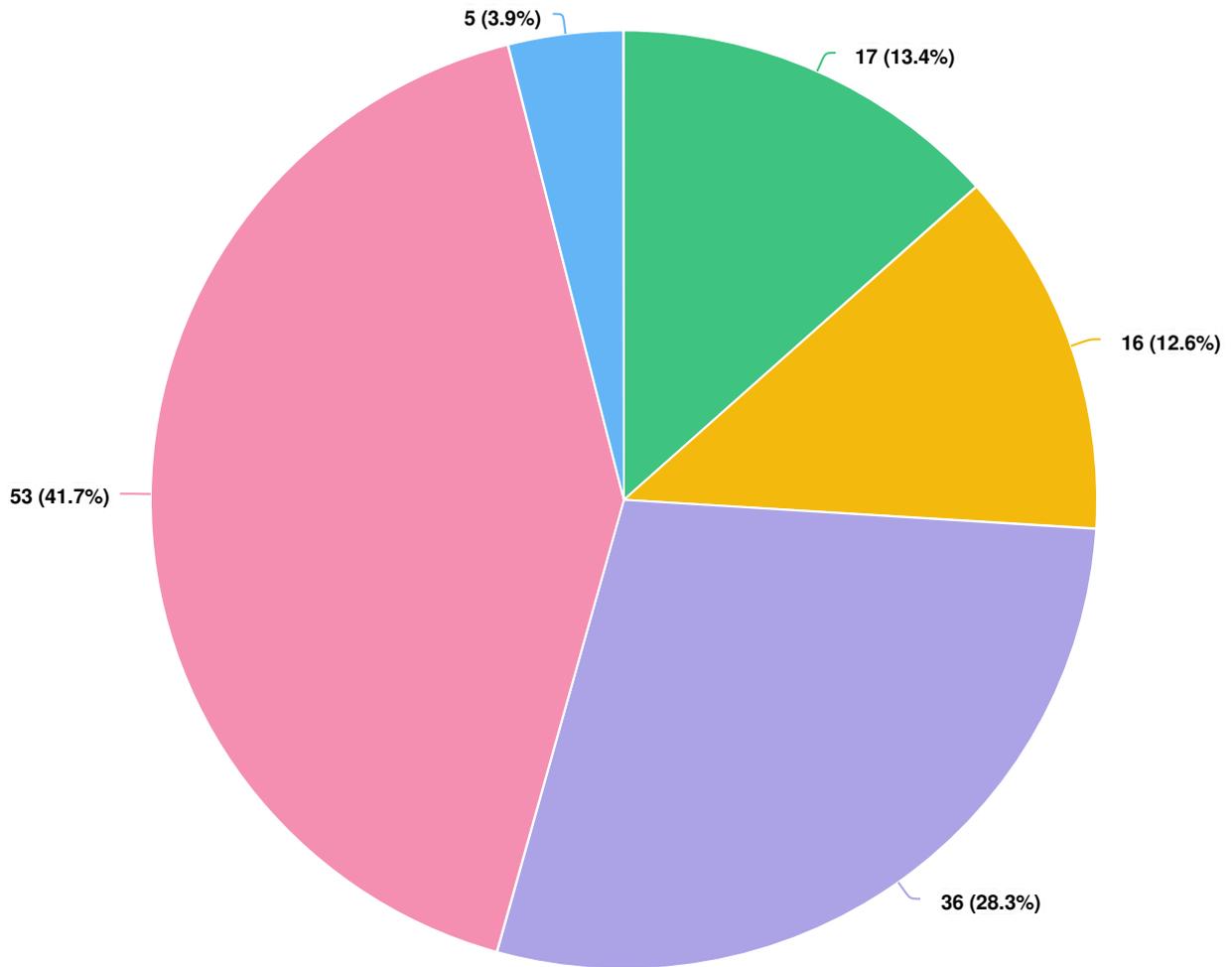6 (4.8%)   7 (5.6%)

8 (6.3%)

41 (32.5%)

64 (50.8%)

Question options

- ● Strongly does not resonate with me
- ● Does not resonate with me
- ● Resonates with me
- ● Strongly resonates with me
- ● I am not sure or this is not applicable to me

Optional question (126 response(s), 2 skipped)
Question type: Radio Button Question

Q22 **Serving as Trusted Partner in Equity, Anti-Racism, Support for Vulnerable Populations Sub-Topic 1: Workforce diversity**

7 (5.5%)

17 (13.4%)

14 (11.0%)

51 (40.2%)

38 (29.9%)

Question options

- 🟢 Strongly does not resonate with me
- 🟡 Does not resonate with me
- 🟣 Resonates with me
- 🩷 Strongly resonates with me
- 🔵 I am not sure or this is not applicable to me

Optional question (127 response(s), 1 skipped)
Question type: Radio Button Question

Q23 **Serving as Trusted Partner in Equity, Anti-Racism, Support for Vulnerable Populations**
Sub-Topic 2: Training on anti-racism/bias, as well as working with vulnerable populations
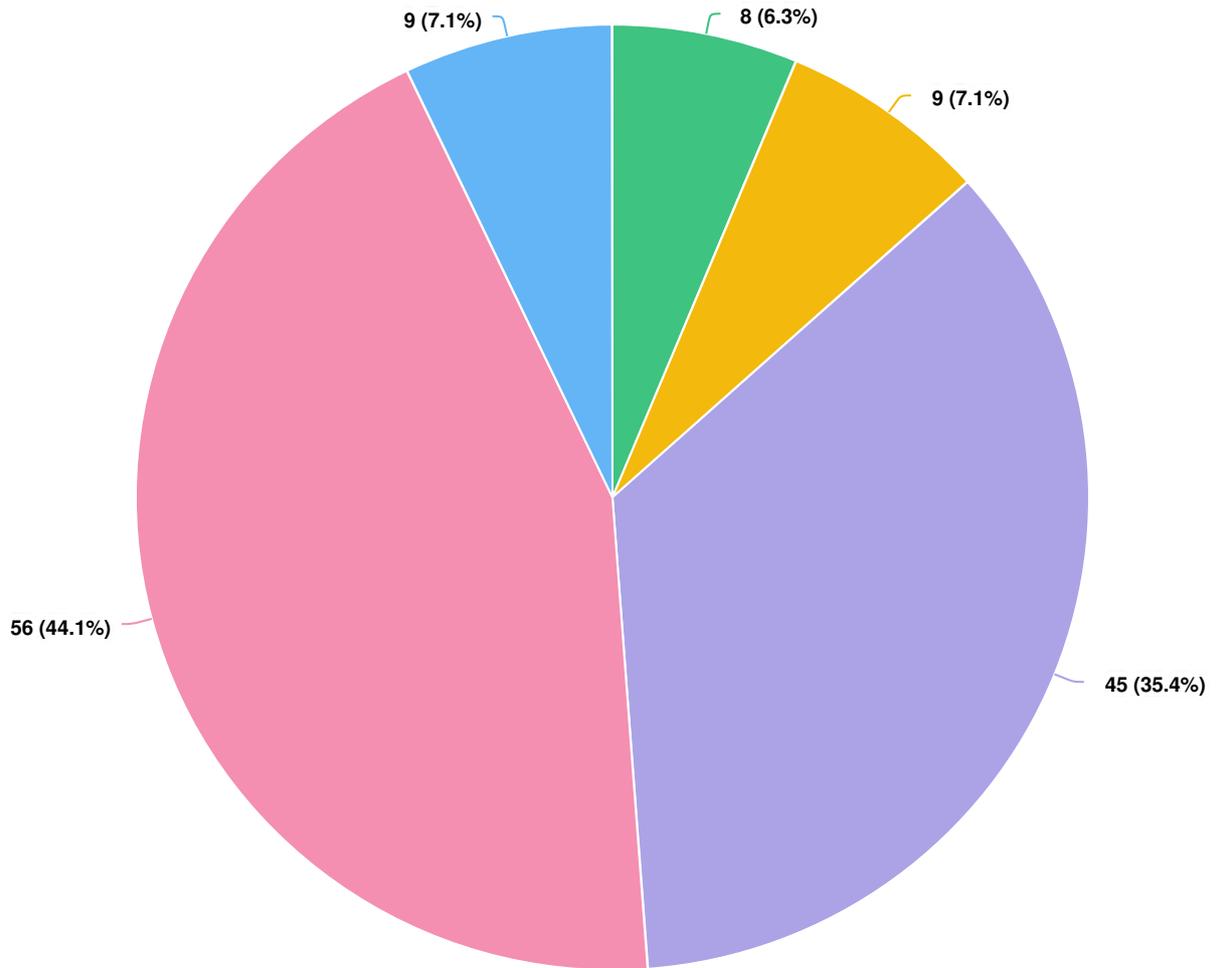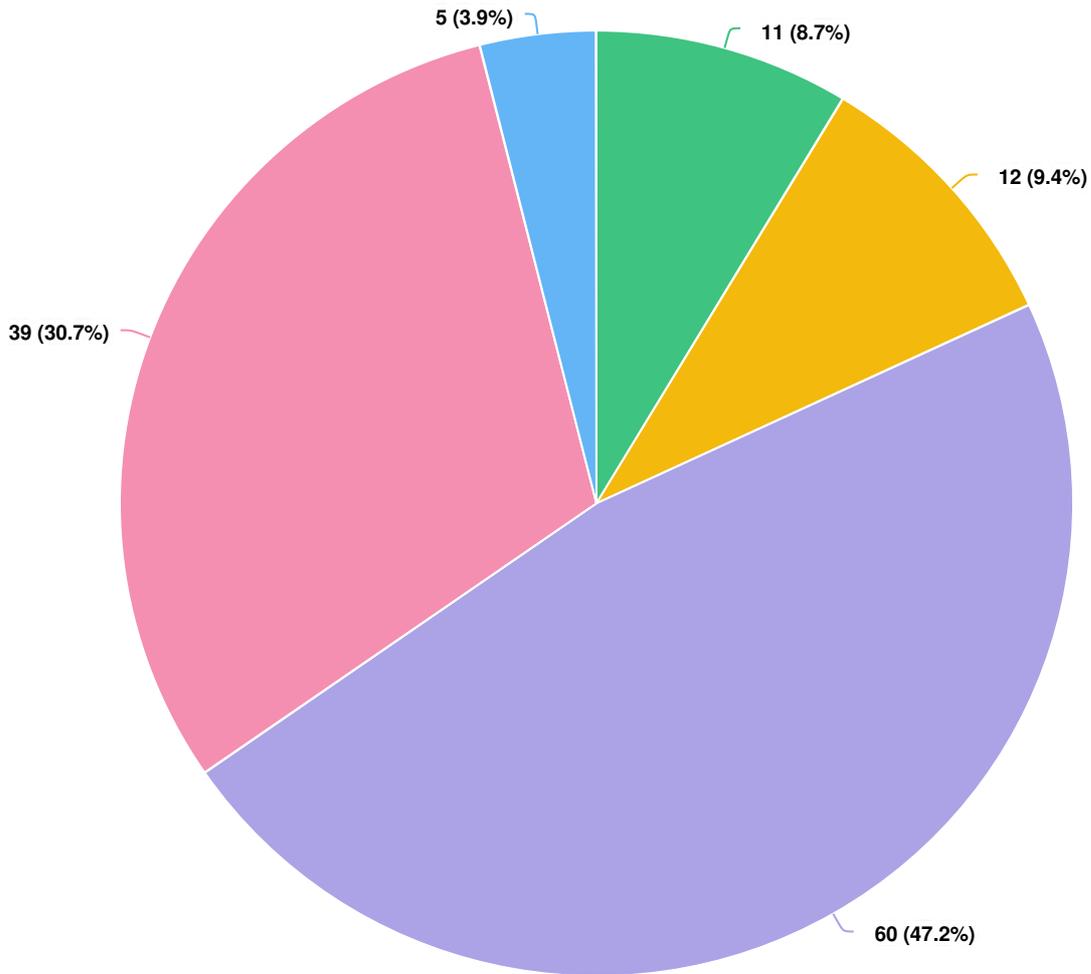

Question options

- Strongly does not resonate with me
- Does not resonate with me
- Resonates with me
- Strongly resonates with me
- I am not sure or this is not applicable to me

Optional question (125 response(s), 3 skipped)
Question type: Radio Button Question

Q24 | **Serving as Trusted Partner in Equity, Anti-Racism, Support for Vulnerable Populations Sub-Topic 3: Partnership/communication with communities/organizations representing traditionally marginalized populations to improve access, communication with th...**
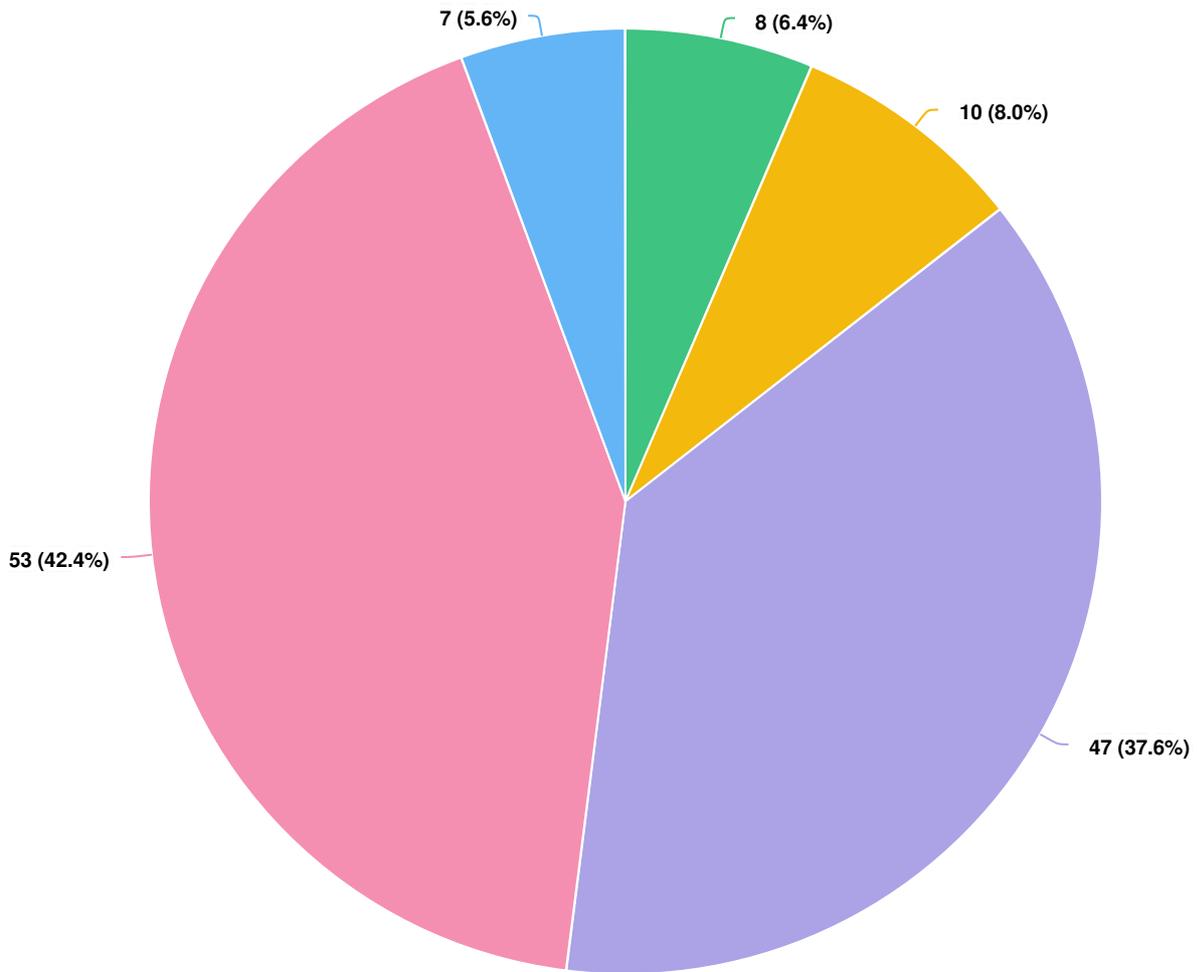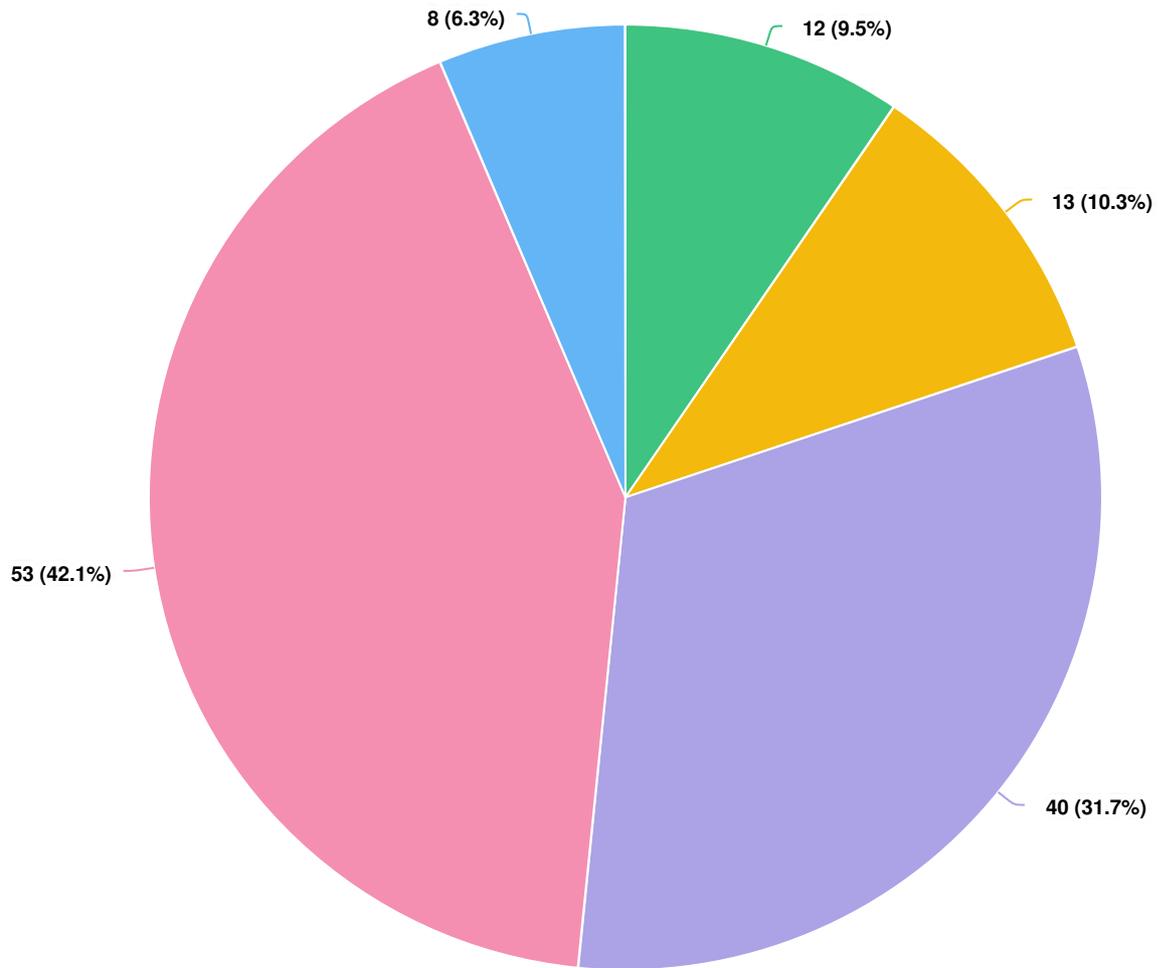

Question options

- Strongly does not resonate with me
- Does not resonate with me
- Resonates with me
- Strongly resonates with me
- I am not sure or this is not applicable to me

Optional question (127 response(s), 1 skipped)
Question type: Radio Button Question

Q25 | **Recruiting and Supporting a Professional Workforce with Integrity Sub-Topic 1: Officer/staff wellness**

8 (6.3%)

9 (7.1%)

9 (7.1%)

45 (35.4%)

56 (44.1%)

Question options

- 🟢 Strongly does not resonate with me
- 🟡 Does not resonate with me
- 🟣 Resonates with me
- 🔴 Strongly resonates with me
- 🔵 I am not sure or this is not applicable to me

Optional question (127 response(s), 1 skipped)
Question type: Radio Button Question

