

Youth Visioning Meeting:
Police Chief Recruitment Input Notes
City Hall – City Manager's Office
Monday, September 27, 2010

On August 12, 2010, the City Manager announced the three part Police Chief Recruitment outreach strategy: (1) Citywide Community Meetings (2) Police Department Workforce and Labor; and (3) Targeted Stakeholder Outreach. The following is a summary of the comments from a Youth Visioning Meeting coordinated with the Youth Commission. The Special Meeting held to target gathering perspectives from the Youth Commission and the Youth Advisory Council representatives on the most ideal candidate skills, characteristics, experience, and track record for the Police Chief recruitment. The meeting was held on September 27, 2010 at 6:00pm in the City Manager's Conference Room, 200 E. Santa Clara Street, San Jose, CA 95113. The summary is compiled from the facilitator's notes that were captured on flip chart paper during the meeting. It is not a verbatim account of all discussions that occurred at the public meeting.

Meeting opened at 6:00 pm

Deputy City Manager Norberto Duenas opened the meeting to welcome attendees, provided an overview of the process and community outreach strategy. Mr. Duenas informed attendees the purpose of the meeting, announced the various ways that the group could submit input (attendance at community meetings, email recruiter and fill out online survey). Additionally, Mr. Duenas gave a short presentation regarding the recruitment timeline. Mr. Duenas introduced the five questions and lead a facilitated discussion on each of the questions. The Youth Commissioners and their peers will present their vision at the next Youth Commission meeting, scheduled October 2010.

Question #1 - What are the most important issues that you would like the new police chief to address?

- Gang and youth related violence - specifically in schools
- Importance of drugs—drug dealers who are targeting schools
- Need to build a stronger relationship between Youth and Police
 - 6 month rotation does not allow for Youth to feel comfortable with Officers because assignments are changing
- Need for presentations in schools about Police/Teen relations
 - Educate on how to approach and deal with Officers
- Truancy
- Sexual assaults in schools—making schools a safe environment
- Improving safety in neighborhoods
- Department transparency
- Opportunities to gather Youth feedback on issues
- The need to change the perspective of what an Officer does
- Visibility and communication of Police Officers—getting out of their patrol car and interacting with residents
- Maintain Safe School Initiative
- Aware of programs that should be kept/expanded or improved on
- Maintain neighborhood watch groups
- School Bullying – awareness/training of issues, no tolerance of students who engage in bullying
- Drunk Driving – education/awareness through presentations
 - Need more DUI checkpoints

Question #2 - What experience and track record should the new Police Chief have?

- From a large city
 - From San Jose/SJPD or has positive experience working with San Jose in some capacity
 - Look at candidates from other large cities
- Track record of being active in community
- Not solely focused on gangs as the only youth issue
- Candidate from a diverse community who has the understanding of different cultures
- Issues of scale is important – candidate should have experience with a city of comparable size
- Diversity - needs to have an understanding, awareness and ability to work with diverse communities
- Someone who is informed about San Jose's past - what took us from the "Safest Big City" to no longer the safest big city. How does San Jose get back to being number one?
- Track record of maintaining a working relationship with schools

Question #3 - What are the most important skills and characteristics the new Police Chief should have?

- Ability to see Youth as individuals versus a single entity
- Ability to reach out and communicate to youth
- Able to identify and utilize youth as resources when combating youth issues
- Personable, approachable, holds people skills and has the ability to engage others
- Has an open mind - open to new suggestions
- Holds an unbiased view towards kids
- Accessibility to the community
- Recognizes that youth safety is a Police issue
- Advocates for community centers, sports, parent education, and other programs/services that aid in youth safety
- Willing to take initiative and observe/research various parts of the community first hand.
- Has strong administrative skills—ability to work with a tight budget and utilize resources wisely
- Cultural competency—sensitivity to issues that arise
- Bilingual skills (not mandatory)
- Well-rounded
- Proactive mindset - supportive of prevention education programs

Questions #4 - Is there anything else you would like the City to consider when selecting the new Police Chief?

- Break down stereotypes of who are criminals (profiling)
- Police Chief should have a 5 year vision/plan and be able to prove knowledge about San Jose issues
- Is the Police Chief willing to go above and beyond - attend community events? Community service?
- Why do these candidates want to be Police Chief?
- There should be the opportunity for a short list of candidates to interact with a Youth leadership group
- How would he/she make themselves more approachable/strengthen relationships to the community?
- Will the Police Chief stay the extra hour to finish the job?
- Plans to make sure community knows that Police are resource to help
- What mistakes has he/she seen other Police Chiefs make and what would they have done differently?
- How has he/she learned from past experiences?

Question #5 - What are you willing to do or contribute to ensure the success of the new Police Chief?

- Arrange meetings in schools, assist in making connections, work with schools
- Hold a roundtable discussion about our concerns and develop annual plan together
- Invite them to a YAC meeting; expose them to issues in our District
- Create a Youth committee focused on working with Police Chief to provide instant access to youth issues
- Help Police develop career days and safety days to foster positive relationship
- Have Youth Commissioners introduce new Police Chief
- Participate on community interview panel
- Ask the PD Chief "how can we help you?"