

# **Montgomery County Police Chief Recruitment Community Input Survey Results**



June 2019

# Survey details

The online survey was made available to the public via email, a press release, and social media. **1,028** responses were received.

Additionally, attendees at Montgomery County's Community Forum on Policing on June 6, 2019 were given the opportunity to complete the survey electronically. A further **95** responses were received.

Total responses: **1,123**

## Key

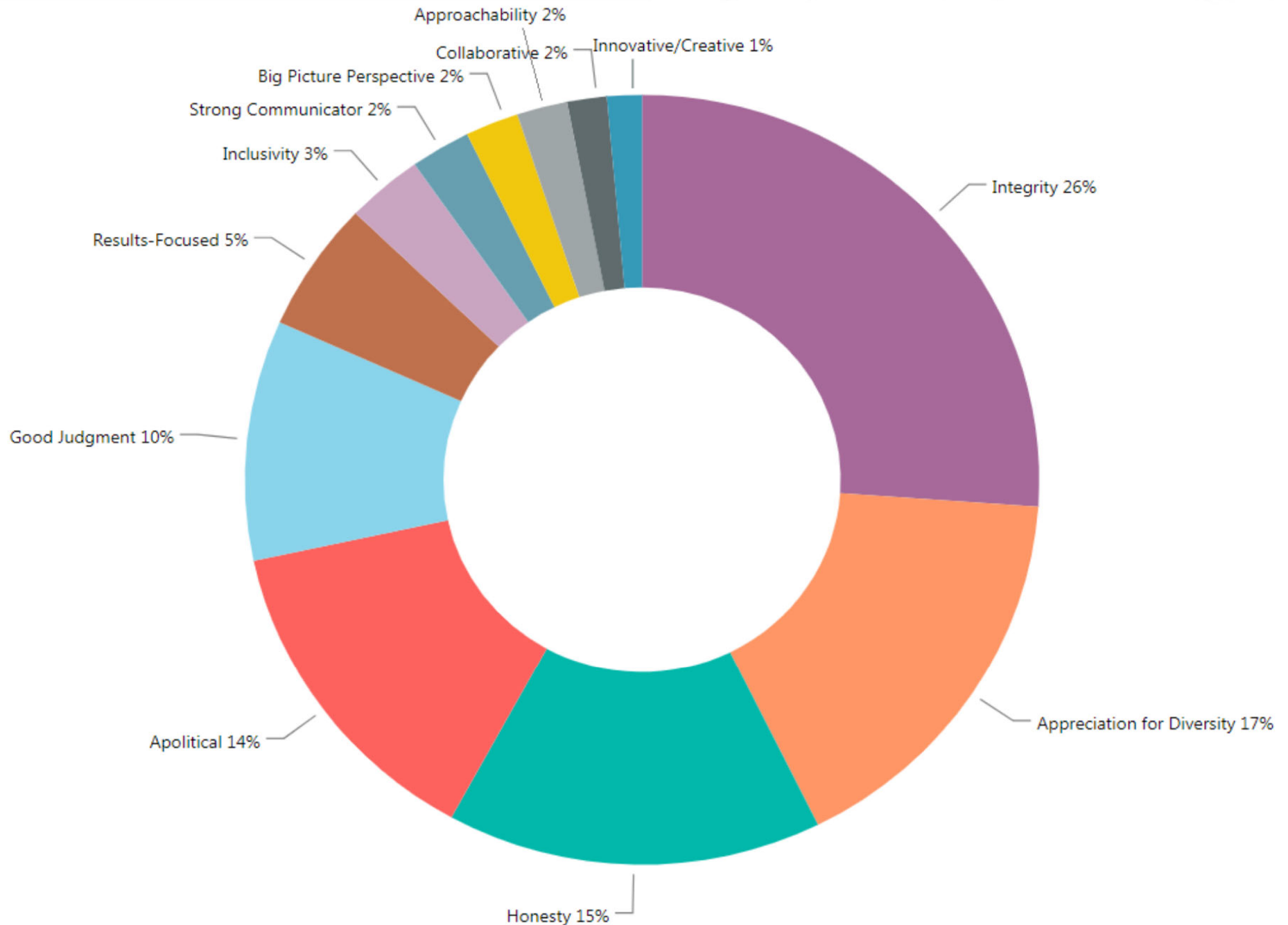
Responses to open-ended questions are listed in order from most to least frequent responses. Color saturation signals the prevalence of responses, as follows:

>10% of responses

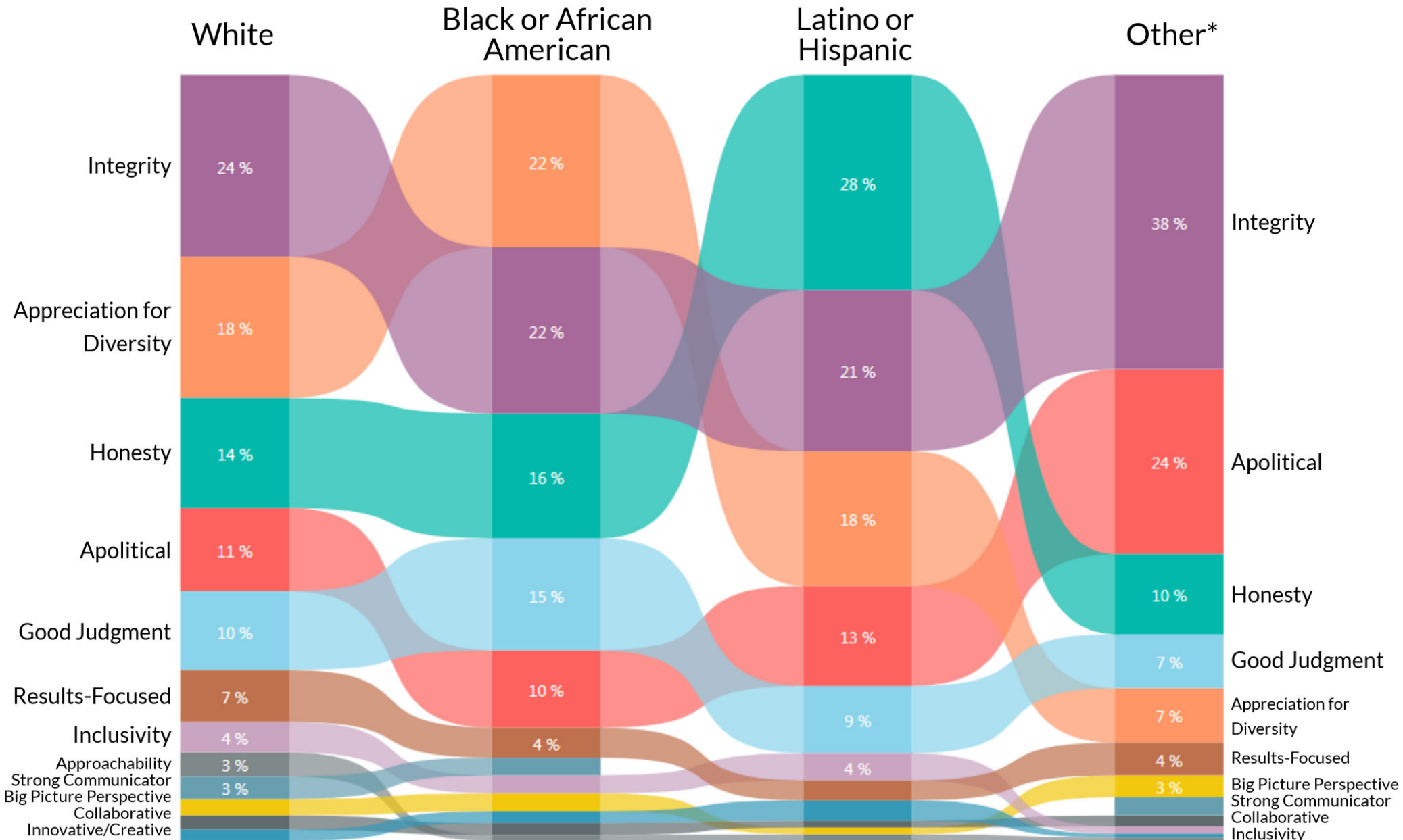
5-10% of responses

2-4% of responses

# Q1: Most important characteristic/ competency for police chief



# Q1: Most important characteristic/competency for police chief by respondent race/ethnicity



\*Includes Asian, American Indian/Pacific Islander, and Other. Excludes respondents who did not indicate a race/ethnicity.

# Q2: Other vital characteristics/competencies

## All respondents

- **Racial and cultural awareness** with a commitment to social justice, equity, and diversity
- **Community focus** with knowledge of the county and support for community policing
- **Experience**, with a proven track record
- **Commitment to law enforcement**
- **Transparency** and openness to external review
- **Strong leadership** skills
- **Compassion and empathy**
- **Open-mindedness** and willingness to change
- **Commitment to accountability**
- **Diverse**
- **Fairness** and lack of bias
- **Listening and responsiveness**
- **Commitment to officer relations**

## Top responses by race/ethnicity

### White

1. **Racial and cultural awareness**
2. **Community focus**
3. **Experience**
4. **Commitment to law enforcement**
5. **Transparency**

### Black or African American

1. **Racial and cultural awareness**
2. **Community focus**
3. **Experience**
4. **Leadership** ▲
5. **Compassion/empathy** ▲

### Hispanic or Latino

1. **Racial and cultural awareness**
2. **Community focus**
3. **Experience**
4. **Ethical** ▲
5. **Officer relations-focused** ▲

### Other\*

1. **Commitment to law enforcement** ▲
2. **Racial and cultural awareness**
3. **Experience**
4. **Transparency** ▲
5. **Community focus**

▲ This response was more common among respondents of this race/ethnicity than among respondents overall.