Q26 | **Recruiting and Supporting a Professional Workforce with Integrity Sub-Topic 2: Defining "quality candidate"**
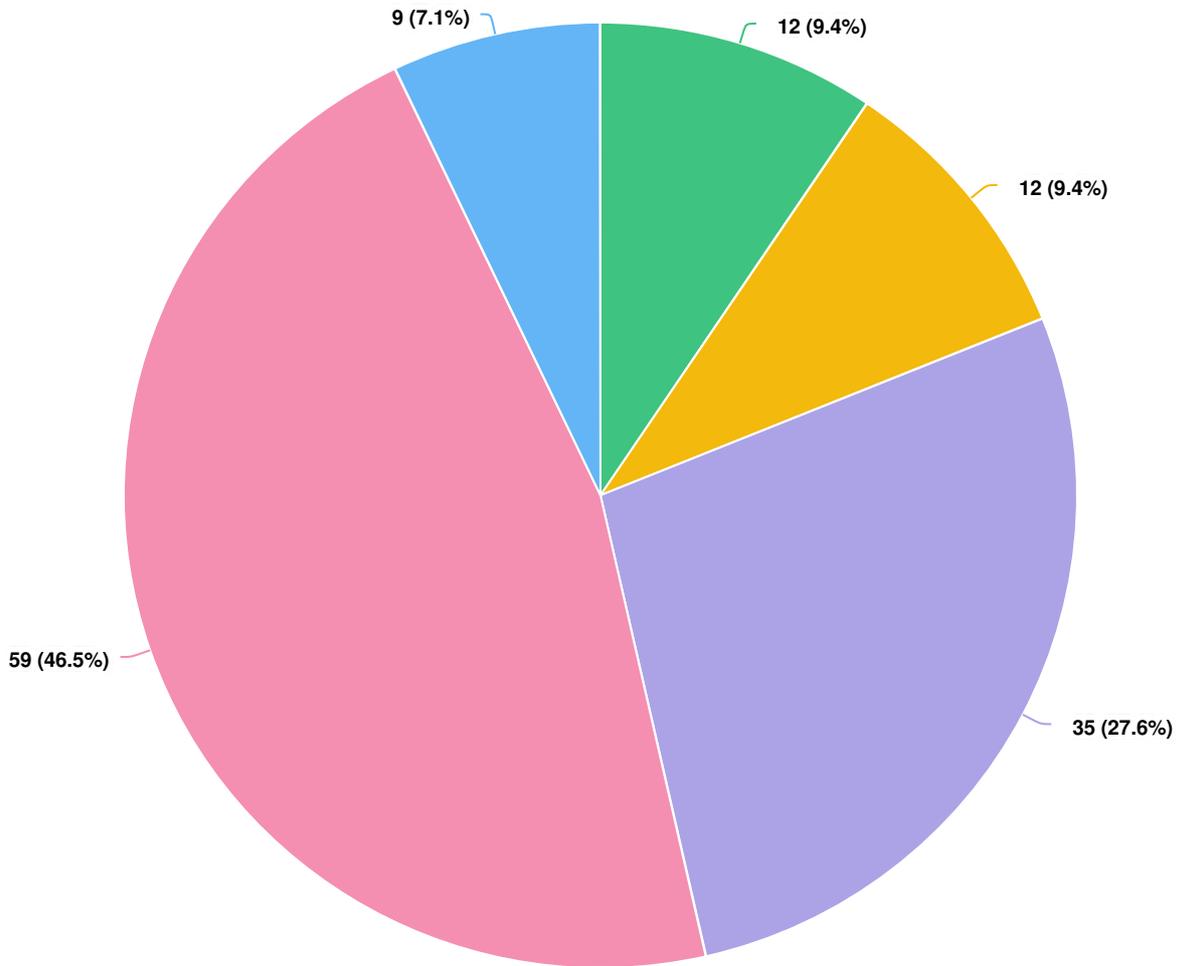

Question options

- 🟢 Strongly does not resonate with me
- 🟡 Does not resonate with me
- 🟣 Resonates with me
- 🔴 Strongly resonates with me
- 🔵 I am not sure or this is not applicable to me

Optional question (127 response(s), 1 skipped)
Question type: Radio Button Question

Q27 | **Recruiting and Supporting a Professional Workforce with Integrity Sub-Topic 3: Recruiting/retaining quality candidates**

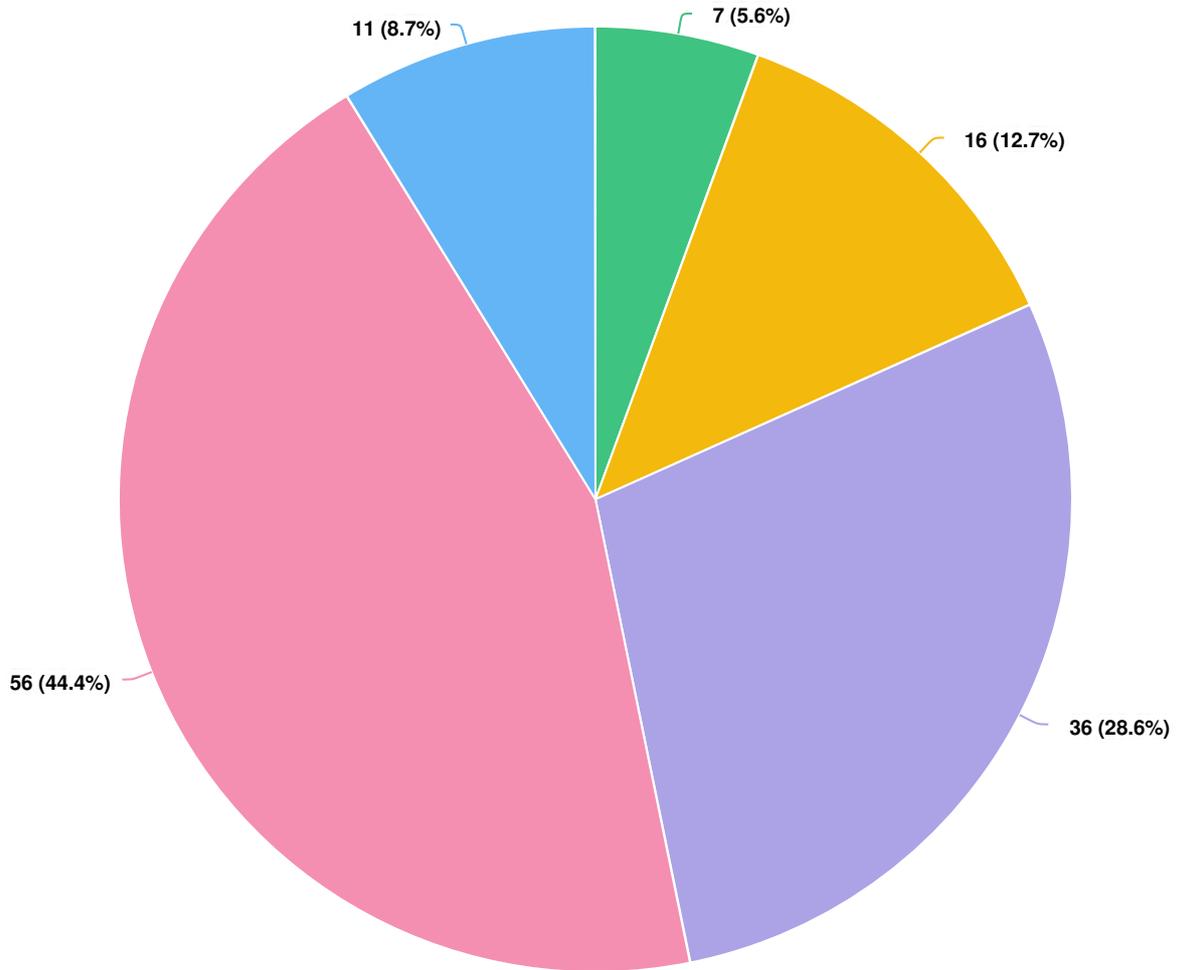7 (5.6%)   8 (6.4%)

10 (8.0%)

53 (42.4%)

47 (37.6%)

Question options

- 🟢 Strongly does not resonate with me
- 🟡 Does not resonate with me
- 🟣 Resonates with me
- 🔴 Strongly resonates with me
- 🔵 I am not sure or this is not applicable to me

Optional question (125 response(s), 3 skipped)
Question type: Radio Button Question

Q28 | **Recruiting and Supporting a Professional Workforce with Integrity Sub-Topic 4: Increasing/maintaining morale**

8 (6.3%)

12 (9.5%)
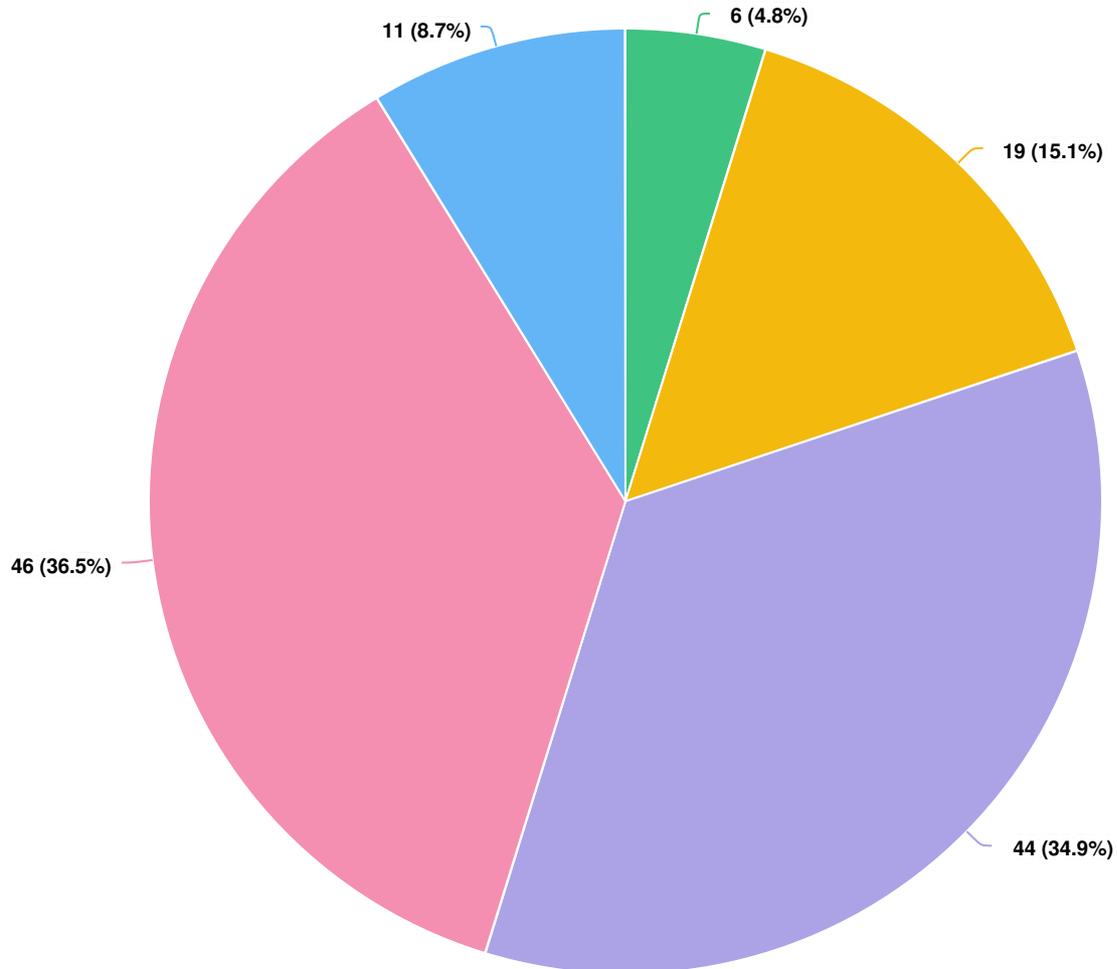
13 (10.3%)

53 (42.1%)

40 (31.7%)

Question options

- ● Strongly does not resonate with me
- ● Does not resonate with me
- ● Resonates with me
- ● Strongly resonates with me
- ● I am not sure or this is not applicable to me

Optional question (126 response(s), 2 skipped)
Question type: Radio Button Question

Q29	**Modeling Transparency and Accountability Sub-Topic 1: Use of force**

Question options

- 🟢 Strongly does not resonate with me
- 🟡 Does not resonate with me
- 🟣 Resonates with me
- 🌸 Strongly resonates with me
- 🔵 I am not sure or this is not applicable to me

Optional question (127 response(s), 1 skipped)
Question type: Radio Button Question

| Q30 | Modeling Transparency and Accountability Sub-Topic 2: Complaints |

Question options

- 🟢 Strongly does not resonate with me
- 🟡 Does not resonate with me
- 🟣 Resonates with me
- 🔴 Strongly resonates with me
- 🔵 I am not sure or this is not applicable to me

Optional question (126 response(s), 2 skipped)
Question type: Radio Button Question

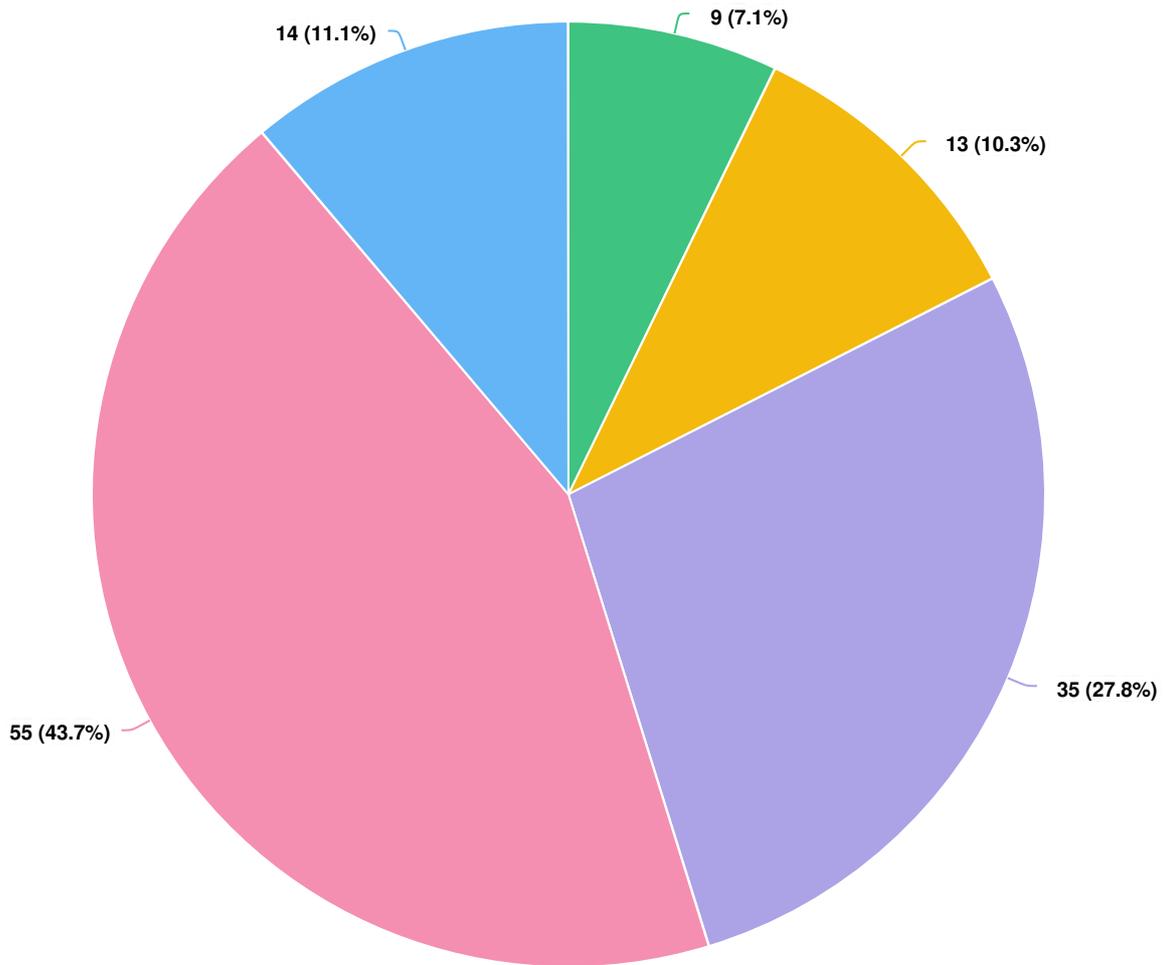| Q31 | Modeling Transparency and Accountability Sub-Topic 3: Crime Statistics |

Question options

- 🟢 Strongly does not resonate with me
- 🟡 Does not resonate with me
- 🟣 Resonates with me
- 🔴 Strongly resonates with me
- 🔵 I am not sure or this is not applicable to me

Optional question (126 response(s), 2 skipped)
Question type: Radio Button Question

Q32 | **Modeling Transparency and Accountability Sub-Topic 4: Interactions with different populations**

9 (7.1%)

13 (10.3%)

14 (11.1%)

35 (27.8%)

55 (43.7%)

Question options

🟢 Strongly does not resonate with me 🟡 Does not resonate with me 🟣 Resonates with me 🔴 Strongly resonates with me

🔵 I am not sure or this is not applicable to me

Optional question (126 response(s), 2 skipped)
Question type: Radio Button Question

**Q33** | **Which race or ethnicity do you identify with most?**

0 (0.0%)

0 (0.0%)

1 (0.8%)

16 (12.5%)

9 (7.0%)

2 (1.6%)

3 (2.3%)

10 (7.8%)

87 (68.0%)
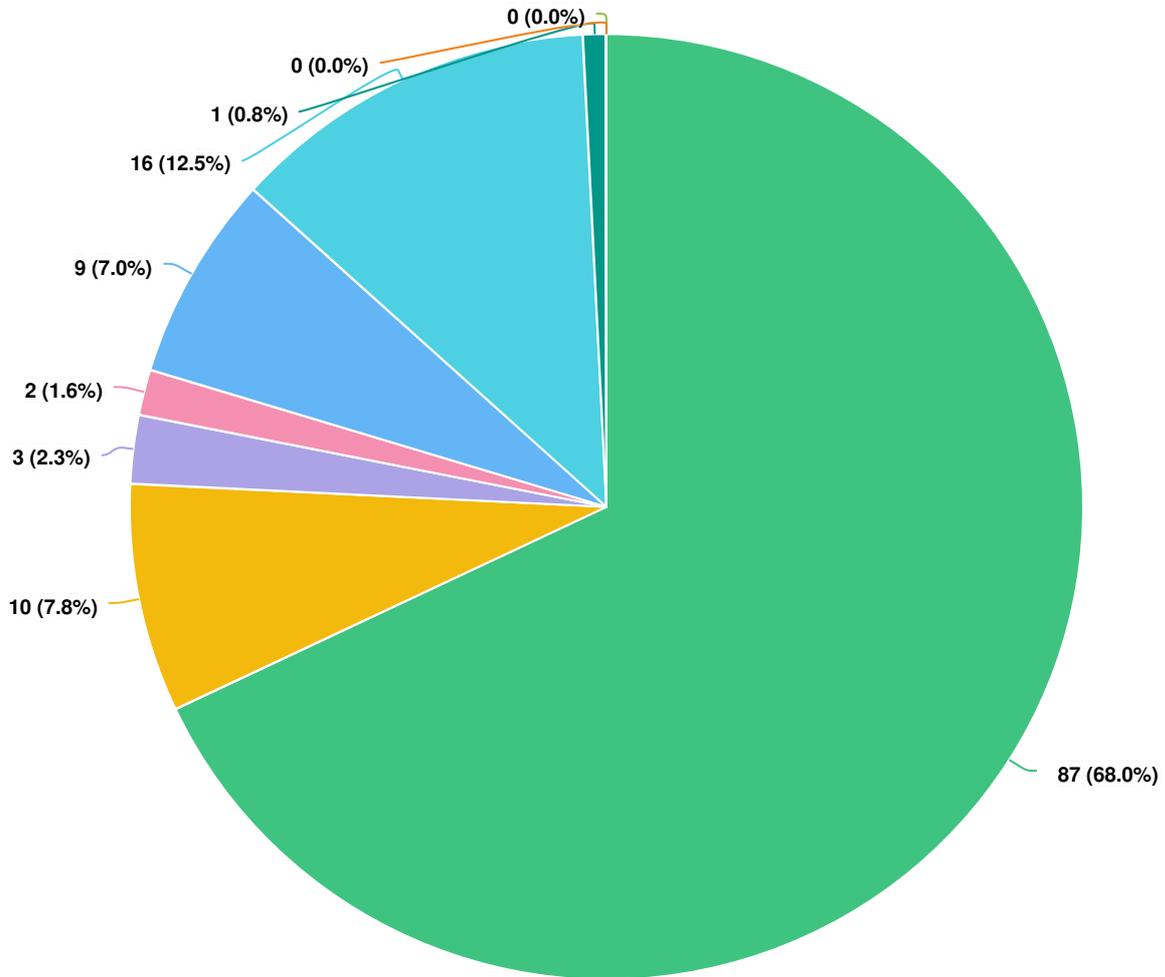
Question options

- ● White
- ● Hispanic or Latino/Latina
- ● Black or African-American
- ● American Indian or Alaska Native
- ● I am two or more races
- ● I prefer not to say
- ● Other (please specify)
- ● Asian
- ● Native Hawaiian or Other Pacific Islander

