

Community Input Meeting Notes

For the Police Chief Recruitment

Tully/Senter NAC Meeting

Paseo Senter, 1535 Santee Drive,, San Jose, 95122

Thursday, October 7, 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 the Tully/Senter Neighborhood Association Coalition (NAC) Community Input Meeting for the Police Chief recruitment held on October 7, 2010 at 6:30pm at the Paseo Senter, 1535 Santee Drive, San Jose, 95122. The summary is compiled from the facilitator's notes that were captured on flip chart paper during the public meeting. It is not a verbatim account of all discussions that occurred at the public meeting.

Meeting opened at 6:30 pm

Facilitator Shawn Spano opened the meeting to welcome attendees, provided an overview of the process and Community outreach strategy. Mr. Spano informed attendees the purpose of the meeting and announced the various ways that the Community can submit input (attendance at Community meetings, email recruiter and fill out online survey). Mr. Spano gave a short presentation regarding the recruitment timeline, introduced the five questions and lead a facilitated discussion on each of the questions.

Question #1 – What are the most important issues that you would like the new Police Chief to address?

The following are the most important issues that the participants shared that the next Police Chief should address:

- **Racial Profiling:** Participants felt that it would be important for the next Police Chief to address concerns and complaints residents of the Latino, Vietnamese and Cambodian community about issues and interactions with the police department.
- **Community Relationships:** Participants expressed that it would be important for the Police Chief to know the problems impacting the people.
- **Police Response:** Residents commented about the importance to address concerns and perceptions of police response to gang activity.
- **Gang Activity:** Participants expressed that gangs should be a top priority for the Police Chief and be able to work with neighborhoods on their special concerns with gangs in their communities.

- **Culturally Sensitive:** Participants agreed that it was important that the Police Chief was Bilingual and had success working with multi-cultural communities, especially providing training to patrol officers on how to be connected when language barriers exist.
- **Build Trust:** Residents expressed that it would be important for the Police Chief to reconnect with the community and address any unresolved issues especially for groups/individuals that have expressed negative interactions with the Police Department.

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

The following are the experience and track record that community shared that the next Police Chief should have:

- Contact and Connection with the Community.
- Open minded about different cultures.
- Be visible in the community
- In depth work experience working with diverse communities.
- Experience working and keeping the community engaged by offering workshops and training so that they may assist the Police Department.
- Police Chief should have a social worker approach rather than just suppression methods.
- Police Chief should have a strong background working on gang issues.
- Experience working with Immigrant communities and have knowledge of progressive strategies in addressing the current needs and expectations of the community on this issues recognizing that the workforce is made up of hardworking immigrants contributing positively to the community.
- Experience with Community Policing working with neighborhood leaders and train officers to know individuals in the community that they patrol so that they could build strong relationships with them.
- Track record of working in multiple departments and have had a history of success in each position.

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

The following are the skills and characteristics that the community shared that the next Police Chief should have:

- Honest, Ethical, Bilingual, Fair and Truthful.
- Good Listener.
- Meets and listen with the community over concerns.

- Be aware of drugs in schools and work with the campus administrators.

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

The following are additional comments expressed by participants for the City to consider when selecting the new Police Chief:

- Police Chief candidates should have knowledge of the City's diverse community and the issues that go along with them.
- Police Chief should focus on organizational culture internally in the department and offer training to officers.
- Dedicated to continuous learning and be willing to take additional training courses.
- Build trust with the community.
- Police Chief should have a strategy on how to educate or keep them engaged on critical issues through community meetings, videos or other strategies not previously used in the community.
- Be courteous, inclusive and demonstrate consistency.
- Have strategies on how to address concerns of police response to crimes.
- Be friendly so that the community is not afraid or scared to report crime.
- Police Chief should have strategies or alternatives on immigration issues so that the Police Department does not have to cooperate with ICE.

Question #5 – What are you willing to do or contribute to help the new Police Chief?

The following are the contributions that the group shared that they would be willing to do to help the new Police Chief:

- Volunteer.
- Build trust with the Department and Police Chief.
- Residents willing to train and outreach to the community about reporting crimes.
- Be cooperative and open minded.