\*Includes Asian, American Indian/Pacific Islander, and Other. Excludes respondents who did not indicate a race/ethnicity.

# Q3: Issues the chief should focus on

## All respondents

- **Crime and safety**
  - **Community outreach and engagement**
  - **Racism, racial equity, and bias**
  - **Gang prevention**
- **Police training** on de-escalation/use of force, mental health, and bias
  - **Transparency, oversight, and accountability**
  - **Trust building**, especially with minority communities
  - **Recruitment and hiring**, including increasing **diversity**
  - **Immigration** issues
- **De-escalation** and use of force
  - **Drugs**
  - **Inclusion, equality, and fairness**
  - **Traffic enforcement**
  - **Law enforcement**

## Top responses by race/ethnicity

### White

1. **Crime and safety**
2. **Community outreach/engagement**
- 3-4. *Tied:* **Gang prevention**  
**Racism/racial equity/bias**
5. **Police training**

### Black or African American

1. **Community outreach/engagement** ▲
2. **Racism/racial equity/bias** ▲
3. **Crime and safety**
4. **Police training** ▲
5. **Transparency/oversight/ accountability** ▲

### Hispanic or Latino

1. **Community outreach/engagement** ▲
2. **Crime and safety**
3. **Racism/racial equity/bias**
4. **Gang prevention**
5. **Transparency/oversight/ accountability** ▲

### Other\*

1. **Crime and safety**
2. **Community outreach/engagement**
- 3-4. *Tied:* **Gang prevention**  
**Racism/racial equity/bias**
5. **Immigration issues** ▲

▲ This response was more common among respondents of this race/ethnicity than among respondents overall.

\*Includes Asian, American Indian/Pacific Islander, and Other. Excludes respondents who did not indicate a race/ethnicity.