Mandatory Question (128 response(s))
Question type: Radio Button Question
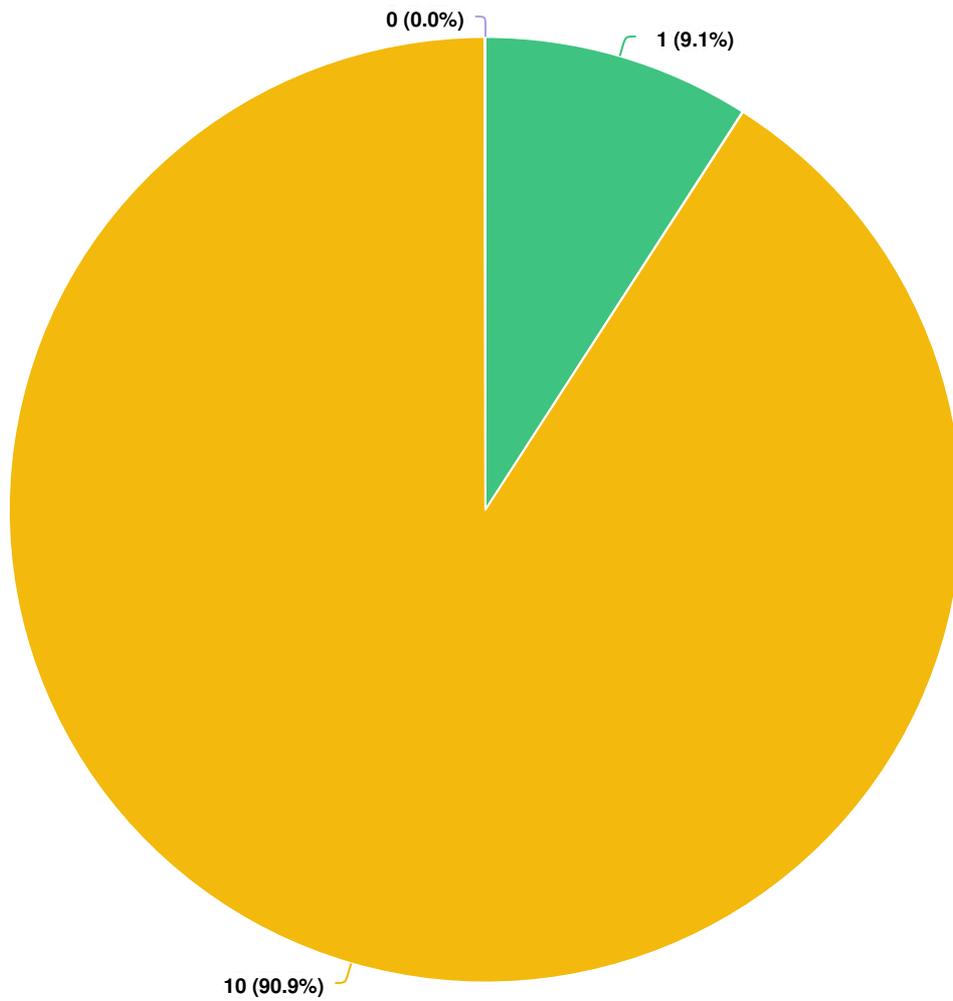
Q34	Do you work for the City of Boulder?
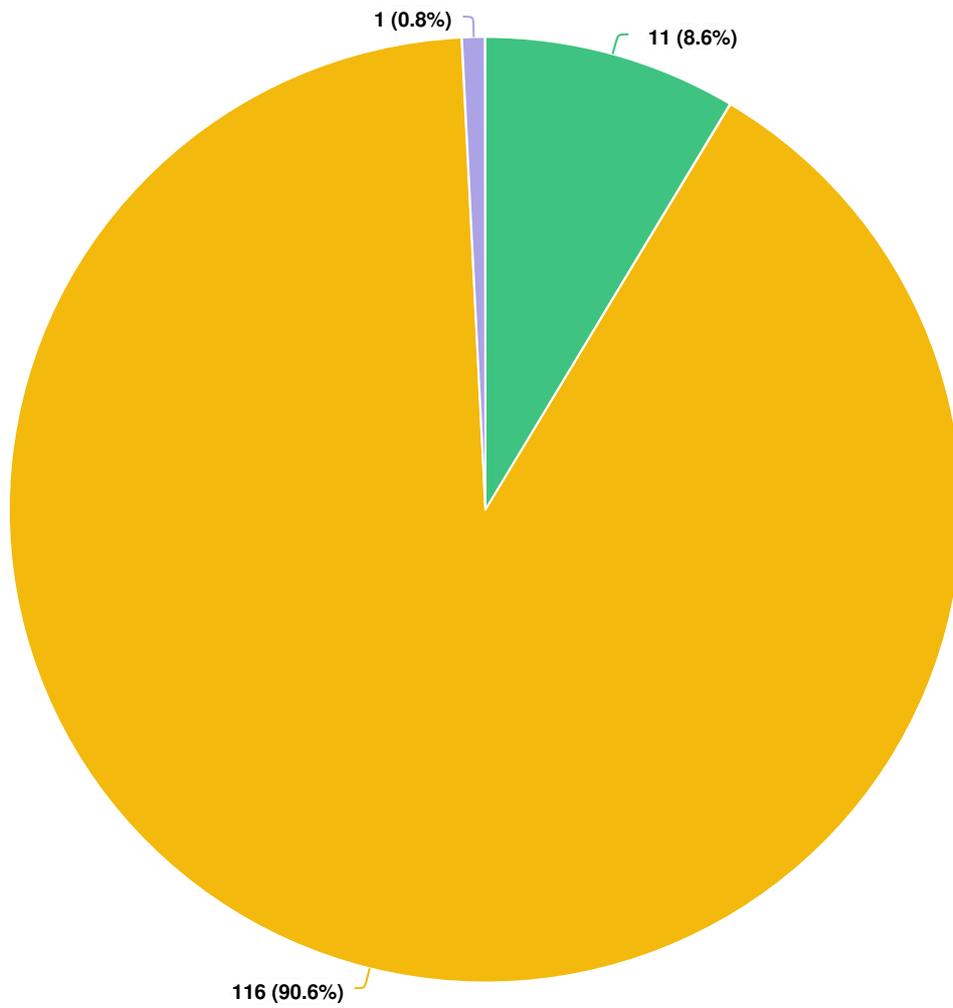
1 (0.8%)

11 (8.6%)

116 (90.6%)

Question options

● Yes   ● No   ● I prefer not to say

Mandatory Question (128 response(s))
Question type: Radio Button Question

Q35	Do you work in the Boulder Police Department?

0 (0.0%)

1 (9.1%)

10 (90.9%)

Question options

● Yes   ● No   ● I prefer not to say

Mandatory Question (11 response(s))
Question type: Radio Button Question

Valores propuestos y áreas de interés

SURVEY QUESTIONS

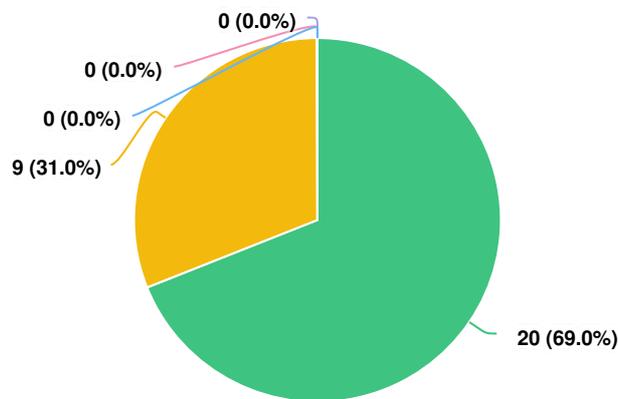**Q1** **Nos sentimos seguros en nuestra comunidad cuando: Somos libres de disfrutar de espacios públicos y privados sin temor a suf...**
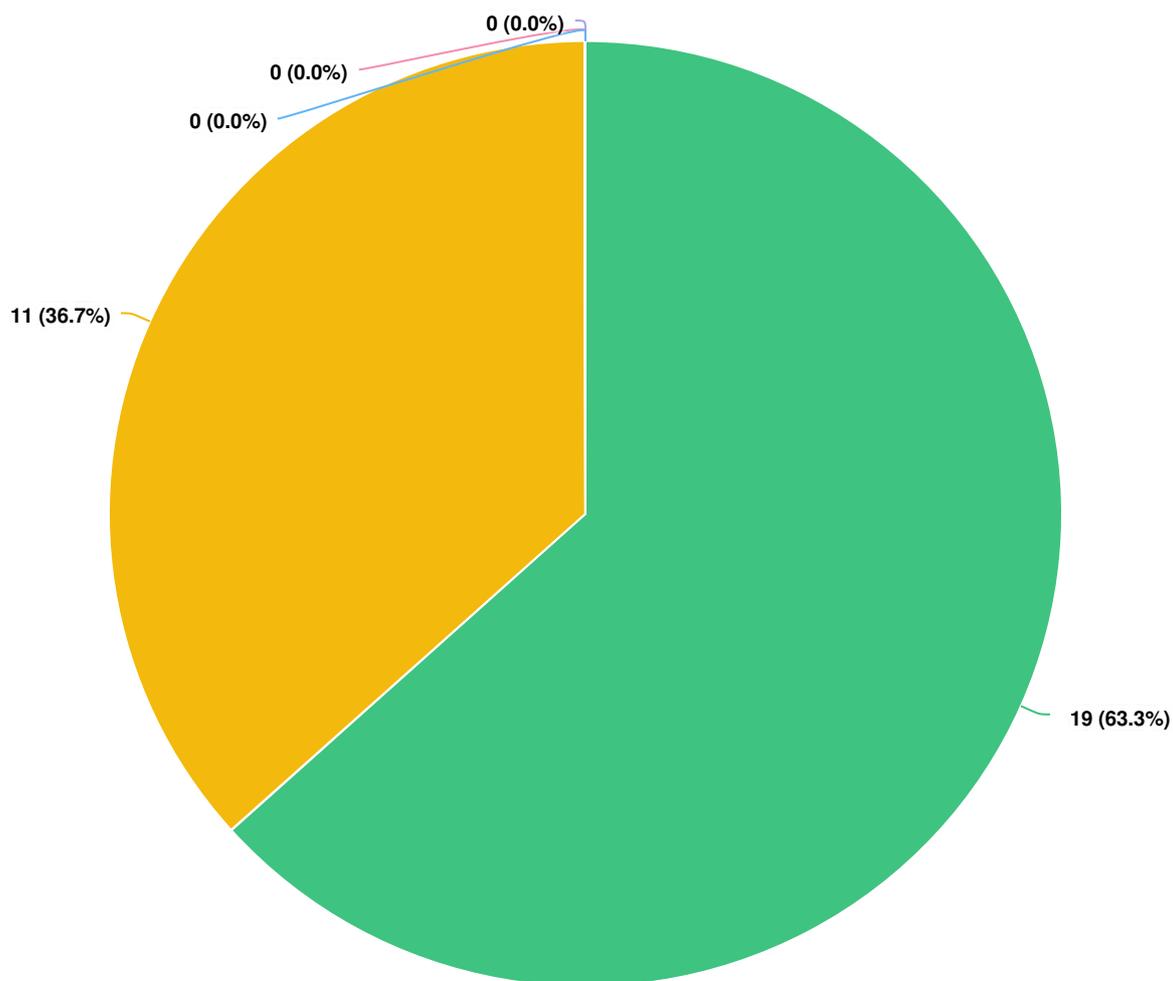
0 (0.0%)

0 (0.0%)

0 (0.0%)

9 (31.0%)

20 (69.0%)

Question options

● Resuena conmigo ● Resuena bastante ● No resuena en lo absoluto ● No resuena conmigo ● No aplica o no sé

Optional question (29 response(s), 1 skipped)
Question type: Radio Button Question

Q2 **Nos sentimos seguros en nuestra comunidad cuando: La aplicación de las leyes es equitativa.**
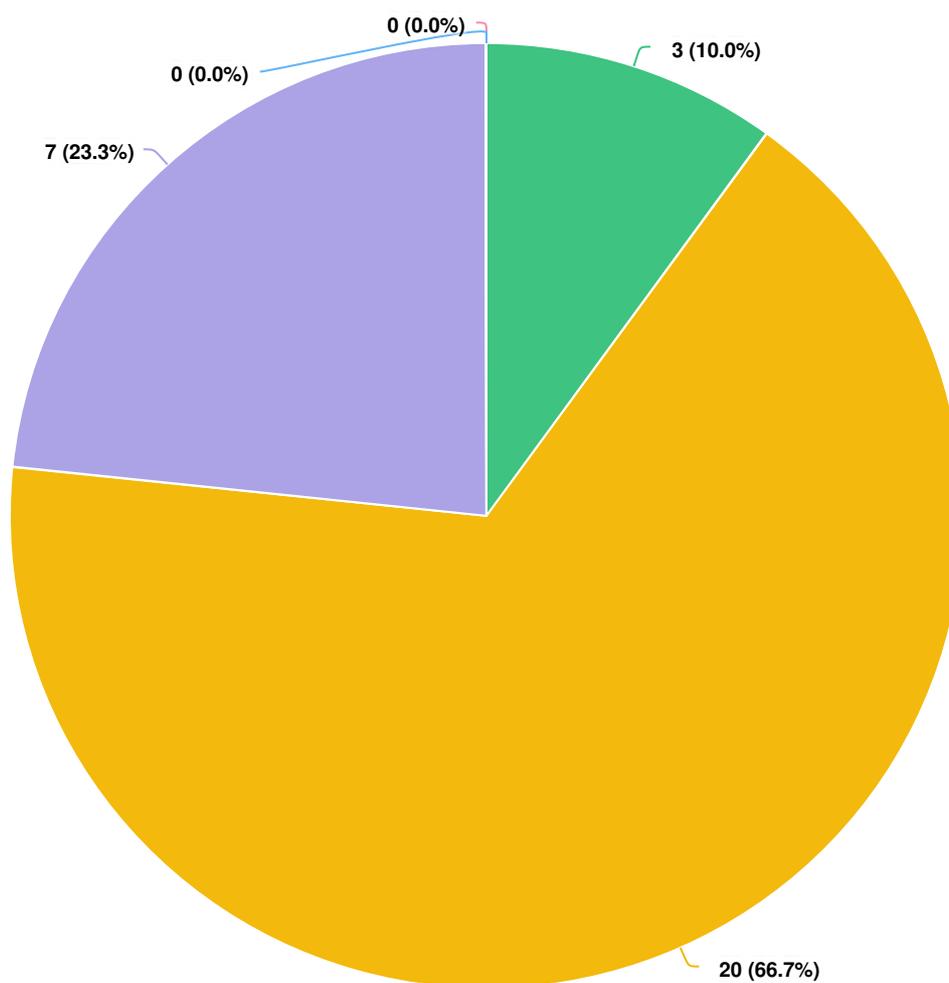
0 (0.0%)

0 (0.0%)

0 (0.0%)

11 (36.7%)

19 (63.3%)

Question options

● Resuena conmigo　　● Resuena bastante　　● No resuena en lo absoluto　　● No resuena conmigo　　● No aplica o no sé

Optional question (30 response(s), 0 skipped)
Question type: Radio Button Question

Q3 **Nos sentimos seguros en nuestra comunidad cuando: La policía responde de manera profesional y respetuosa cuando la necesitamos, pero hay recursos alternos para abordar problemas que no son adecuados para la policía.**
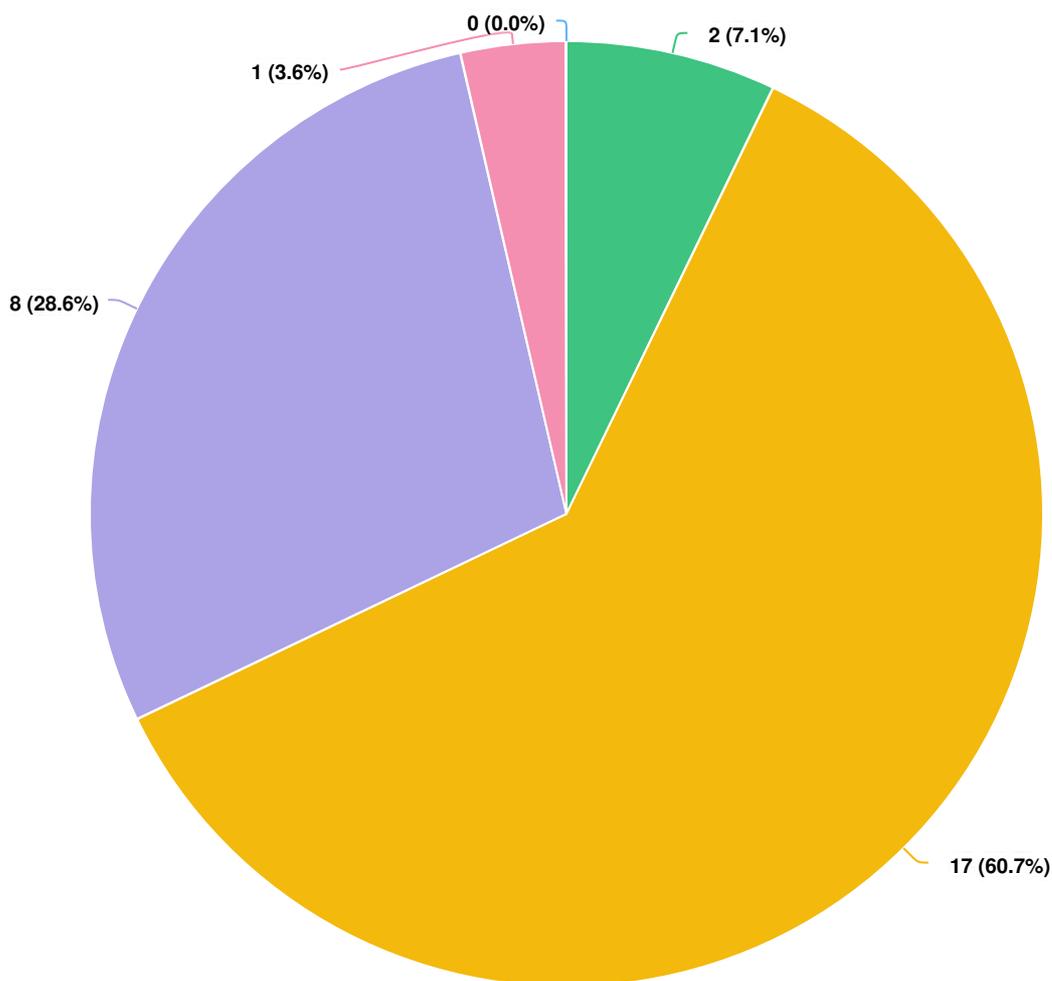
0 (0.0%)

0 (0.0%)

3 (10.0%)

7 (23.3%)

20 (66.7%)

Question options

● No resuena conmigo ● Resuena conmigo ● Resuena bastante ● No resuena en lo absoluto ● No aplica o no sé

Optional question (30 response(s), 0 skipped)
Question type: Radio Button Question

Q4 | **Nos sentimos seguros en nuestra comunidad cuando: Somos una comunidad compasiva que apoya las necesidades básicas y el derecho de ser libres de crímenes para todos los miembros de la comunidad.**
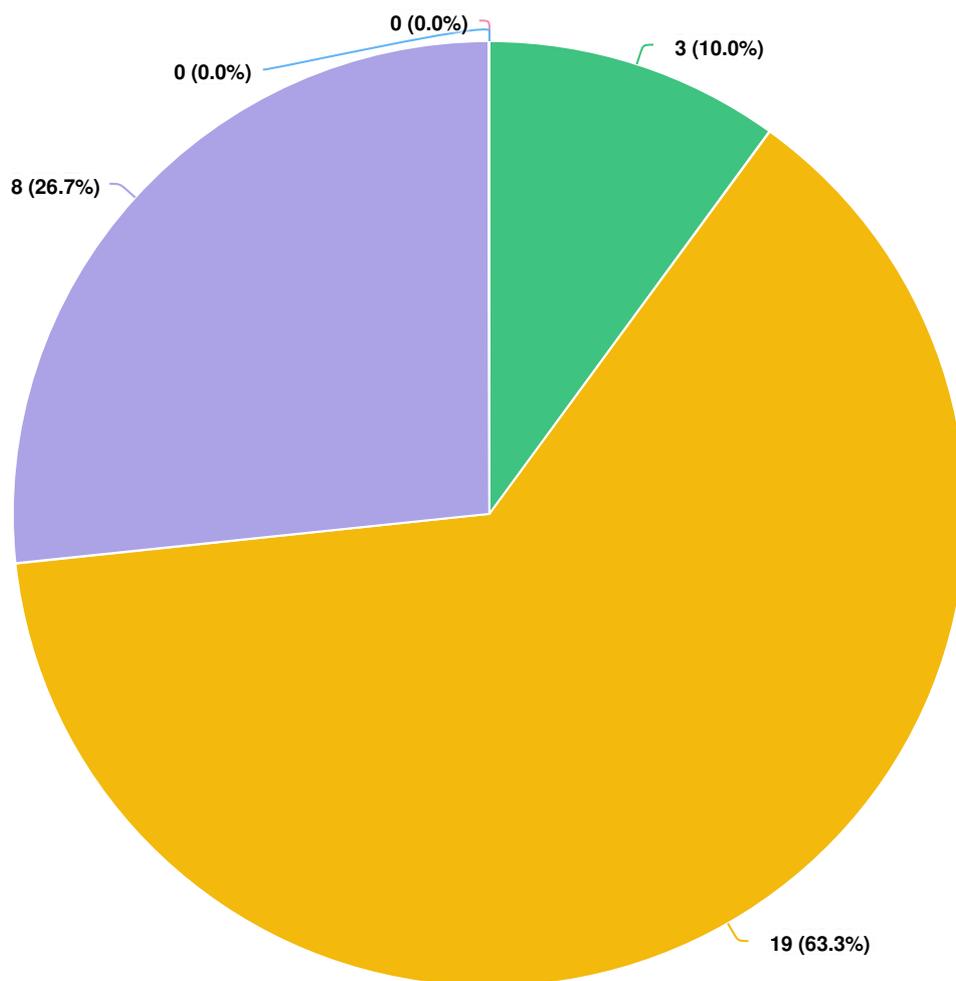
0 (0.0%)

2 (7.1%)

1 (3.6%)

8 (28.6%)

17 (60.7%)

Question options

● No resuena conmigo ● Resuena conmigo ● Resuena bastante ● No aplica o no sé ● No resuena en lo absoluto

Optional question (28 response(s), 2 skipped)
Question type: Radio Button Question

Q5 | **Nos sentimos seguros en nuestra comunidad cuando: Las conductas criminales rinden cuentas de sus responsabilidades de manera justa y de acuerdo con el mantenimiento del orden público y otros sistemas, ofreciendo oportunidades para que los individuo...**
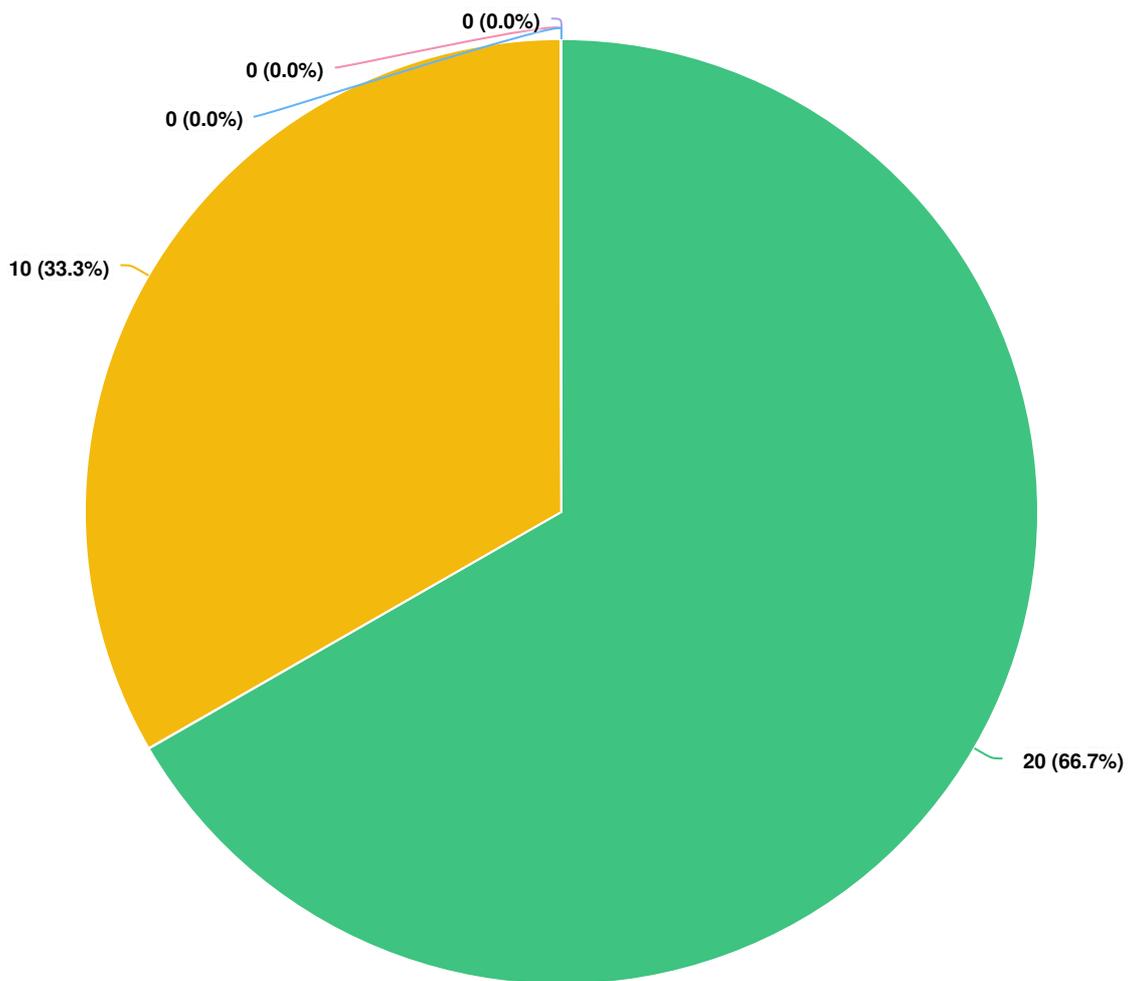

Question options

- ● No resuena conmigo
- ● Resuena conmigo
- ● Resuena bastante
- ● No resuena en lo absoluto
- ● No aplica o no sé

Optional question (30 response(s), 0 skipped)
Question type: Radio Button Question

Q6 | **Nos sentimos seguros en nuestra comunidad cuando: Los funcionarios policiales son parte de la comunidad a la que sirven, establecen relaciones y entienden y abordan los problemas antes de tener que intensificar el cumplimiento de leyes y utilizar l...**
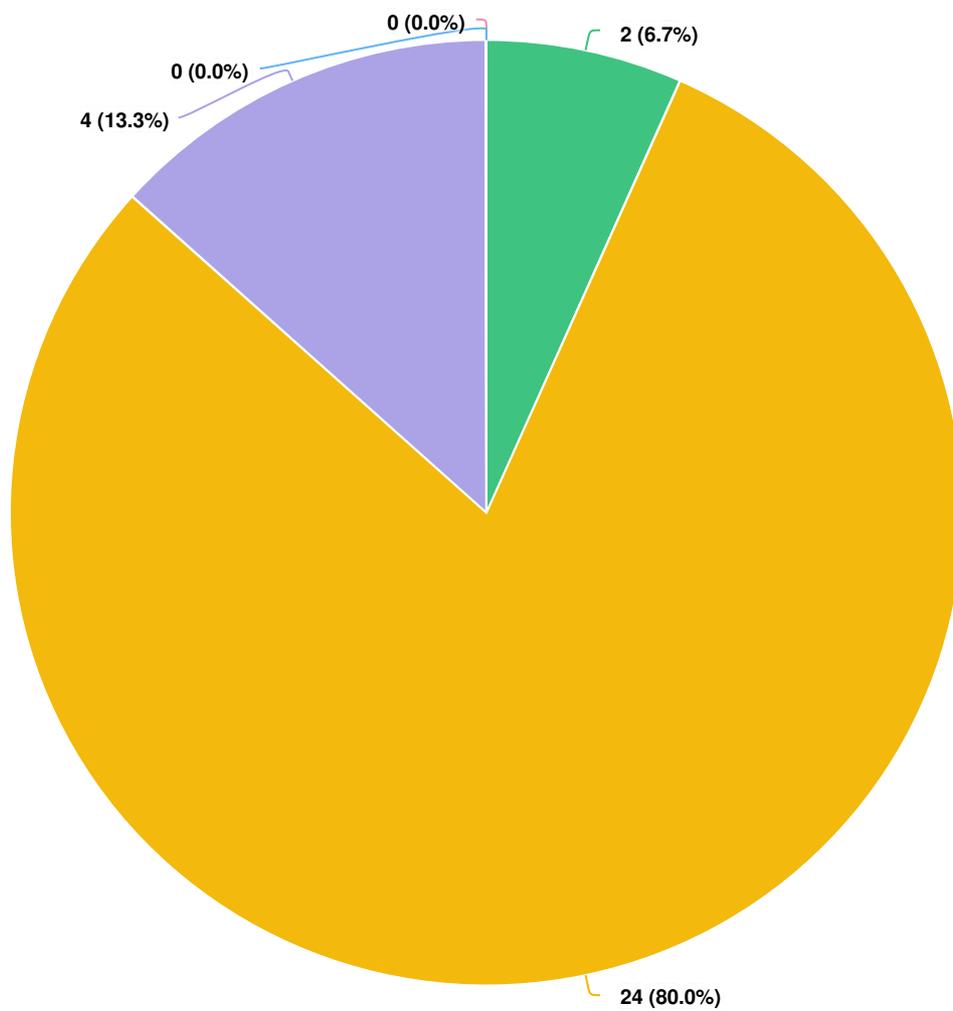
0 (0.0%)

0 (0.0%)

0 (0.0%)

10 (33.3%)

20 (66.7%)

Question options

● Resuena conmigo   ● Resuena bastante   ● No resuena en lo absoluto   ● No resuena conmigo   ● No aplica o no sé

Optional question (30 response(s), 0 skipped)
Question type: Radio Button Question

Q7 | **Integración con la comunidad**
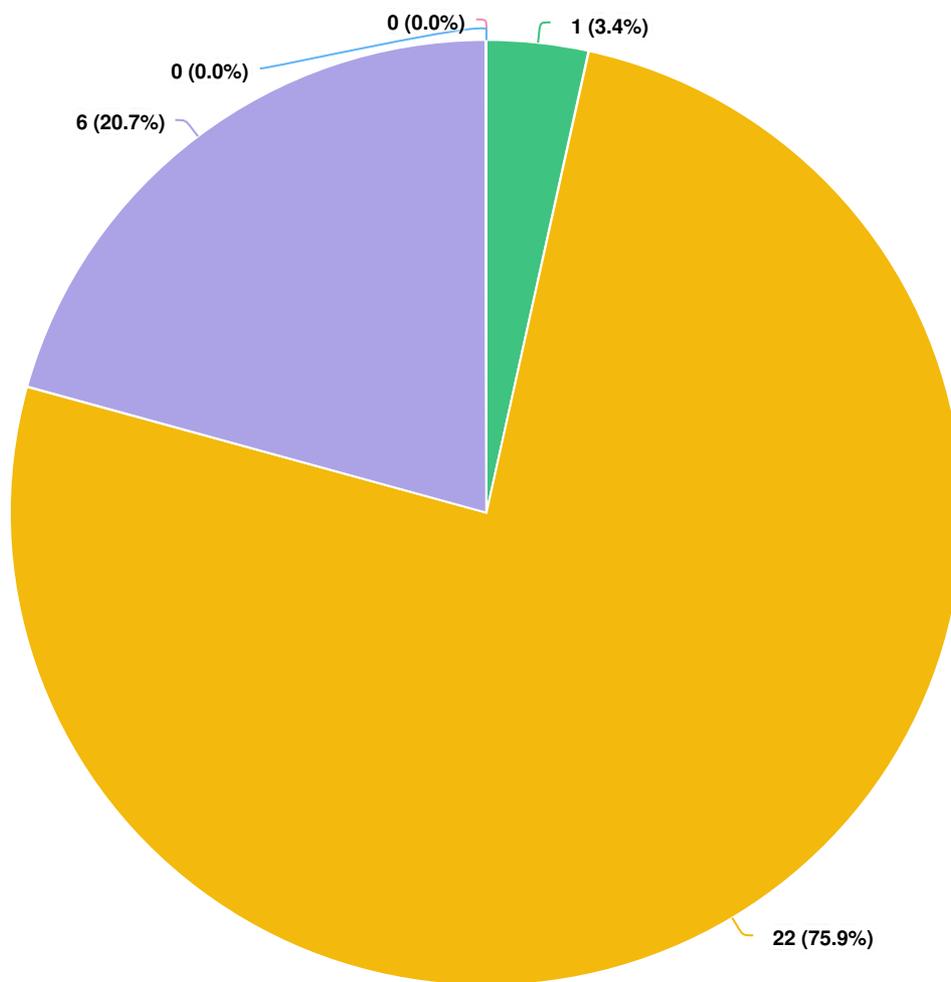
0 (0.0%)

0 (0.0%)

4 (13.3%)

2 (6.7%)

24 (80.0%)

Question options

● No resuena conmigo ● Resuena conmigo ● Resuena bastante ● No resuena en lo absoluto ● No aplica o no sé

Optional question (30 response(s), 0 skipped)
Question type: Radio Button Question

Q8 | **Garantizar la respuesta correcta, y el papel que juega la policía**

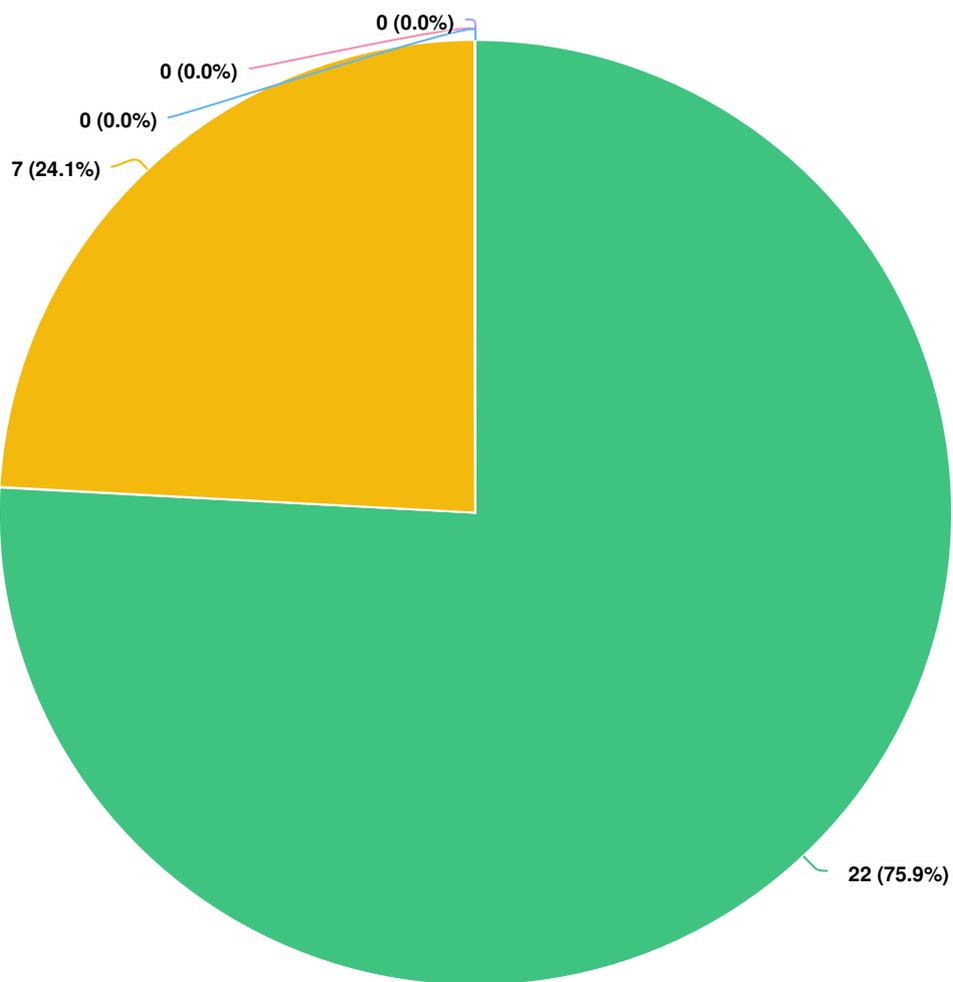0 (0.0%)

1 (3.4%)

0 (0.0%)

6 (20.7%)

22 (75.9%)

Question options

● No resuena conmigo ● Resuena conmigo ● Resuena bastante ● No resuena en lo absoluto ● No aplica o no sé

Optional question (29 response(s), 1 skipped)
Question type: Radio Button Question

| Q9 | **Liderazgo en la prevención y/o reducción del crimen** |

0 (0.0%)

0 (0.0%)
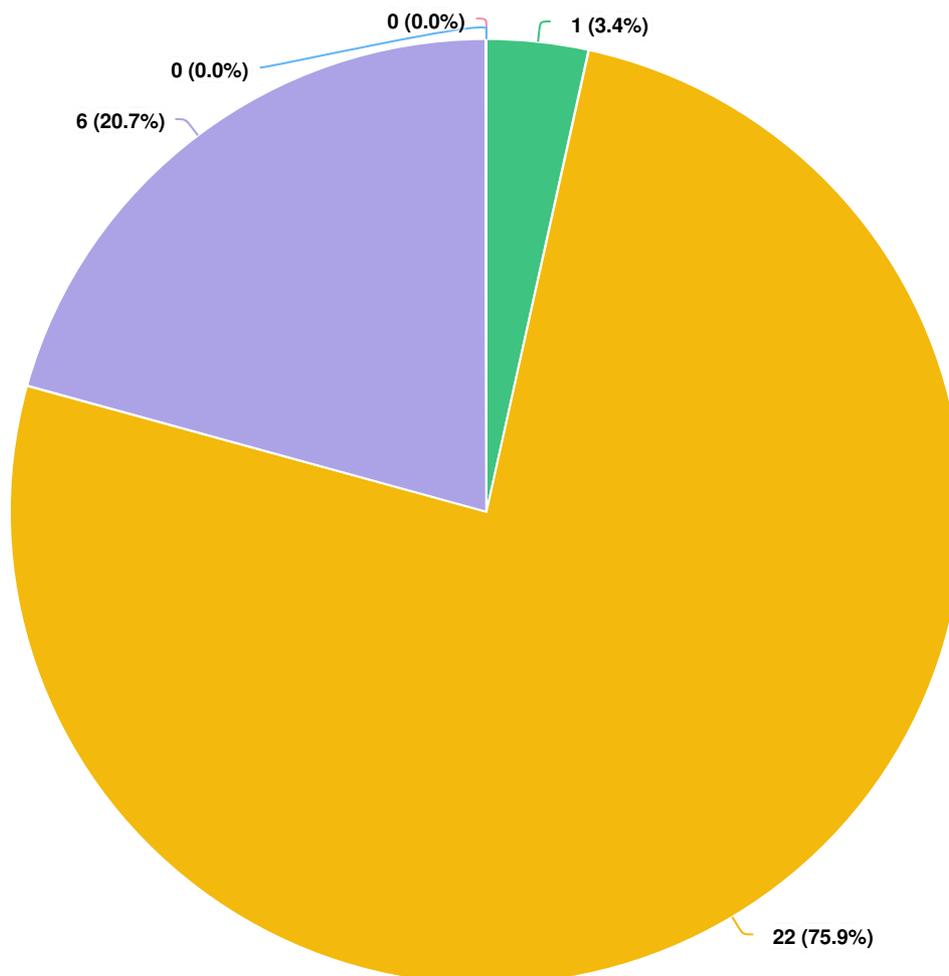
0 (0.0%)

7 (24.1%)

22 (75.9%)

Question options

● Resuena conmigo   ● Resuena bastante   ● No resuena en lo absoluto   ● No resuena conmigo   ● No aplica o no sé

Optional question (29 response(s), 1 skipped)
Question type: Radio Button Question

**Q10** Socio de confianza en la equidad, en la lucha contra el racismo y apoyo a las poblaciones vulnerables

Question options

- ● No resuena conmigo ● Resuena conmigo ● Resuena bastante ● No resuena en lo absoluto ● No aplica o no sé

Optional question (29 response(s), 1 skipped)
Question type: Radio Button Question

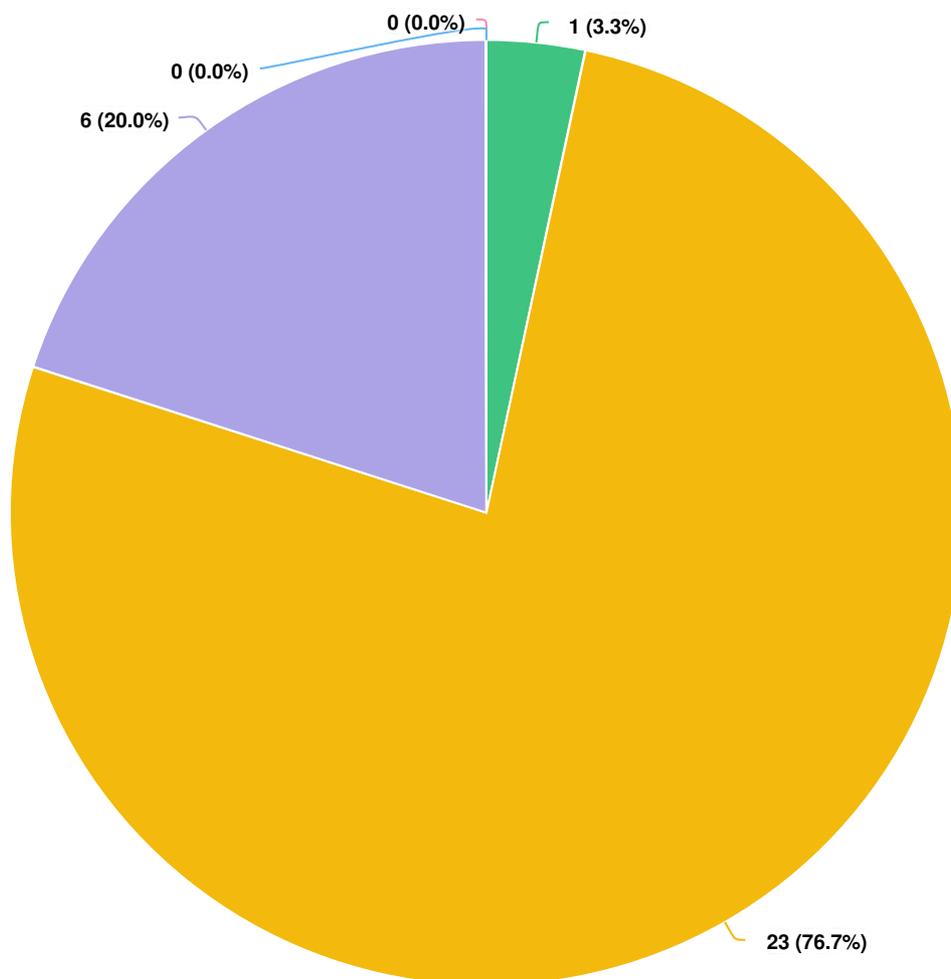| Q11	Reclutar y apoyar una fuerza laboral profesional con integridad
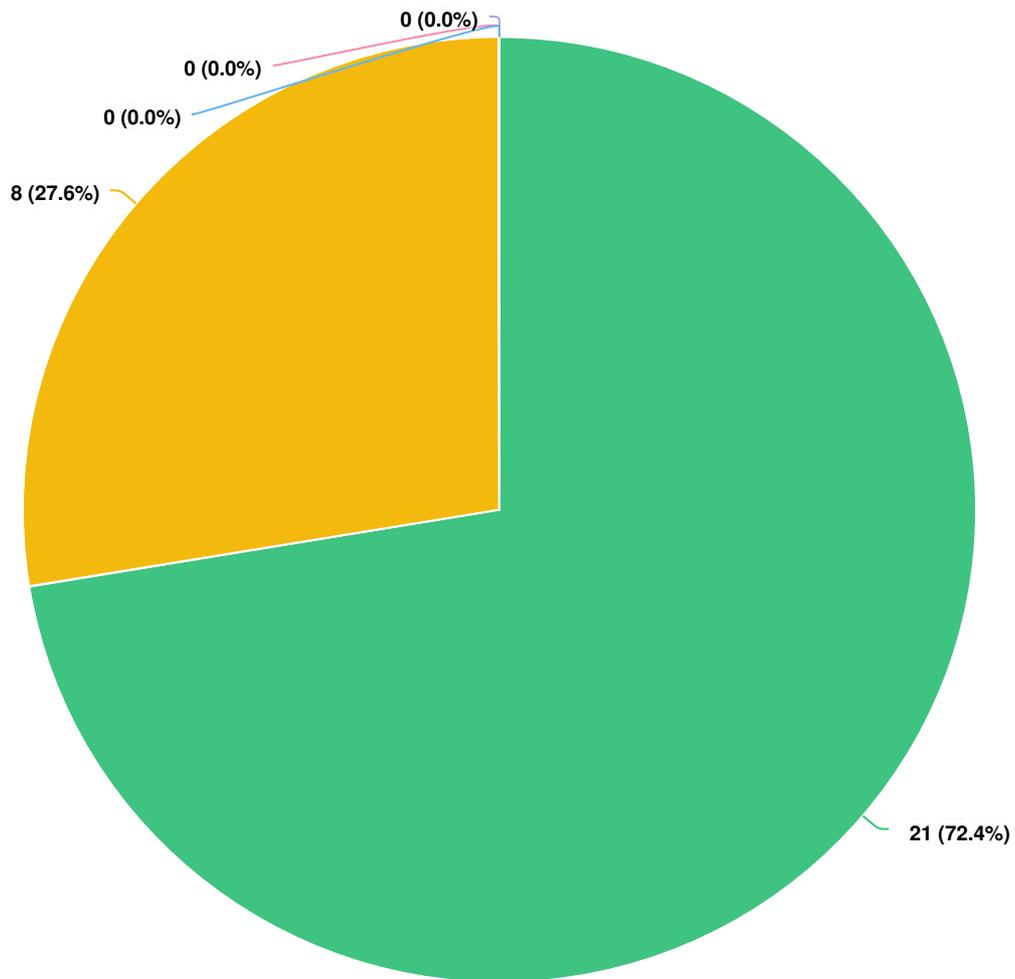
0 (0.0%)