# Q4: Biggest challenges the chief will face

## All respondents

- Improving **public perception** of police and fostering **trust**
- Navigating **politics** and interaction with government
- **Diversity** of the county
- Combatting **racial bias** and promoting equity
- Improving police **culture** and overcoming **resistance to change**
- **Crime and safety**
- **Gangs**
- Growing and changing **population**
- **Budget** and resources
- **Immigration** issues
- **Staffing and recruitment**
- Promoting fairness and **equitable** treatment of all residents
- Balancing **competing priorities**
- **Community outreach** and **engagement**
- Succeeding a well-regarded **predecessor**

## Top responses by race/ethnicity

### White

1. **Public perception/trust**
2. Navigating **politics/government**
3. **Diversity** of the county
4. **Racial bias/equity**
5. Police **culture**

### Black or African American

1. **Public perception/trust**
2. **Diversity** of the county ▲
3. **Racial bias/equity** ▲
4. Police **culture** ▲
5. **Budget/resources** ▲

### Hispanic or Latino

1. **Public perception/trust**
2. Navigating **politics/government**
3. **Diversity** of the county
- 4-5. *Tied:* Growing/changing **population** ▲  
**Racial bias/equity**

### Other\*

1. Navigating **politics/government** ▲
2. **Public perception/trust**
3. **Racial bias/equity** ▲
- 4-5. *Tied:* **Diversity** of the county  
**Immigration issues** ▲

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# Q5: Actions/policies the department should continue

## All respondents

- **Community policing and outreach/engagement**, including Coffee with a Cop, Citizen Academy, and Nextdoor/web communications
- **Diversity in recruitment** and sensitivity to community diversity
- **Crime reduction and community safety**
- Police **training**, especially on de-escalation, bias, and mental health response
- **Transparency**, including public data
- **Non-collaboration** with Immigration and Customs Enforcement (ICE)
- **Accessibility and responsiveness**, including fast 911 response
- **Visibility** and community patrolling
- **Gang prevention**
- **Road safety**, including drunk driving enforcement
- **Law enforcement**
- **Relationship building** with community organizations and other jurisdictions
- School Resource Officers and **school safety**
- **Accountability** and independent oversight
- **Body and dash cameras**

## Top responses by race/ethnicity

### White

1. **Community outreach/engagement**
2. **Police training** ▲
3. **Diversity** in recruitment/sensitivity to community diversity
4. **Transparency** ▲
5. **Non-collaboration with ICE** ▲

### Black or African American

1. **Community outreach/engagement**
2. **Diversity** in recruitment/sensitivity to community diversity
3. **Crime reduction/safety**
4. **Police training**
5. **Transparency**

### Hispanic or Latino

1. **Community outreach/engagement**
2. **Crime reduction/safety** ▲
3. **Non-collaboration with ICE** ▲
4. **Diversity** in recruitment/sensitivity to community diversity
5. **Transparency**

### Other\*

1. **Community outreach/engagement**
2. **Diversity** in recruitment/sensitivity to community diversity
3. **Crime reduction/safety**
- 4-5. **Tied: Gang prevention** ▲  
**Law enforcement** ▲

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\*Includes Asian, American Indian/Pacific Islander, and Other. Excludes respondents who did not indicate a race/ethnicity.



# Q6: How the department can engage/collaborate with your specific community

## All respondents

- **Community outreach** and engagement, incl. town hall meetings, neighborhood association meetings, community events, meet-and-greets in community spaces
- **Communication** and education using police website, social media, Nextdoor, and email
- **Visibility** and **patrolling**, especially foot and bike patrols
- Increasing **diversity** of police force and building relationships with diverse communities
- **Accountability** and civilian oversight
- Recognizing and addressing **bias/racism**
- **Youth** and school outreach
- **Relationships** and partnerships with community organizations
- **Responsiveness** and accessibility
- **Transparency**, including public data
- Promoting **equitable** treatment for all populations
- **Accessibility** and responsiveness
- **Approachability** and friendliness