0 (0.0%)

0 (0.0%)

8 (27.6%)

21 (72.4%)

Question options

● Resuena conmigo   ● Resuena bastante   ● No resuena en lo absoluto   ● No resuena conmigo   ● No aplica o no sé

Optional question (29 response(s), 1 skipped)
Question type: Radio Button Question

| Q12 | Ser modelo de transparencia y responsabilidad |

0 (0.0%)

1 (3.3%)

0 (0.0%)

6 (20.0%)
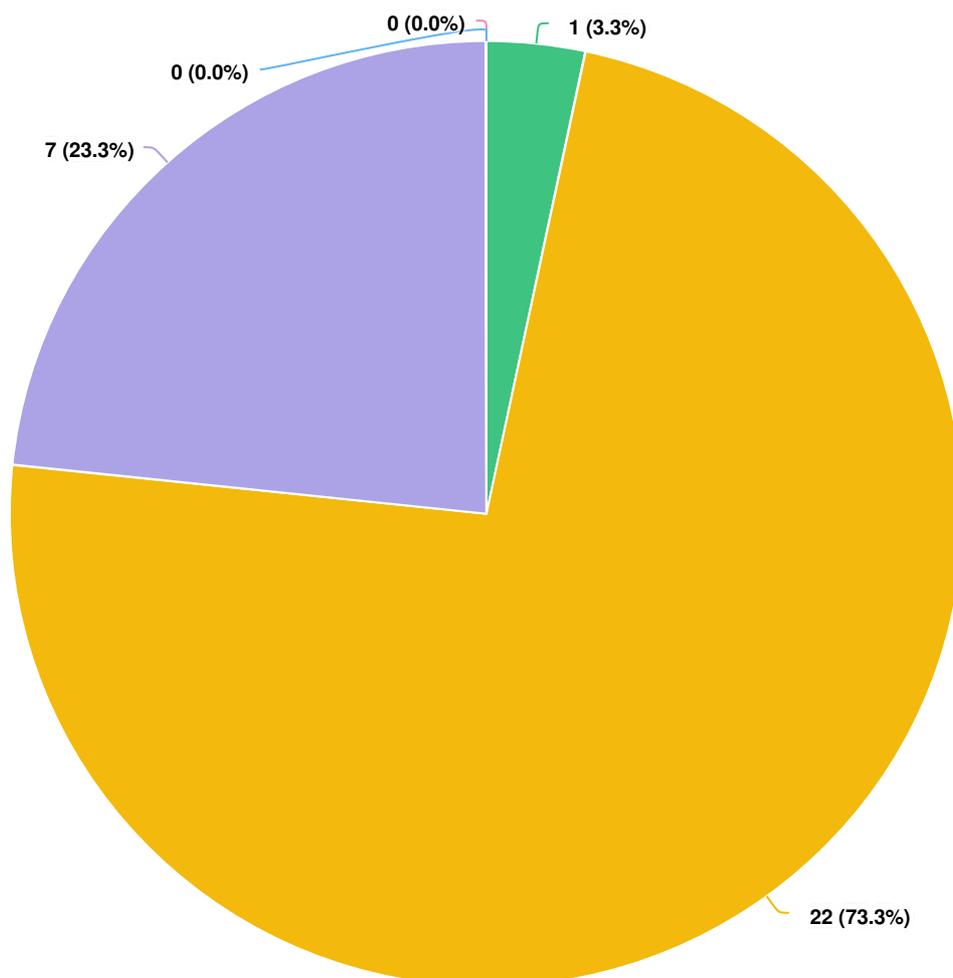
23 (76.7%)

Question options

● No resuena conmigo   ● Resuena conmigo   ● Resuena bastante   ● No resuena en lo absoluto   ● No aplica o no sé

Optional question (30 response(s), 0 skipped)
Question type: Radio Button Question

Q13 **Integración con la comunidad: Establecer relaciones con miembros de la comunidad y vecindarios, más allá de situaciones de emergencia.**
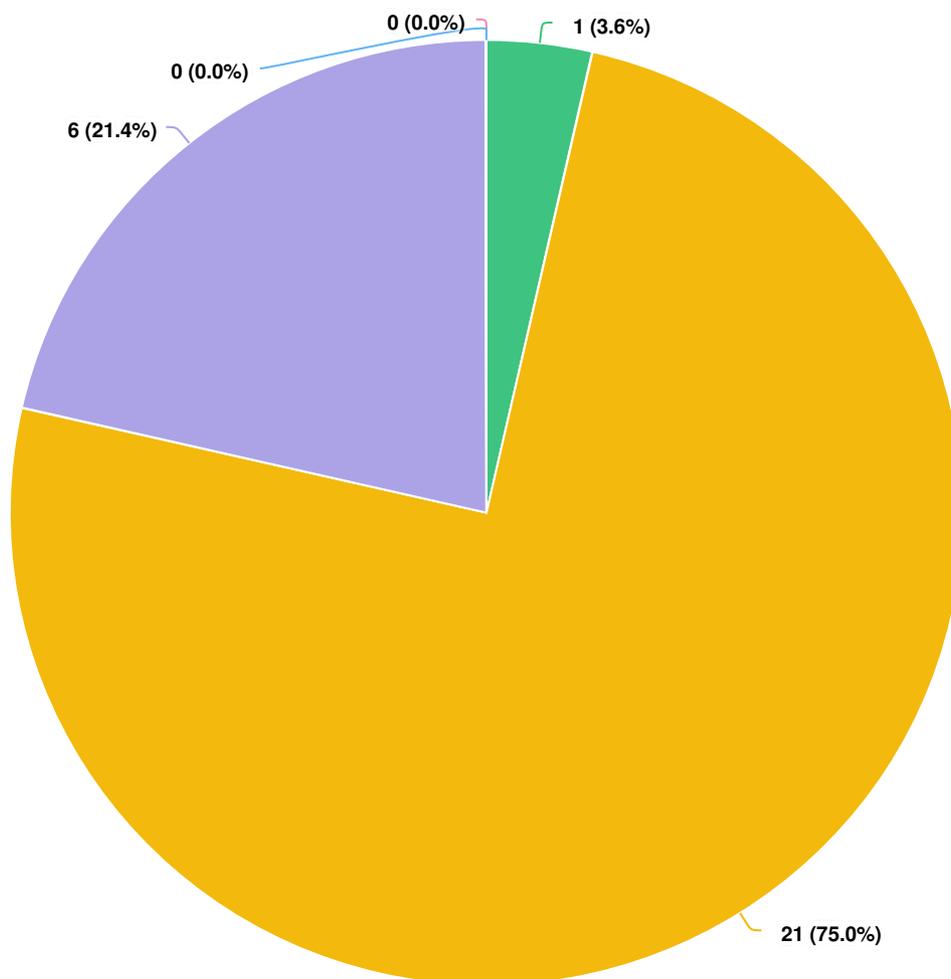

Question options

● No resuena conmigo   ● Resuena conmigo   ● Resuena bastante   ● No resuena en lo absoluto   ● No aplica o no sé

Optional question (30 response(s), 0 skipped)
Question type: Radio Button Question

Q14	**Integración con la comunidad: Alianzas proactivas y para la resolución de problemas.**

0 (0.0%)

1 (3.6%)

0 (0.0%)
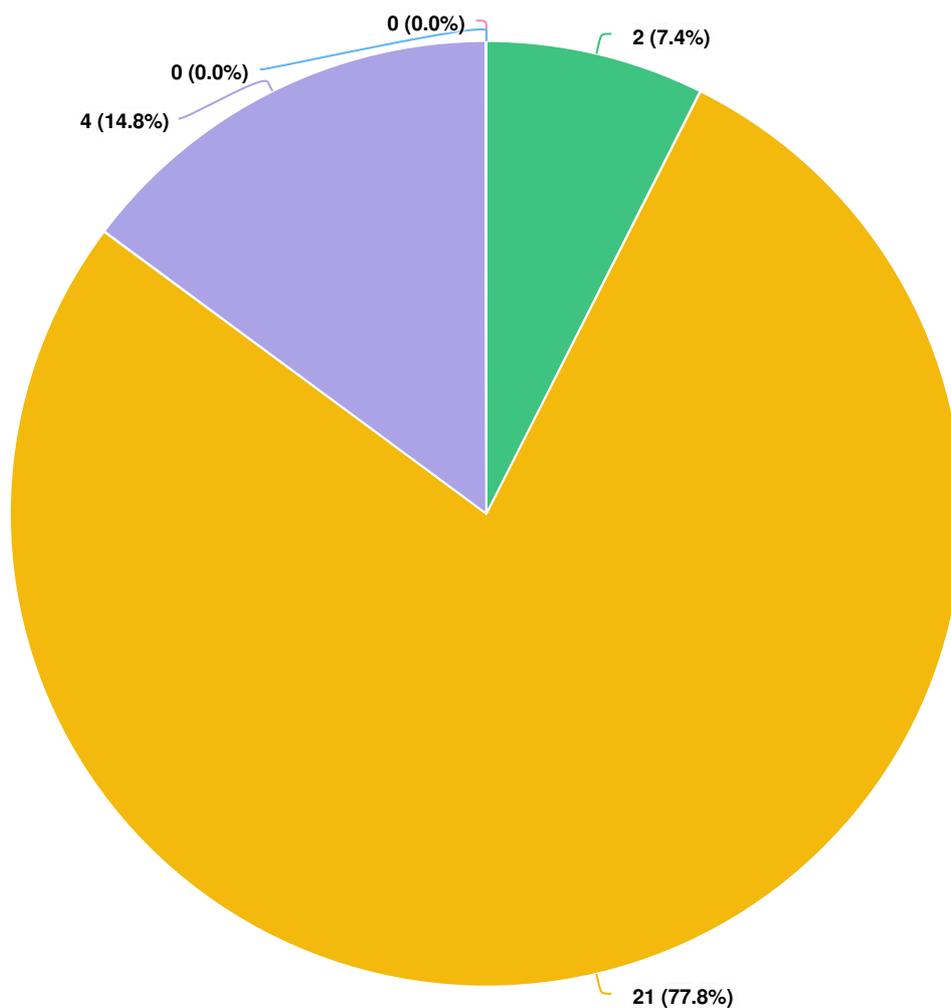
6 (21.4%)

21 (75.0%)

Question options

● No resuena conmigo   ● Resuena conmigo   ● Resuena bastante   ● No resuena en lo absoluto   ● No aplica o no sé

Optional question (28 response(s), 2 skipped)
Question type: Radio Button Question

Q15 | **Integración con la comunidad: Comunicación y educación para apoyar a la comunidad a entender mejor el trabajo, los éxitos y desafíos del departamento.**
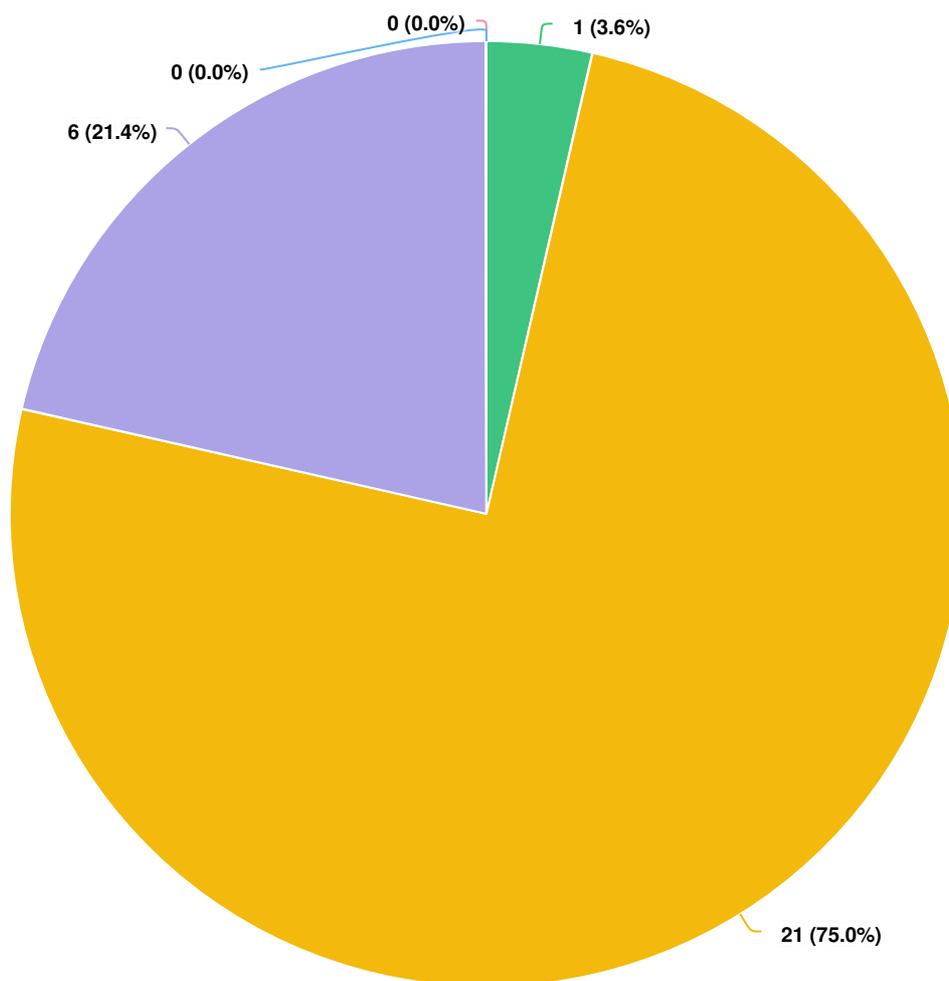
0 (0.0%)

2 (7.4%)

0 (0.0%)

4 (14.8%)

21 (77.8%)

Question options

● No resuena conmigo   ● Resuena conmigo   ● Resuena bastante   ● No resuena en lo absoluto   ● No aplica o no sé

Optional question (27 response(s), 3 skipped)
Question type: Radio Button Question

Q16 | **Garantizar una respuesta correcta, función de la policía: Relaciones con otras organizaciones y/o recursos alternativos para garantizar la respuesta más adecuada con los campamentos, la salud mental y demás problemas sociales.**

0 (0.0%)

0 (0.0%)

1 (3.6%)

6 (21.4%)

21 (75.0%)

Question options

● No resuena conmigo   ● Resuena conmigo   ● Resuena bastante   ● No resuena en lo absoluto   ● No aplica o no sé

Optional question (28 response(s), 2 skipped)
Question type: Radio Button Question

Q17 **Garantizar una respuesta correcta, función de la policía: Evaluación de beneficios y/o desafíos para reasignar fondos o funciones del departamento.**
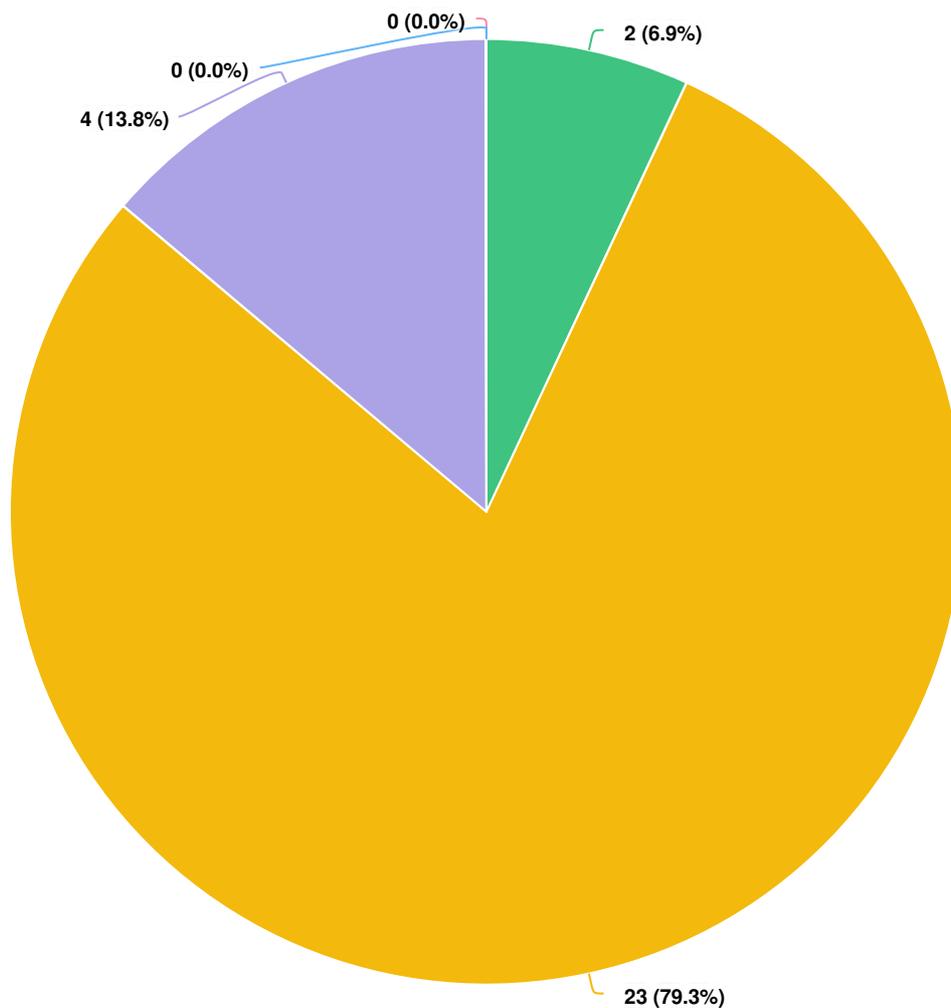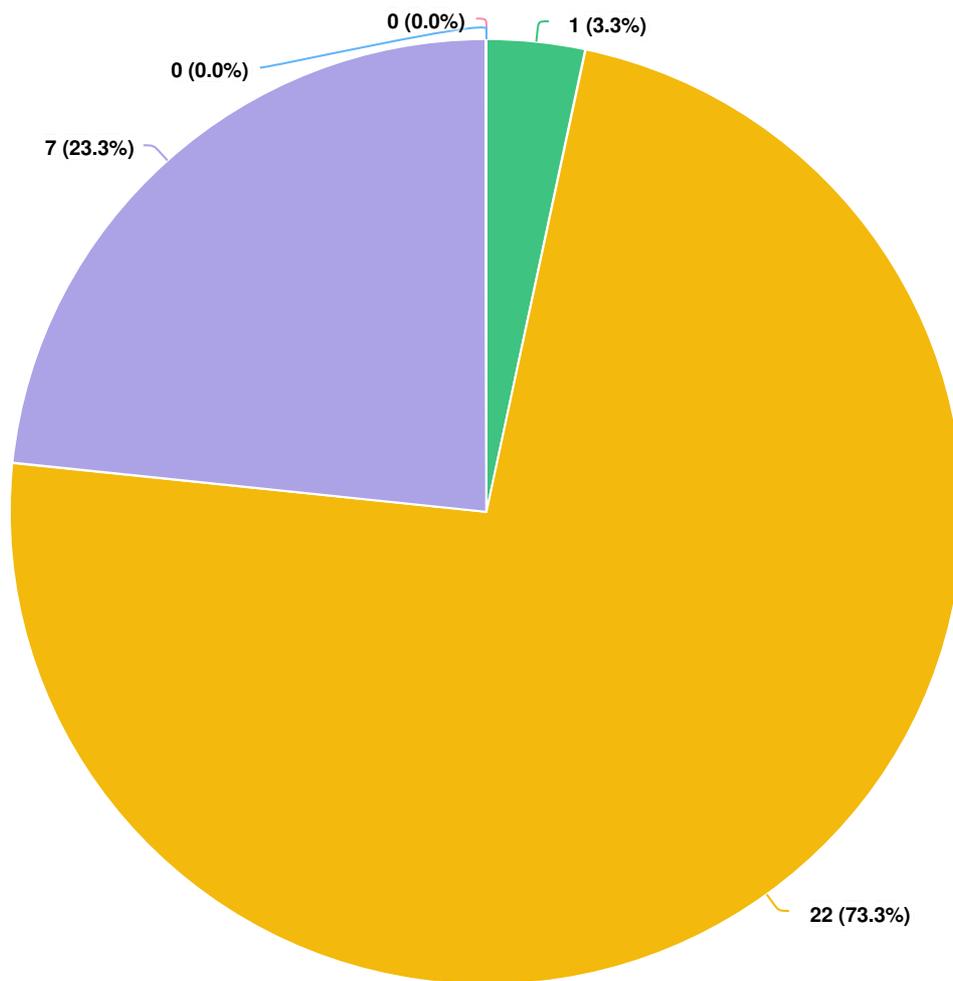

Question options

- 🟢 No resuena conmigo
- 🟡 Resuena conmigo
- 🟣 Resuena bastante
- 🔴 No resuena en lo absoluto
- 🔵 No aplica o no sé

Optional question (29 response(s), 1 skipped)
Question type: Radio Button Question

Q18 | **Garantizar una respuesta correcta, función de la policía: Garantizar una capacitación que apoye al personal del departamento que responder a gran variedad de personas y sitaciones de la comunidad.**

0 (0.0%)

0 (0.0%)

7 (23.3%)

1 (3.3%)

22 (73.3%)

Question options

● No resuena conmigo ● Resuena conmigo ● Resuena bastante ● No resuena en lo absoluto ● No aplica o no sé

Optional question (30 response(s), 0 skipped)
Question type: Radio Button Question

Q19 **Liderazgo en la prevención/reducción del crimen: Estrategias para prevenir el crimen en la comunidad mientras sean consistentes con los valores compartidos.**

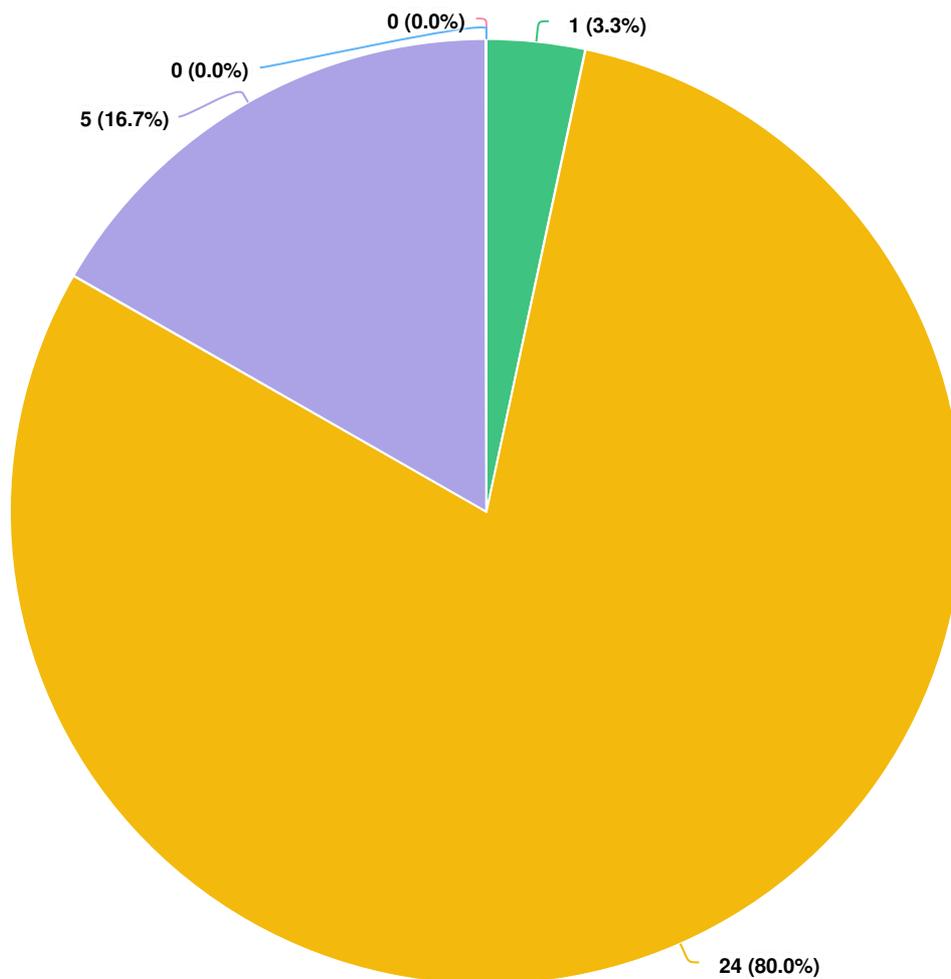0 (0.0%)

0 (0.0%)

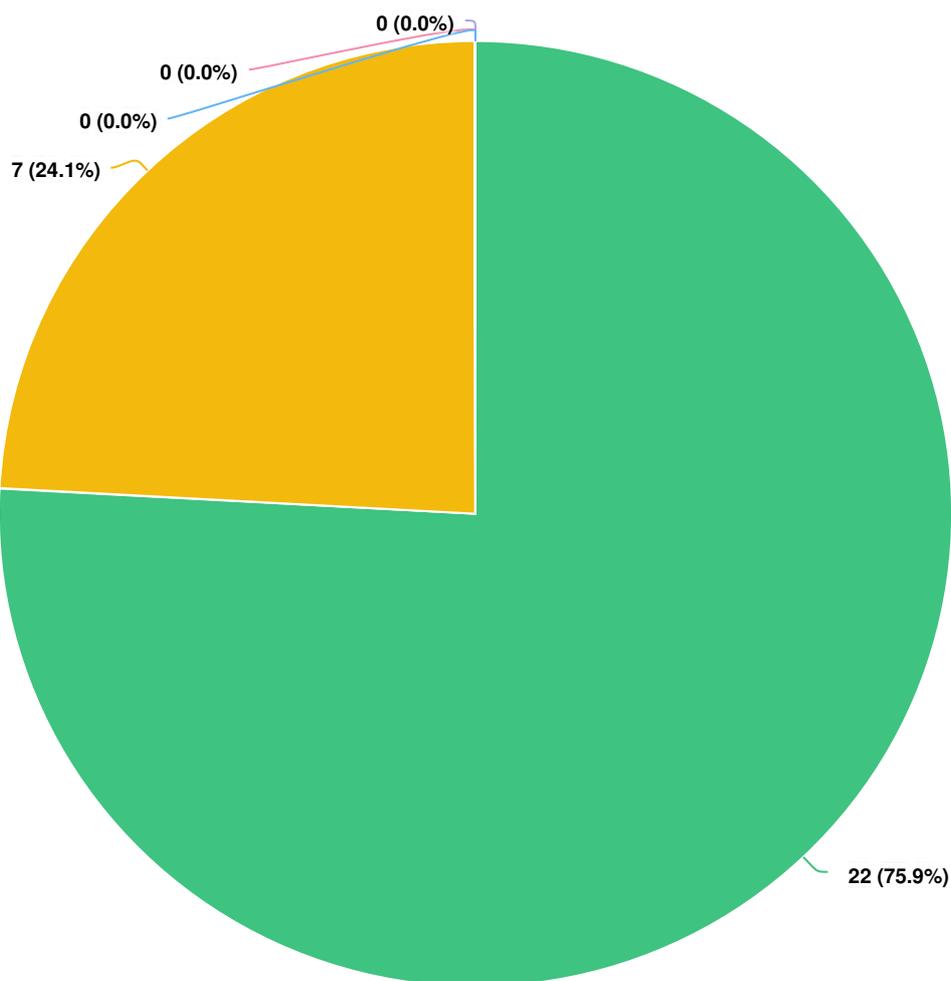5 (16.7%)

1 (3.3%)

24 (80.0%)

Question options

● No resuena conmigo ● Resuena conmigo ● Resuena bastante ● No resuena en lo absoluto ● No aplica o no sé

Optional question (30 response(s), 0 skipped)
Question type: Radio Button Question

Q20 | **Liderazgo en la prevención/reducción del crimen: Promocionar el concepto de no hacer daño.**

0 (0.0%)

0 (0.0%)

0 (0.0%)

7 (24.1%)

22 (75.9%)

Question options

● Resuena conmigo   ● Resuena bastante   ● No resuena en lo absoluto   ● No resuena conmigo   ● No aplica o no sé

Optional question (29 response(s), 1 skipped)
Question type: Radio Button Question

Q21 **Liderazgo en la prevención/reducción del crimen: Capacidad de respuesta cuando se producen delitos o situaciones peligrosas.**

0 (0.0%)

0 (0.0%)

0 (0.0%)

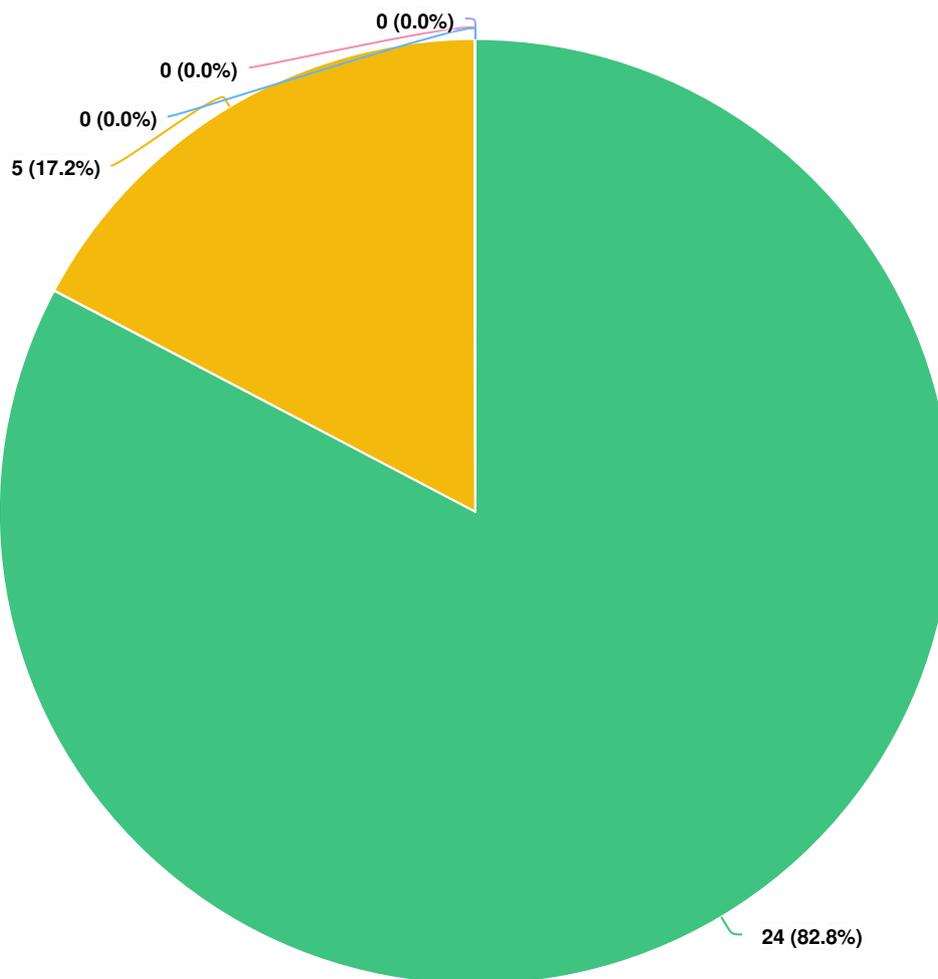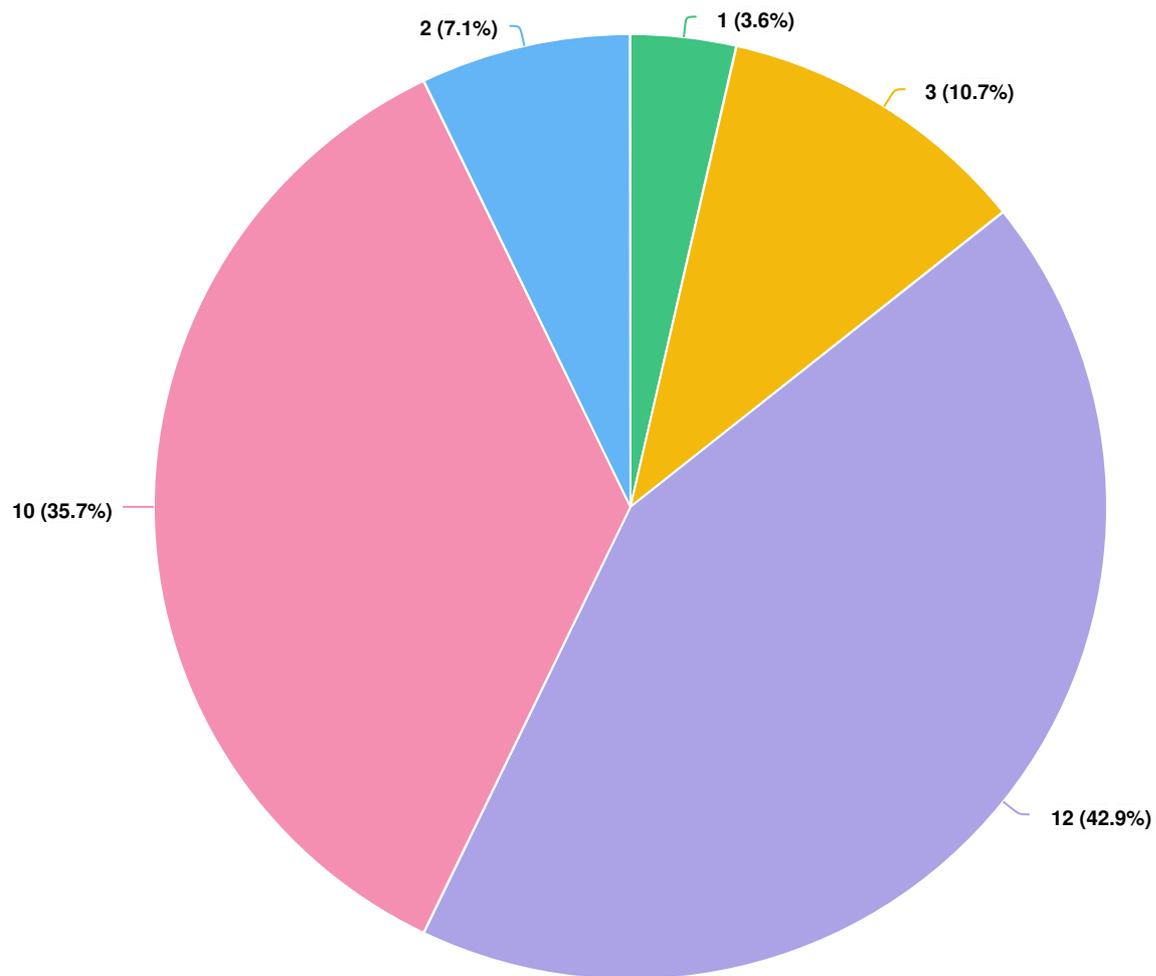5 (17.2%)

24 (82.8%)

Question options

● Resuena conmigo   ● Resuena bastante   ● No resuena en lo absoluto   ● No resuena conmigo   ● No aplica o no sé

Optional question (29 response(s), 1 skipped)
Question type: Radio Button Question

Q22 | **Socio de confianza en equidad, lucha contra el racismo, poblaciones vulnerables: Asociación y/o comunicación con comunidades u organizaciones que representan a poblaciones tradicionalmente maginadas a fin de mejorar el acceso y la comunicación con ...**

1 (3.6%)

3 (10.7%)

2 (7.1%)

10 (35.7%)

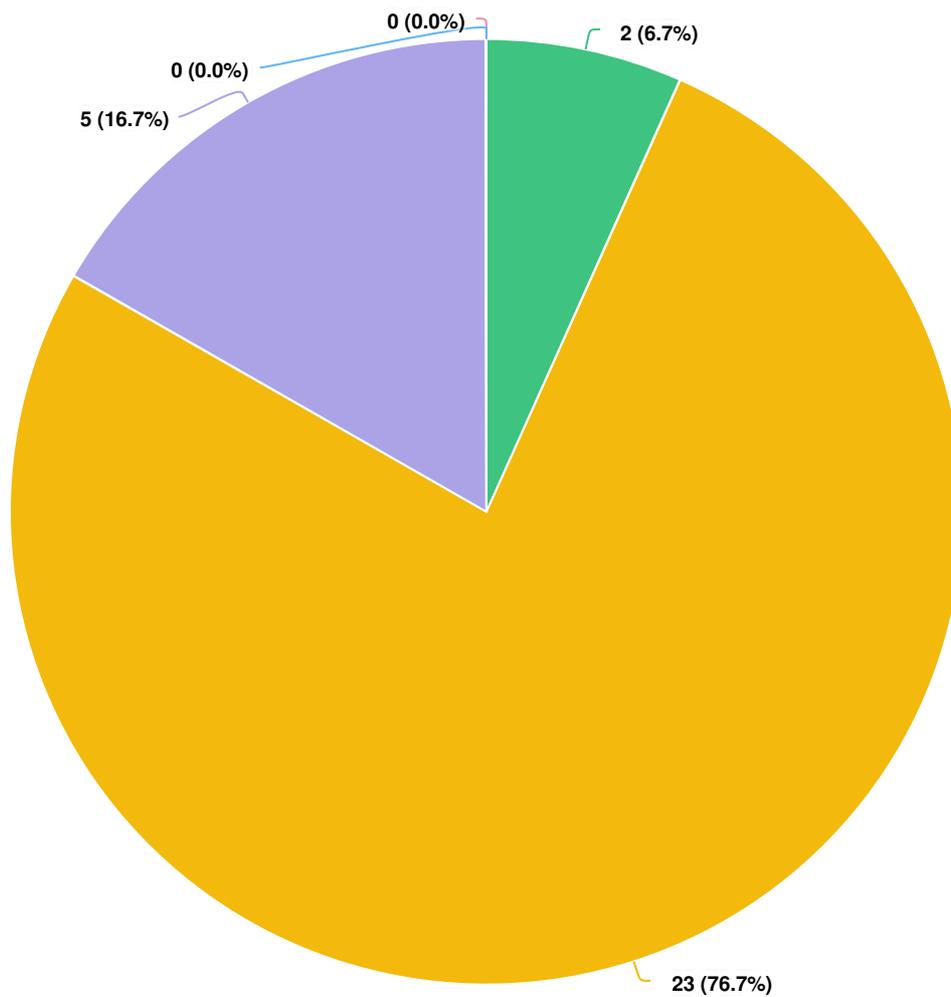12 (42.9%)

Question options

● No resuena en lo absoluto   ● No resuena conmigo   ● Resuena conmigo   ● Resuena bastante   ● No aplica o no sé

Optional question (28 response(s), 2 skipped)
Question type: Radio Button Question

Q23 **Socio de confianza en equidad, lucha contra el racismo, poblaciones vulnerables: Diversidad de la fuerza laboral.**
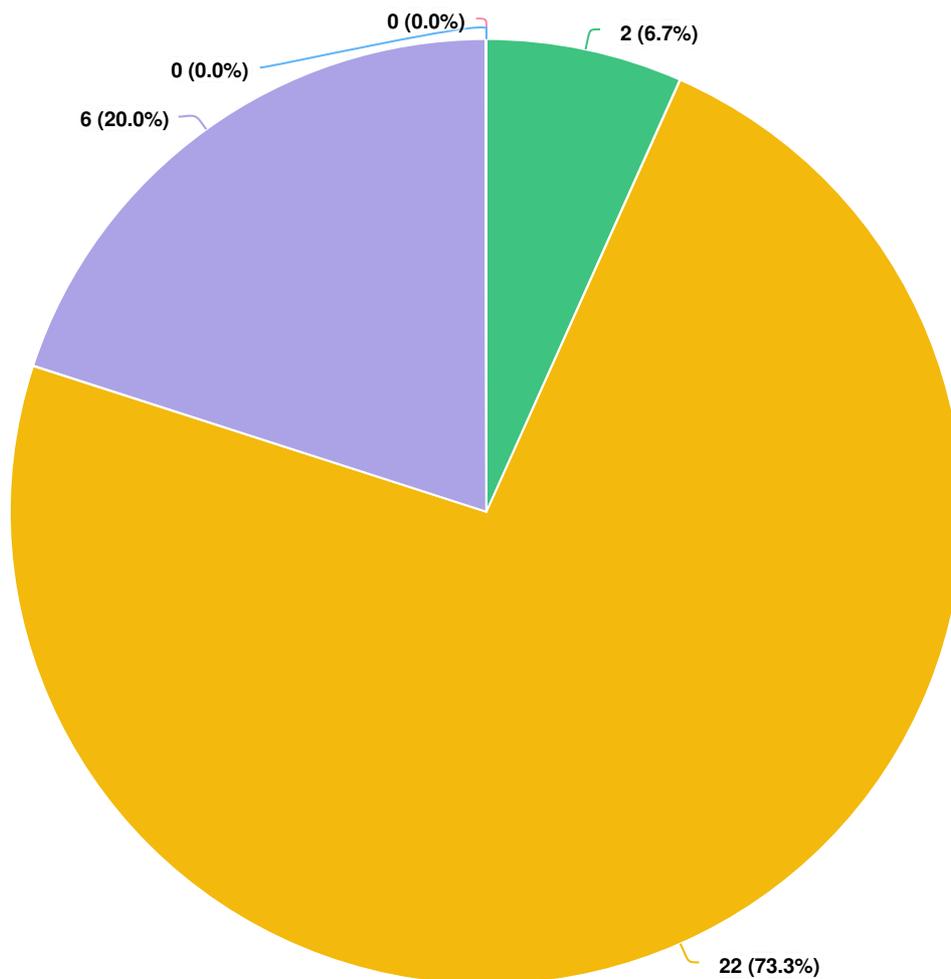

Question options

● No resuena conmigo ● Resuena conmigo ● Resuena bastante ● No resuena en lo absoluto ● No aplica o no sé

Optional question (30 response(s), 0 skipped)
Question type: Radio Button Question

Q24 | **Socio de confianza en equidad, lucha contra el racismo, poblaciones vulnerables: Capacitación en antiracismo, trabandajo con poblaciones vulnerables.**

0 (0.0%)

2 (6.7%)

0 (0.0%)