*Specific communities identified:* African American, deaf, disabled, immigrant, Latino, LGBTQ+, senior

## Top responses by race/ethnicity

### White

1. **Community outreach/engagement**, incl. community meetings/events
2. **Communication/education**
3. **Visibility/patrolling**
4. **Accountability/oversight** ▲
5. **Diversity** in hiring/engaging diverse communities

### Hispanic or Latino

1. **Community outreach/engagement**, incl. community meetings/events
2. **Diversity** in hiring ▲
3. **Communication**
- 4-5. *Tied:* Recognizing/addressing **bias/racism** ▲
- Youth/school outreach** ▲

▲ This response was more common among respondents of this race/ethnicity than among respondents overall.

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### Black or African American

1. **Community outreach**, incl. active engagement/listening
2. **Communication**
3. **Diversity** in hiring/valuing community diversity ▲
4. Recognizing/addressing **bias/racism** ▲
5. **Relationships/partnerships** with community organizations ▲

### Other\*

1. **Community outreach/engagement**
2. **Communication**
3. **Visibility/patrolling**
4. **Diversity** in hiring/valuing community diversity
5. **Accessibility/responsiveness** ▲

# Q7: What question you would like to ask candidates

## All respondents

- **General** questions, including qualifications, goals, priorities, and reasons for wanting the job

### Questions related to...

- **Diversity** and inclusion
- **Race relations**, racism, and bias
- **Community relations**
- **Immigration** and immigrant relations
- **Experience**
- **Crime and safety**
- **Equity**
- **Personnel** issues and officer safety/well-being
- **Use of force** and de-escalation
- Response to **political** forces
- **Police training**
- Response to reports of police **misconduct**
- **Trust building**
- **Philosophy**
- **Recruitment**
- **Gangs**
- Familiarity with the **county**
- **Transparency**

## Top responses by race/ethnicity

### White

1. **General** questions
2. **Race relations/racism/bias** ▲
3. **Immigration/immigrant relations** ▲
4. **Community relations**
5. **Crime/safety** ▲

### Black or African American

1. **Diversity/inclusion** ▲
- 2-4. *Tied:* **Experience** ▲  
**General** questions  
**Race relations/racism/bias**
5. **Community relations**

### Hispanic or Latino

- 1-2. *Tied:* **Diversity/inclusion**  
**Race relations/racism/bias** ▲
3. **Trust building** ▲
- 4-5. *Tied:* **General** questions  
**Personnel/officer well-being** ▲

### Other\*

1. **Community relations** ▲
- 2-3. *Tied:* **General** questions  
**Politics** ▲
- 4-5. *Tied:* **Crime/safety** ▲  
**Diversity/inclusion**