6 (20.0%)

22 (73.3%)

Question options

● No resuena conmigo ● Resuena conmigo ● Resuena bastante ● No resuena en lo absoluto ● No aplica o no sé

Optional question (30 response(s), 0 skipped)
Question type: Radio Button Question

Q25 **Reclutamiento y apoyo a una fuerza laboral profesional con integridad: Bienestar del oficial y/o personal.**

Question options

- No resuena en lo absoluto
- No resuena conmigo
- Resuena conmigo
- Resuena bastante
- No aplica o no sé

Optional question (28 response(s), 2 skipped)
Question type: Radio Button Question

Q26 | **Reclutamiento y apoyo a una fuerza laboral profesional con integridad: Definir lo que es un candidato de calidad.**
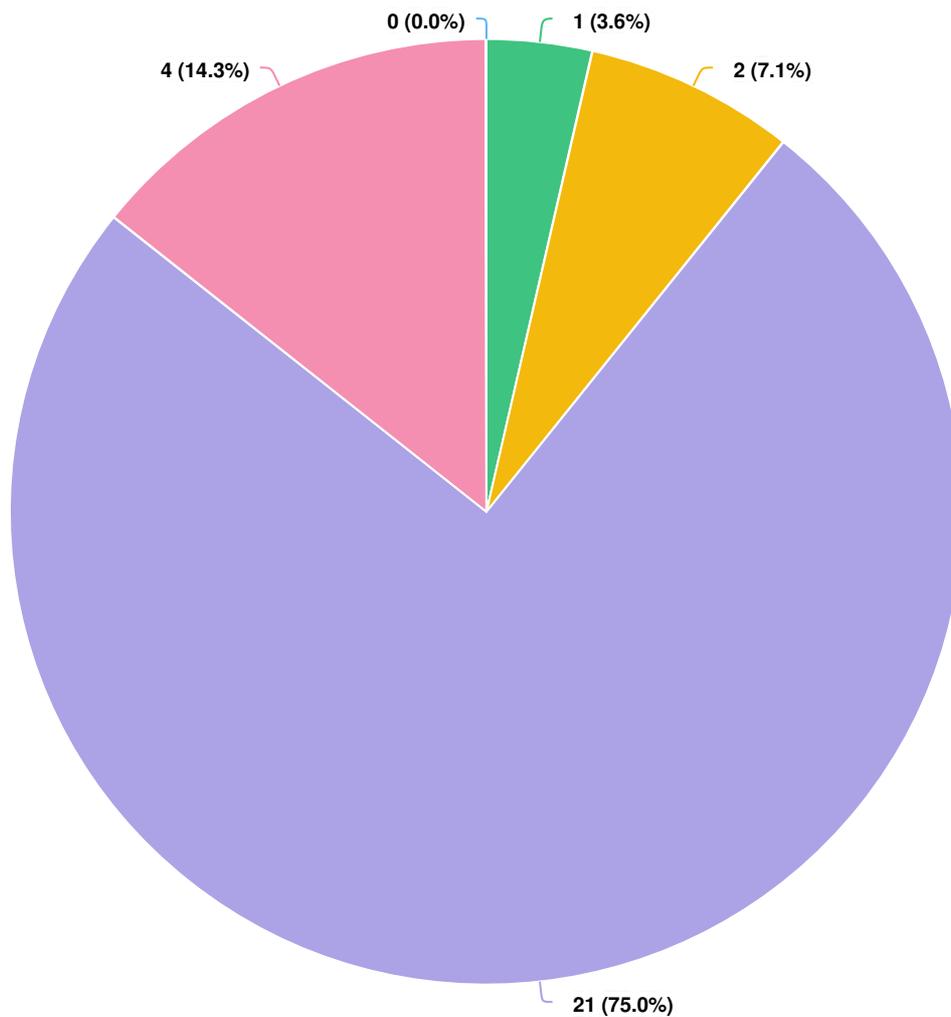

Question options

● No resuena conmigo   ● Resuena conmigo   ● Resuena bastante   ● No resuena en lo absoluto   ● No aplica o no sé

Optional question (29 response(s), 1 skipped)
Question type: Radio Button Question

Q27 | **Reclutamiento y apoyo a una fuerza laboral profesional con integridad: Reclutamiento y/o retención de candidatos de calidad.**
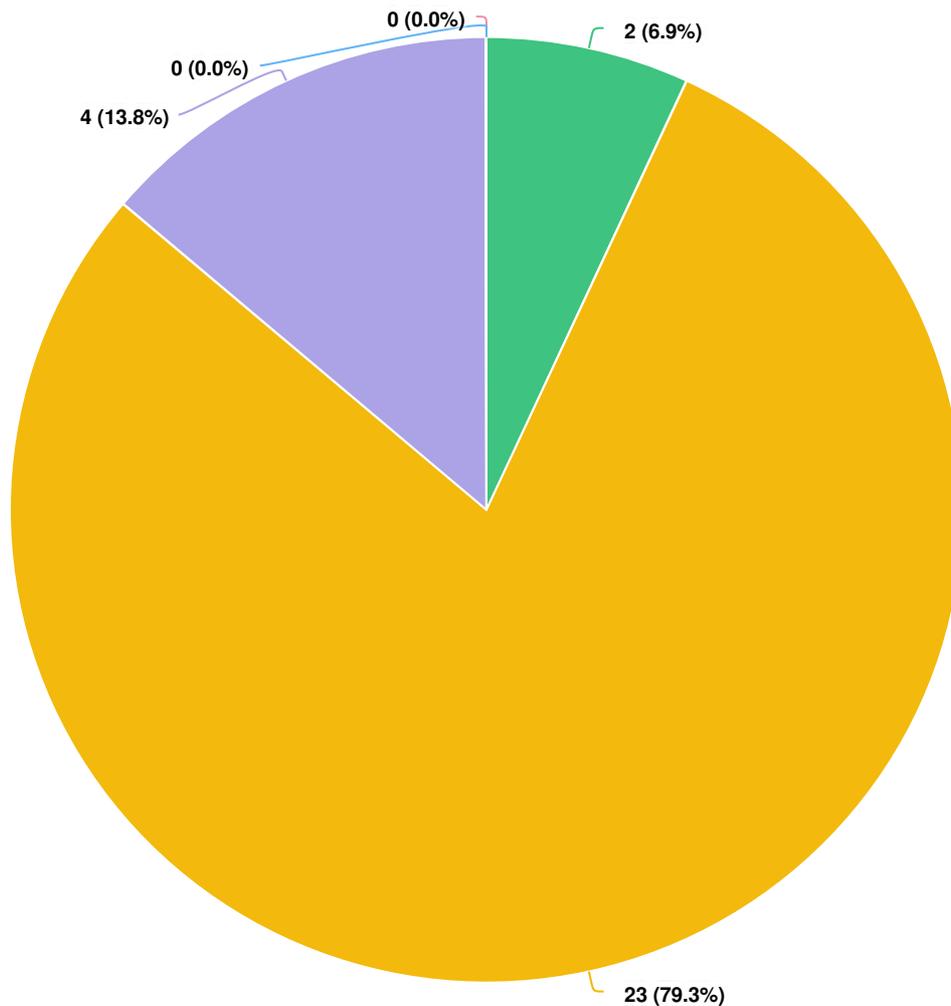
0 (0.0%)

0 (0.0%)

4 (13.8%)

2 (6.9%)

23 (79.3%)

Question options

● No resuena conmigo   ● Resuena conmigo   ● Resuena bastante   ● No resuena en lo absoluto   ● No aplica o no sé

Optional question (29 response(s), 1 skipped)
Question type: Radio Button Question

Q28 **Reclutamiento y apoyo a una fuerza laboral profesional con integridad: Desarrollar y mantener la moral.**
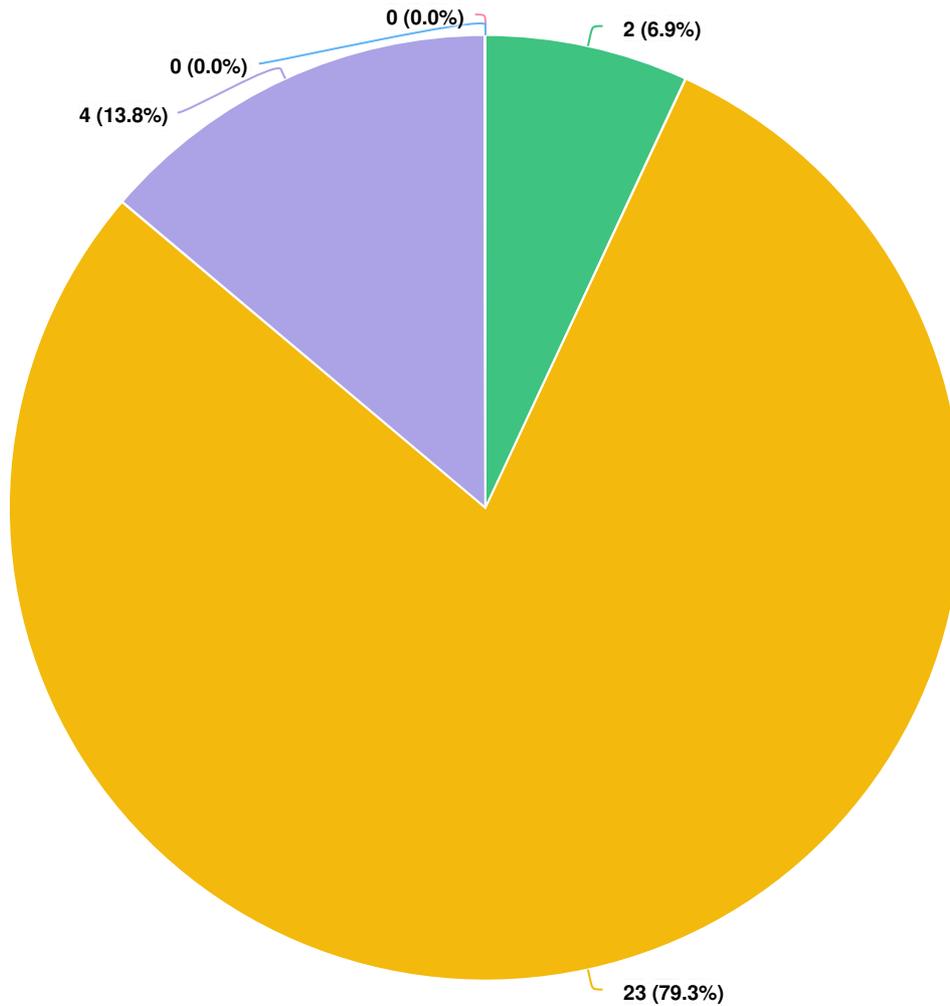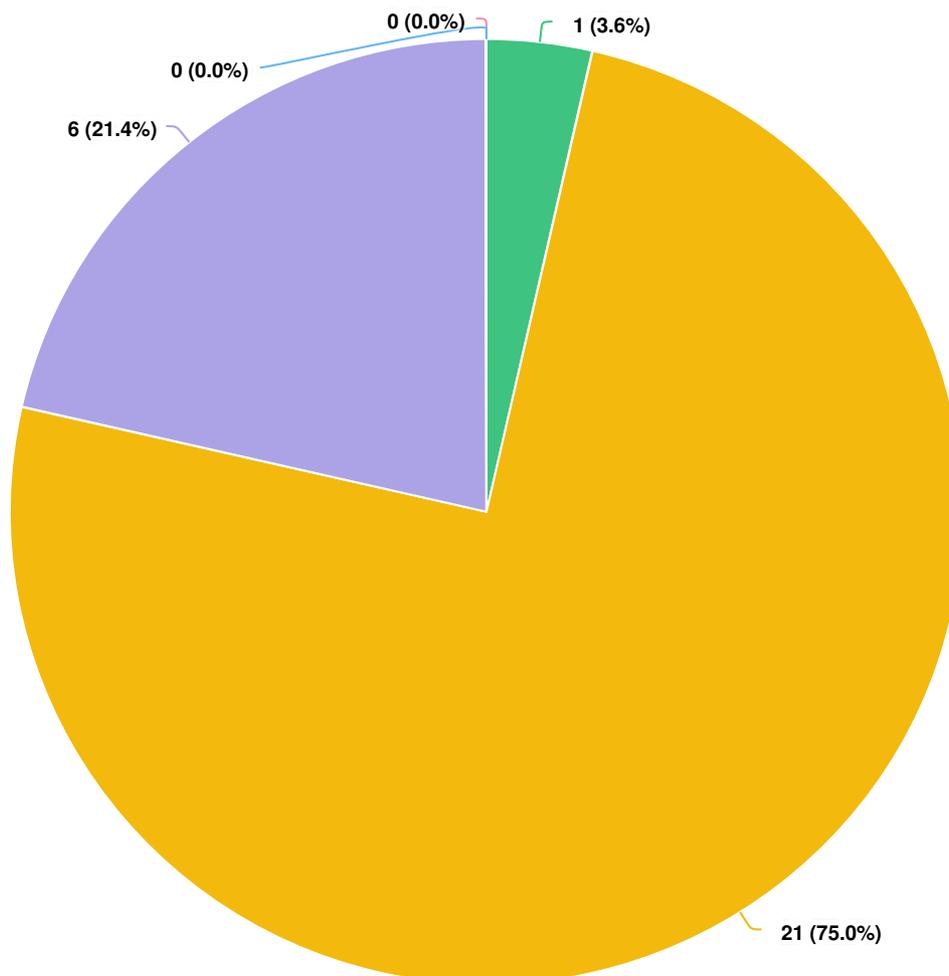

Question options

- No resuena conmigo
- Resuena conmigo
- Resuena bastante
- No resuena en lo absoluto
- No aplica o no sé

Optional question (28 response(s), 2 skipped)
Question type: Radio Button Question

Q29 **Modelando transparencia y grados de responsabilidad en las poblaciones: Uso de la fuerza.**

Question options

● No resuena conmigo ● Resuena conmigo ● Resuena bastante ● No aplica o no sé ● No resuena en lo absoluto

Optional question (30 response(s), 0 skipped)
Question type: Radio Button Question

| Q30 | **Modelando transparencia y grados de responsabilidad en las poblaciones: Quejas.** |

1 (3.4%)   0 (0.0%)

2 (6.9%)

7 (24.1%)

19 (65.5%)

Question options

● No resuena conmigo ● Resuena conmigo ● Resuena bastante ● No aplica o no sé ● No resuena en lo absoluto

Optional question (29 response(s), 1 skipped)
Question type: Radio Button Question

Q31 | **Modelando transparencia y grados de responsabilidad en las poblaciones: Estadisticas de delitos.**
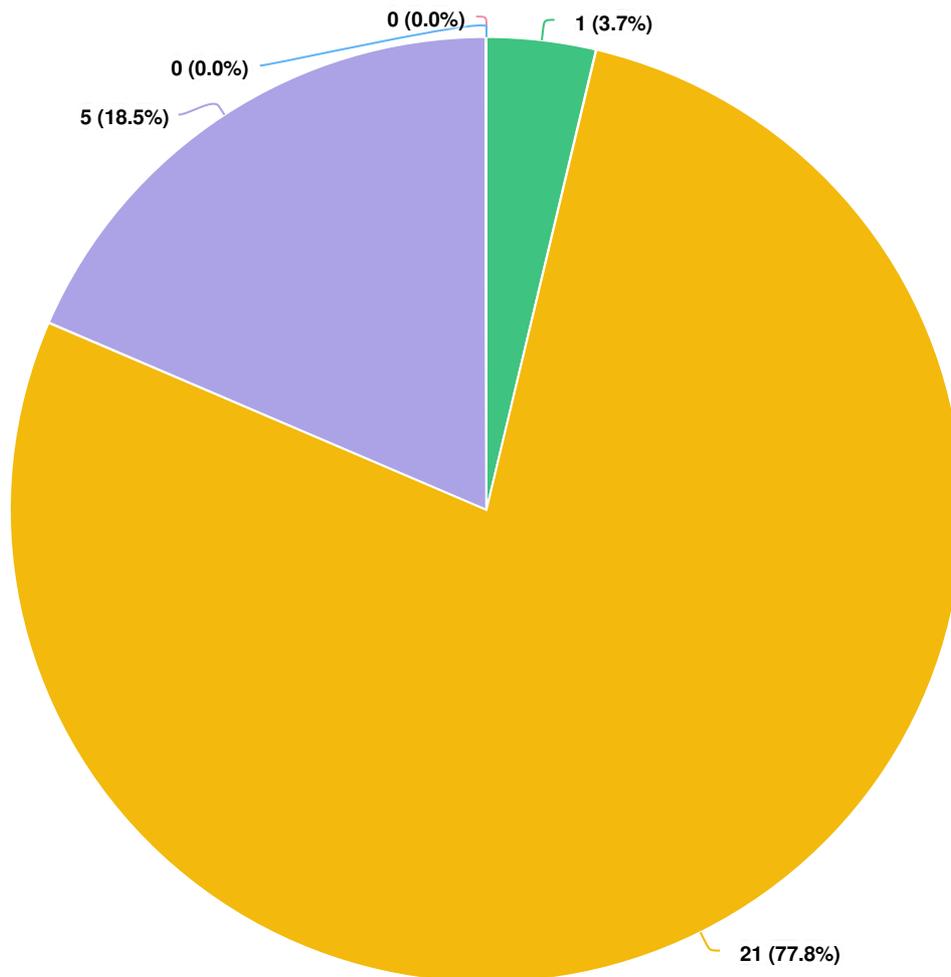
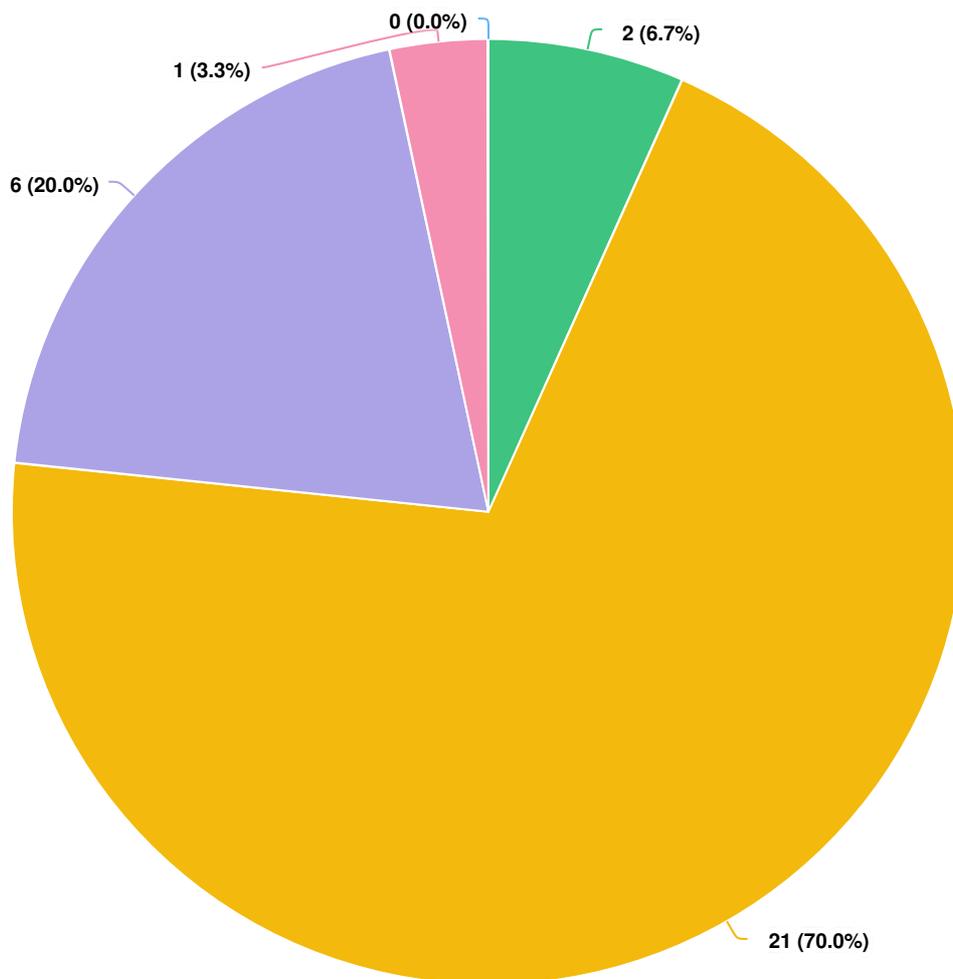0 (0.0%)

1 (3.7%)

0 (0.0%)

5 (18.5%)

21 (77.8%)

Question options

● No resuena conmigo   ● Resuena conmigo   ● Resuena bastante   ● No resuena en lo absoluto   ● No aplica o no sé

Optional question (27 response(s), 3 skipped)
Question type: Radio Button Question

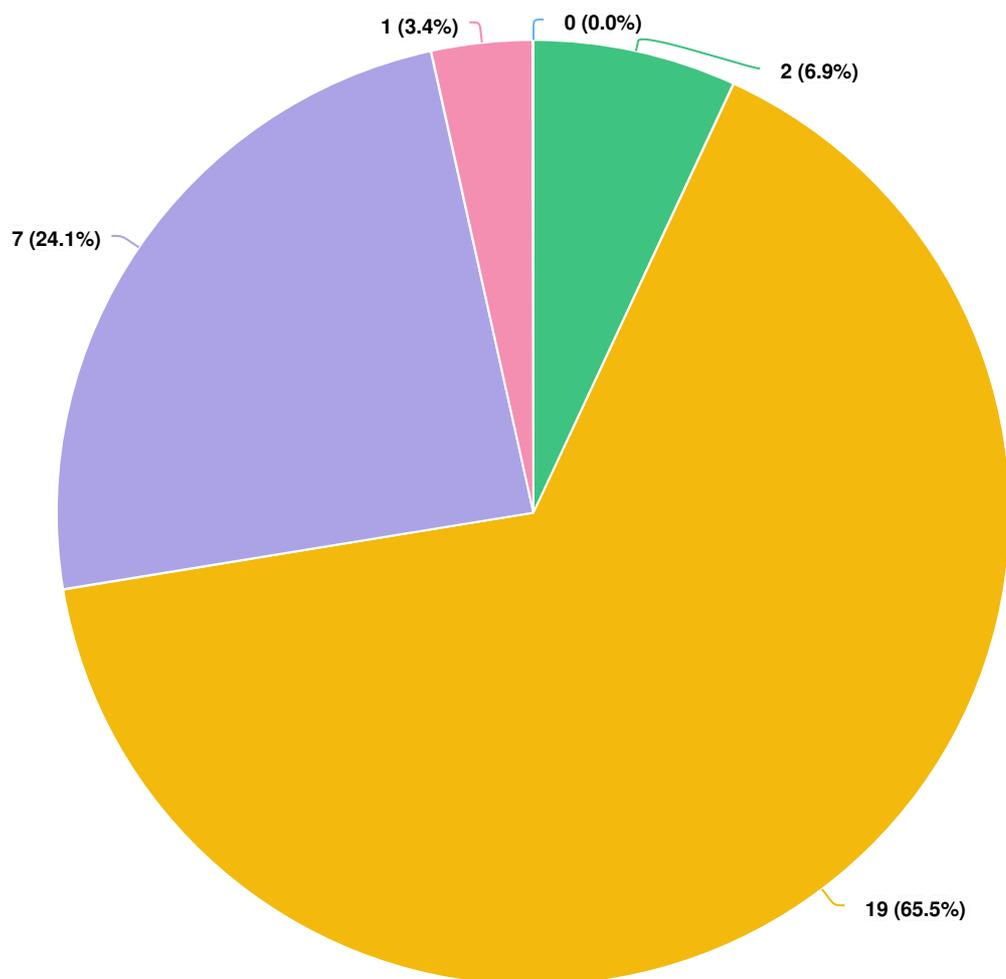**Q32** | **Modelando transparencia y grados de responsabilidad en las poblaciones: Interacciones con diferentes poblaciones.**
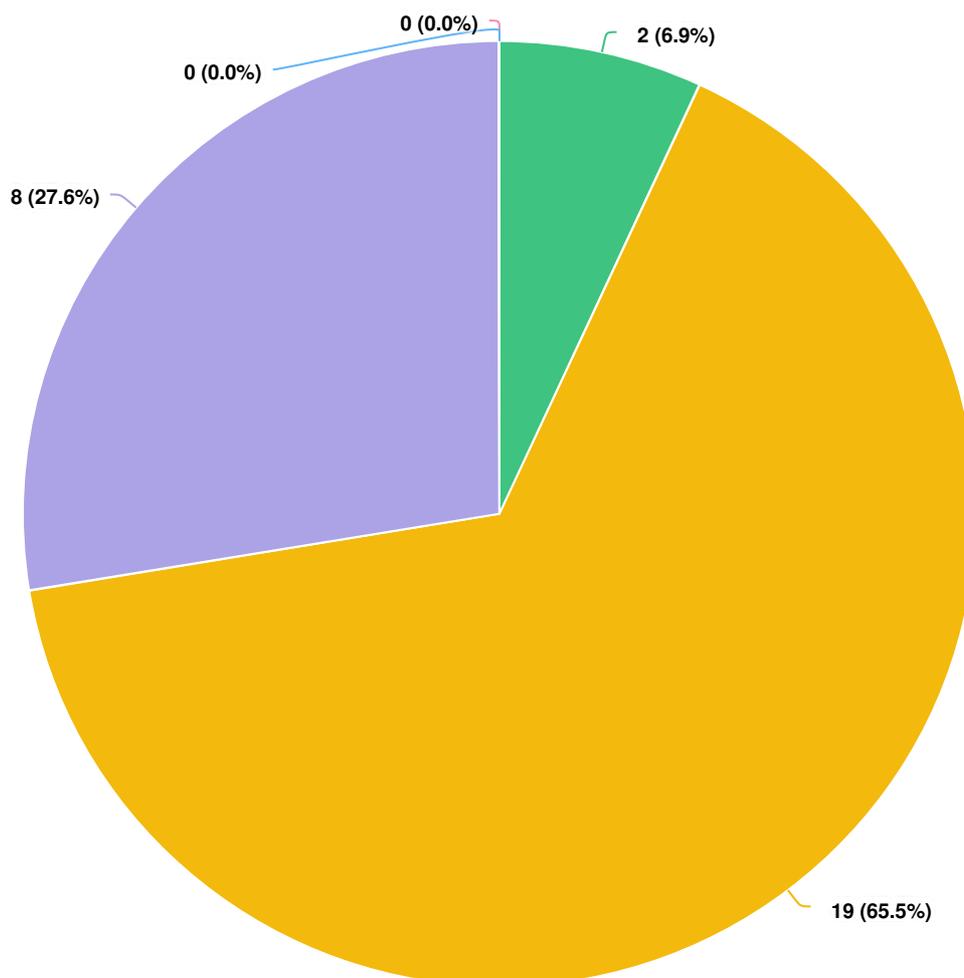
Question options

● No resuena conmigo   ● Resuena conmigo   ● Resuena bastante   ● No resuena en lo absoluto   ● No aplica o no sé

Optional question (29 response(s), 1 skipped)
Question type: Radio Button Question

Q33	¿Con qué raza o etnia se identifica más?

0 (0.0%)

0 (0.0%)

0 (0.0%)

0 (0.0%)

0 (0.0%)

0 (0.0%)

0 (0.0%)

4 (13.3%)

26 (86.7%)
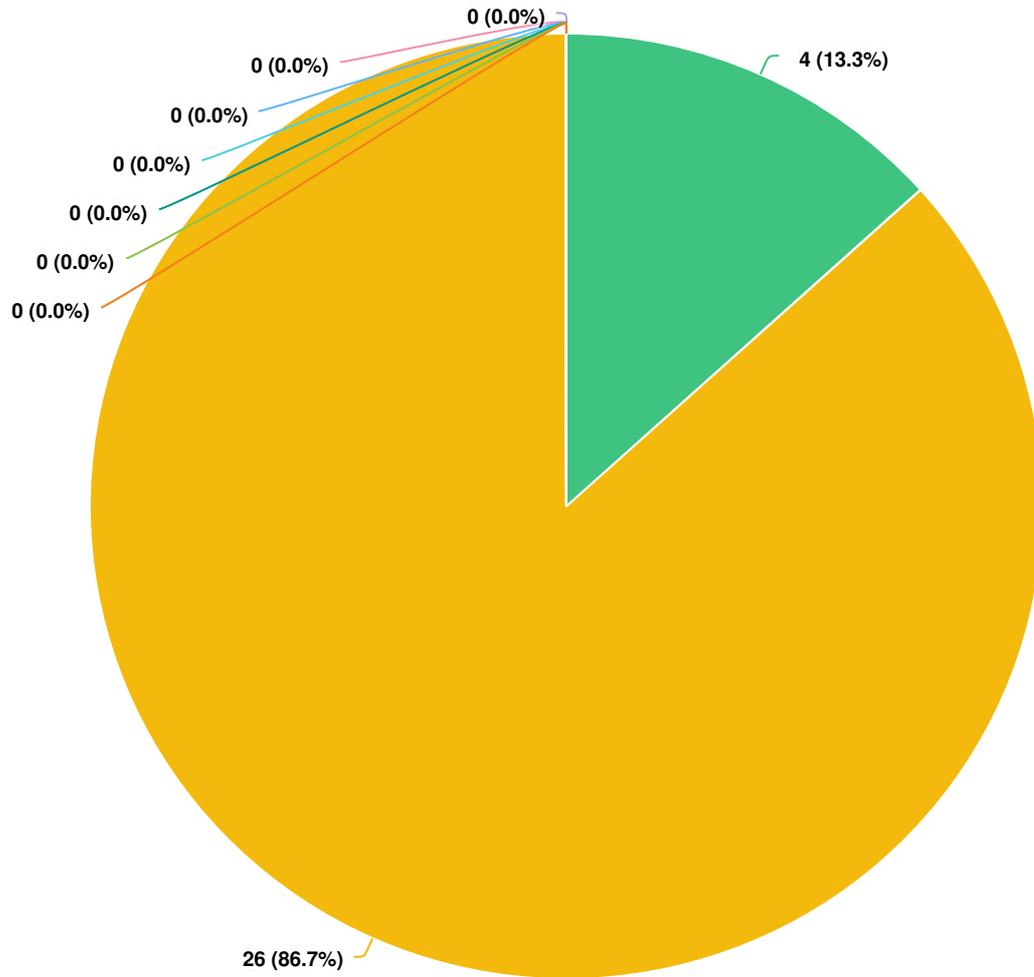
Question options

- ● Blanco
- ● Hispano o Latino/Latina
- ● Asiático
- ● Negro o afroamericano
- ● Indígena americano o nativo de Alaska
- ● Nativo de Hawái o de otras islas del Pacífico
- ● Soy de dos o más razas.
- ● Prefiero no decir
- ● Otro (especifique)

Mandatory Question (30 response(s))
Question type: Radio Button Question

Q34	¿Trabaja para la ciudad de Boulder?

0 (0.0%)

5 (16.7%)

25 (83.3%)
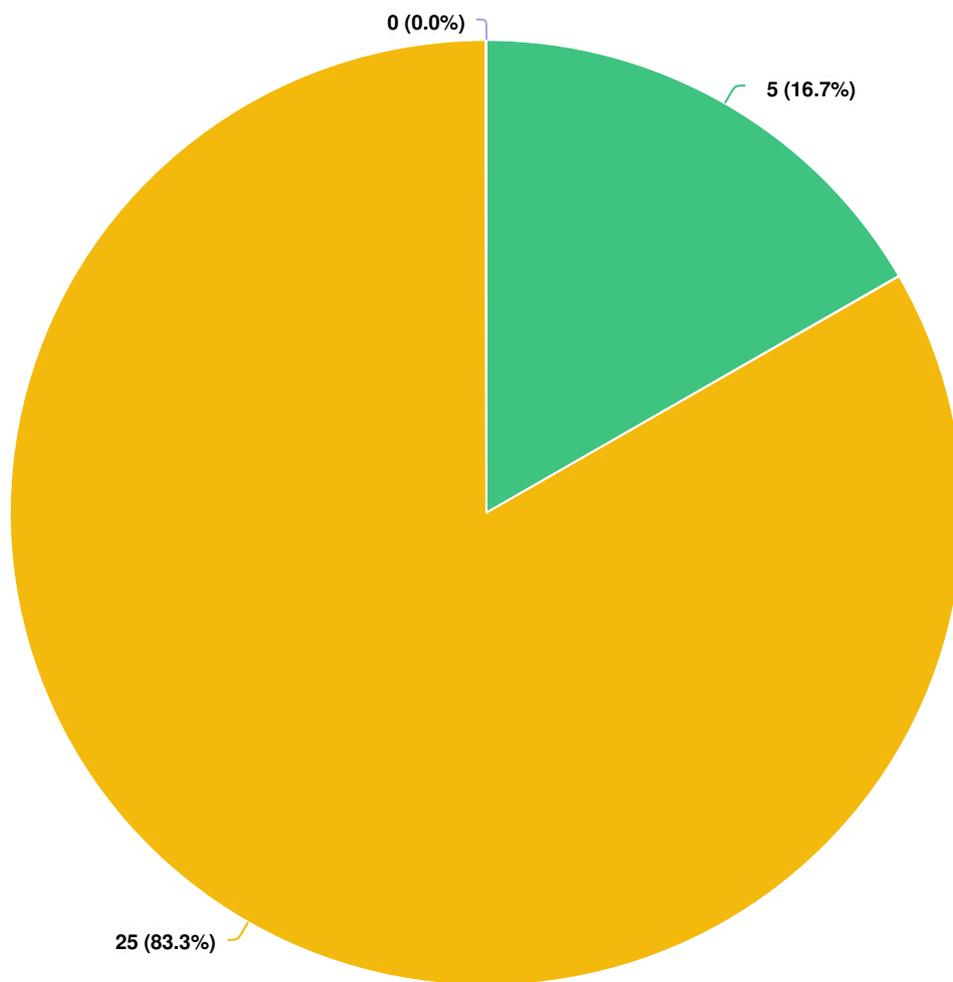
Question options

● Si ● No ● Prefiero no decir

Mandatory Question (30 response(s))
Question type: Radio Button Question

Q35	¿Trabaja en el Departamento de Policía de Boulder?

0 (0.0%)

0 (0.0%)

5 (100.0%)

Question options

● No   ● Si   ● Prefiero no decir

Optional question (5 response(s), 25 skipped)
Question type: Radio Button Question

Latinx Leadership Team Notes 09 13 2021

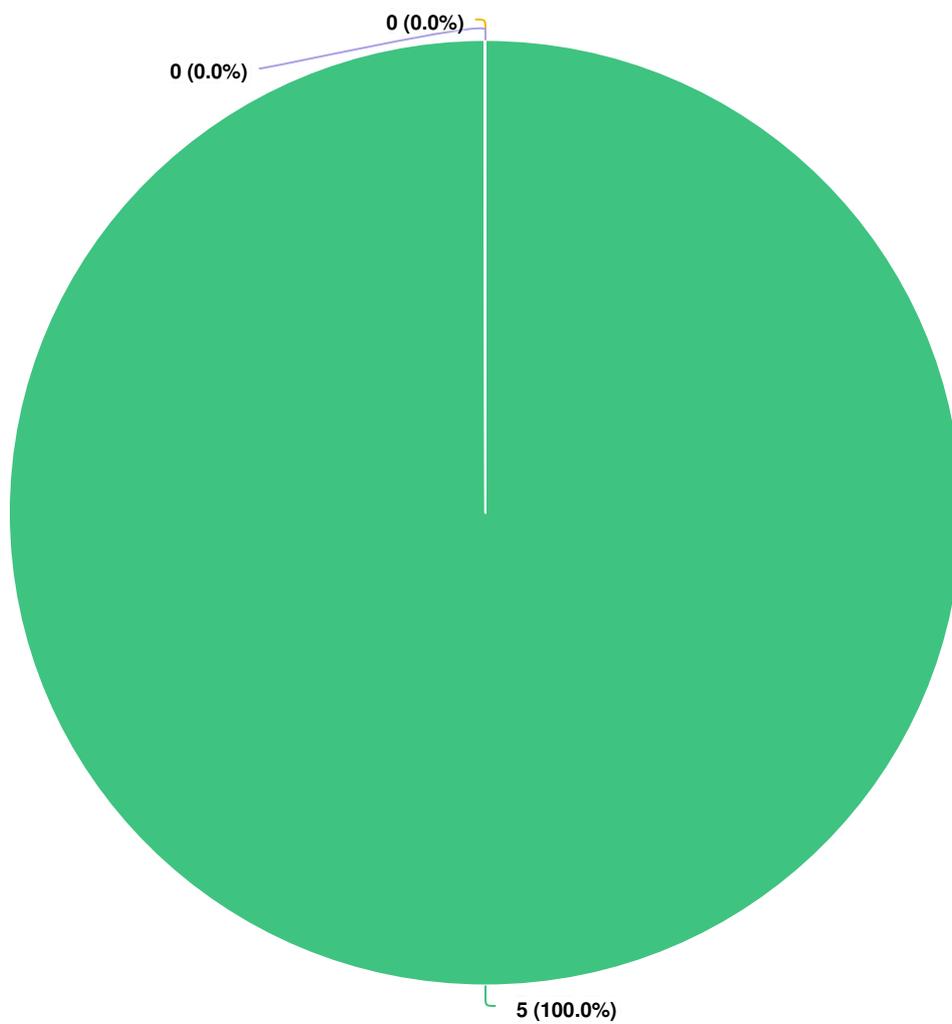- Window II draft materials - Safety statements are good
- Questionnaire – shorter is better. Draft tool – this seems doable.
- Can we do Zoom Poll function (Spanish) for next meeting?
- Voice of youth is important
- Explorando Senderos – don't do project boards at one of these events. People aren't interested in that.
- Explorando Senderos event on Sept. 18 will also be important. Trust building event with police.

Other

- A lot of people feel discriminated against, but we have to explain to them that that's in the past
- People are afraid of calling the Police Department. They think if the PD comes, ICE will come as well.
- We had an officer that spoke Spanish that made us feel like we could ask questions. He explained that Boulder is a sanctuary city. People felt more comfortable because he spoke Spanish.
- Interpretation – people worry they're not saying what they think they're saying
- Some people have to interpret through their kids, which is not always good
- Power of a brown officer that speaks Spanish
    - Orchard Grove
    - San Juan del Centro
- One incident when Latinx Leadership team member came across officer trying to ask questions of someone that seemed like they didn't know English very well. Team member offered to interpret and officer wouldn't let him.
- Really like National Night Out when officers were there to talk to people.

NAACP Police Reimagining Group Meeting on 9/24/21

Did We Get It Right? Do Focus Areas resonate?

Values Statements: We feel safe in our community when:
General consensus of our group is that Blacks in our community NEVER feel totally safe, in either public or private spaces.
General consensus of our group is that laws are NOT enforced equitably and have little faith that they will be unless police recruiting
and training reimagined
General consensus is that police cannot be counted on to respond professionally and respectfully when we need then and do not
utilize alternate resources such as mental health and social workers
We demonstrate we are a compassionate community does not resonate as true for Black community members
Criminal behavior is met with accountability measures that are fair and just…according to whom? Looks different to different people
Black criminal behavior met with greater and harsher consequences, is this fair and just?
Officers are part of the communities they serve, building relationships and understanding and addressing problems before resorting to
force requires a completely different criteria for recruiting of candidates and training, difference between peace officers and
law enforcement. Similar to SRO's controversy-- not great for BIPOC community as one minute a friend, another minute an
arresting officer with capability to enmesh person in the criminal justice system

In general the focus areas did not resonate as being currently true or possible in the future without a redefinition of policing in a community. Police Reimagining requires a new template as the old template (basically rewarding for arrests and training for compliance as a priority, with little to no consequences for excessive force complaints or violations) will never result in these value statements being achieved.

Value Statements Police Reimaging Group approves of:
Equity, Respect, Compassion, Service to all, Accountability in policing

Regarding Draft Focus Areas:

- *Integrating with Community*
  peace officers in our community, not law enforcement
  It doesn't seem to be feasible to train out bias of police
  Integrating police:
    - Will it just result in over policing of communities of colors?

- ▪ Community policing a misnomer for Black communities, only done in BIPC and marginalized communities

- *Ensuring Right Response, Role for Police*

  Law enforcement shouldn't be leading in try to prevent crime
  Do not try and ensure training, use professionals that ARE trained in mental health and substance abuse, try Denver STAR model
  What is 'right response' needs specificity, when is it 'right response' to pull a weapon out, or to use a weapon for compliance?
  What is 'right response' to calls from community members who don't like or fear Black people in their neighborhood?

- *Providing Leadership in Preventing/Reducing Crime*
  Law enforcement shouldn't be leading in try to prevent crime
  General consensus is that the following subtopics make little sense
  - ▪ Strategies to prevent crime in the community while also being consistent with shared values—doublespeak, no sense unless 'shared values' explicit
  - ▪ *Promoting concept of doing no harm*—not the primary concern of police, law enforcement is
  - ▪ Responsiveness when crime, dangerous situations occur—if it was equitable with equitable use of force criteria

- *Serving as a Trusted Partner in Equity, Anti-Racism, Support for Vulnerable Populations*
  Seems to be poorly organized in its focus areas, specifically workforce diversity
  Police seem to be micro focused on marginalized groups, not at the dominate group (White people)
  Subtopics to be examined in this focus area:
  - ▪ Workforce diversity
    - • should be a given in all areas of city hiring
  - ▪ Training on anti-racism/bias, as well as working with vulnerable populations
    - • does not work, what does working with vulnerable populations mean? Anti bias training has little effect
  - ▪ Partnership/communication with communities/organizations representing traditionally marginalized populations to improve access, communication with the department and its services
    - • not about communication, it is about changing HOW police interact with 'marginalized' communities and anyone not marginalized but still Black or BIPOC , interactions with Black community has little to do with economic class, status or education, has to do with ethnicity

- *Recruiting and Supporting a Professional Workforce with Integrity*
  - o Subtopics to be examined in this focus area:
    - ▪ Officer/Staff Wellness
    - ▪ Defining "quality candidate"
      - • definition of a quality candidate very subjective, is ex-military for civilian policing definition of a quality candidate?

        BPD hires the status quo so what does quality of candidate have to do with it.

    - ▪ Increasing/maintaining morale
      Morale should not be included into understanding workforce professionalism as morale may be boosted by doing the wrong thing, i.e. use of force, is this what we want?

      Morale has to do with quality of leadership from within, mission and redefinition of policing

- *Modeling Transparency and Accountability*
  For police accountability, what are reprimands and consequence data?
  Ethical behavior should be included in modeling accountability and transparency. Call the thing exactly what it is.
  Transparency and accountability are two different things. Transparency is looking at clear data and accountability is focused on
  consequences for police for bad behavior

  - ▪ Use of Force—consequences
  - ▪ Complaints-transparency
  - ▪ Crime stats-transparency
  - ▪ Interactions with different populations-transparency through data, not only anecdotally

General Comments:

City should hire a company for market research that is diverse and can draw up a real study with appropriate questions

First Question should be "Do I feel safe in my community"

Denver has data from its STAR program, 1,300 engagements with no need to call law enforcement, Boulder should use and not try to reinvent a model of their own that is less successful

NAACP Police Reimagining Group finds the same inherently problematic issue with the questions asked making assumptions and skewed to a particular point of view. Questions and Value statements do not address the actual issues of policing on the ground for Black community members, therefore the need for Black and BIPOC life experience to be reflected in the formation of the questions and surveys