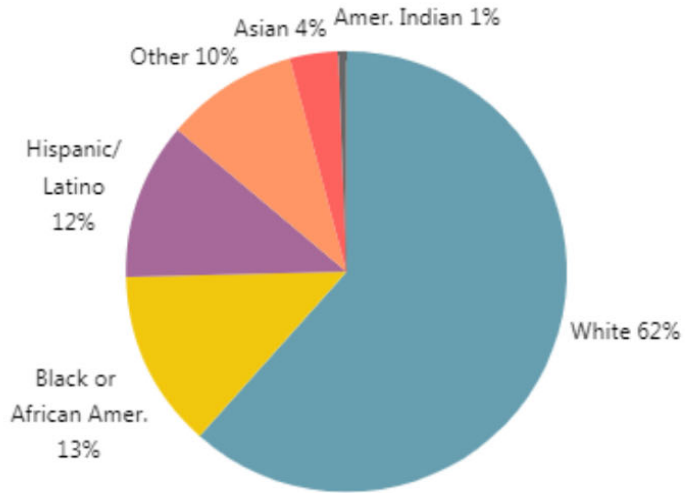
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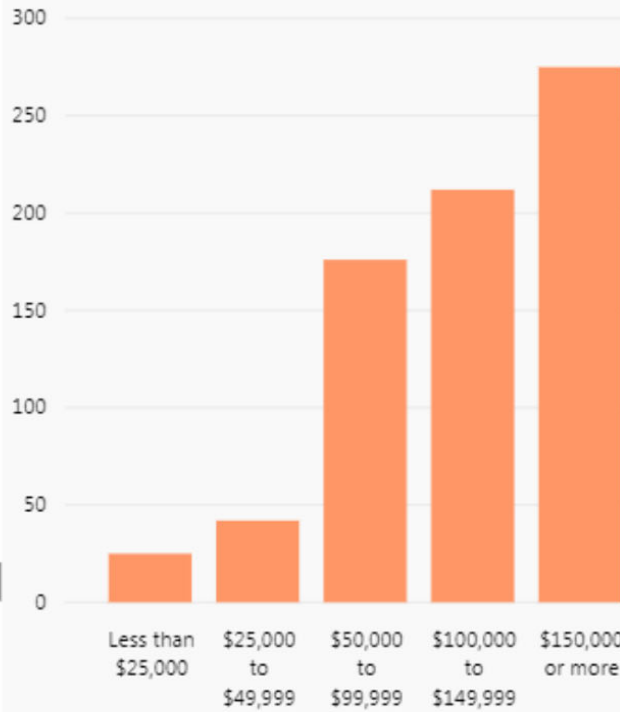


# Respondent demographics

## Race



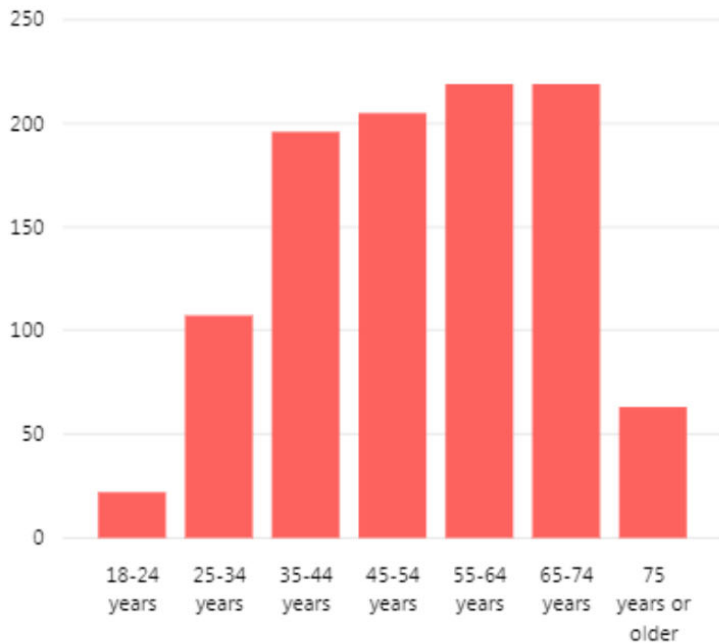
## Household Income



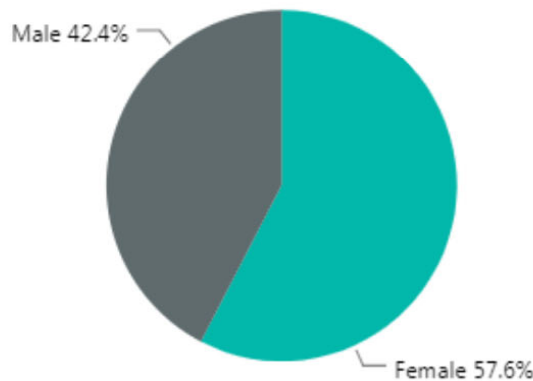
## Home Zip Code



## Age



## Sex



## Daytime/Work Zip Code

