

Survey Response: Questionnaire - Police Chief Selection (January 2022)				
	Q1: What qualities are most important to you in our next Police Chief?	Q2: What are the most important public safety needs in Bellingham?	Q3: What do you believe should be the top priorities for your next Police Chief?	Q4: What question would you like to ask the candidates for Police Chief?
1	Willingness to enforce the law on police themselves, and take input (listen to the "other" side *and* improve based on that). We've got a divided town, and the police have played a large part in creating that division -- the right-wing insurrectionist racist white nationalist nonsense -- from right-wing political decals on police vehicles and walls in the station house(s) to cops trying to join white nationalist groups to unending homeless sweeps and more. There's a reason so many BPD cops are on the Brady list, and there's a reason much of the community wants to defund BPD -- it takes a lot of bullying, over-use of force, broken trust and bad faith to get to that point. If you look at your community as one of supporters / "good-guys" vs. opposition / "bad-guys" -- you're just another politician, and if that's the case, please don't apply for this job.	Police sweeps of unsheltered folx, in violation of medical and CDC guidelines, has endangered our entire community, not just the unsheltered folx. We can't be using armed police to hold-up the profit-interests of chamber of commerce members -- sweeping unsheltered folx from one business' door stop to the next -- taking the "problem" from one business' door and depositing at the next business' door; at the expense of the safety of our community. We all love our small businesses, but the actions we currently take against unsheltered folx are not helping them, and they're endangering the rest of us as well. We need new thinkers, and new and additional, and real solutions.	We need to take a hard line against having officers on the force who are members of, sympathetic to, or seeking to become members of insurrectionist / white nationalist / domestic terrorist organizations. Police accountability in general is also important -- former chief Doll's friendliness with the 3%-ers, the incident with the BPD officers who kidnapped a mentally diminished man in 2019 to use as a practical joke (reported in the Herald), and ultimately were not held accountable in any meaningful way undermined public confidence. The militarized sweep of City Hall was another disaster -- we can't have this kind of decision-maker doing things like this. And so on... This will require standing-up to the police union on this particular issue, and likely require a willingness to be unpopular for a while, while these new expectations are set for our police. It will require someone with new ideas for non-violent solutions, and a willingness and demonstrated capacity to engage with entire community without dividing it up into "good guys" and "bad guys".	Talk about actions you've taken in the last 5 years to hold officers accountable for violent behavior -- what did they do, and exactly *how* did you hold them accountable, and was it transparent to the public you serve? After years of reduced (non-police) public services, and the resultant stop-gap use of armed police to pick-up slack caused by that, talk about duties currently performed by police that police were not designed to do; and that should be funded under different and properly designed support agencies (i.e., social workers / medical professionals, et al.)
2	Someone who has experience as a police chief. Someone who is tough on crime and has to strength to make tough decisions, even when unpopular with the bleeding hearts in town. We need a leader that will support PBD officers and give them clear direction.	Bellingham has become an unsafe place to live. It's time to pay attention to property crime, drugs, and disorderly conduct. There currently is no deterrent to crime due to the lack of support for policing.	Addressing the above issues. Law enforcement needs to be just that, enforcing the laws that we have to make living in society manageable and safe.	How would they address the issues of property crimes, disorderly conduct, vagrancy as it affects surrounding homes, businesses, recreational areas etc,
3	A focus on eliminating inequity of all kinds; a visible ability to accept accountability for their mistakes, and those of their officers and department; a commitment to avoiding defensive reactions to the perspectives of their community members.	Vastly increasing mental and behavioral health services.	Executing an approach that minimizes any practices that bring about punishment for breaking laws or creating harm, and that maximizes opportunities being provided for any needed education, services, or treatment that will prevent individuals from breaking laws or creating harm in the future.	What responses do you have to law enforcement-related legislation that was passed in Washington State in 2021? - in general, and regarding any specific bills you want to remark on.
4	Commitment to reform. Business as usual is not OK. That's why we need an outside hire with a demonstrated and successful record of reform.	Increasing focus on solving violent crimes (murder, rape, assault), enforcing the state's new law barring open carry at demonstrations, downplaying minor infractions, limiting use of SWAT to active shooters, hostage taking, and barricading involving violent felonies. Using minimum force required to achieve objective.	See #2	Are you willing to fire for misconduct involving excessive use of force? To avoid hiring anyone who will not vaccinate to protect their fellow officers and the public? To enforce the state's new law banning open carry at demonstrations? To limit SWAT deployment to active shooters, hostage takers, and persons wanted for a violent felony who are barricaded?
5	Commitment to eliminating white supremacy and systemic racism in the department and in the community Experience leading a department that achieved decreases in use of force and increases in de-escalation & alternatives to arrest	Learning how to respond in a way that deescalates rather than escalates a situation. Helping those in Mental health crisis situations in a non-threatening way. Helping people who are currently without housing to be safe and secure even when they have to reside in public areas until they can get more permanent housing.	Civilian oversight of law enforcement to strengthen trust with the community and hold officers accountable. Curbing the excessive militarization of the police force by imposing meaningful restraints and adopting best practices Partnering and supporting the City in developing a 24/7 mobile crisis intervention first responder units for behavioral/mental health responses (instead of armed, law enforcement) Reducing incarceration, focusing on rehabilitation, and reducing recidivism	Would you support and advocate for a civilian-led oversight board with disciplinary authority to address police misconduct? If so, what recommendations do you have for selecting a diverse, well-balanced, community-represented board?

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6	listens to people and focuses holistically on issues and works toward solutions not just constantly dealing with problems.	services for unhoused. services for addicts. services for mental health. The BPD should assess situations based on criteria beyond the letter of the law in order to direct help to where it's needed and not just leave problems to be addressed again and again until something worse happens or we just give up and live with a mess. they're our eyes and ears not just "muscle"	<p>racial, gender, and economic equity when applying the law. There are people so beaten down by the system that simply applying a one size fits all approach is not the best route to take. This also needs to be coordinated with the supporting agencies so the courts are also reformed to not simply pause an ongoing problem only to see it worsen and see crimes repeated.</p> <p>We also need a structural change in our traffic management. It's more and more like California here and the police do very little to monitor traffic. Police monitoring of traffic has its own problems because that's the starting point for a whole range of unfortunate or illegal police interactions nationwide. We need to feel safe as pedestrians and drivers, and there are so many things that the City is not doing to calm traffic in our residential neighborhoods, provide safe street crossings, and prevent people from running red lights.</p> <p>Why is this a police issue? Because the system dictates that it is so. We can't have traffic spin out of control while police turn a blind eye. They're failing us so we need to have a solution that is not dependent on armed enforcement.</p>	Have you ever fired anyone?
7	Ability to uphold public safety directives with transparency and critical analysis of complex social situations; mentoring by example, leadership skill that initiates social reform and humane action.	The context of city civilian safety and law is impacted by population growth, affordable housing complexity, commercial developments, nefarious activity, health and disease factors, diverse family and work settings, and impact of PNW weather. Funding may place limitations on achieving goals but should not be the criteria for ascertaining solutions. Humane solutions prioritized will yield greater return on investment; sustaining law and order parallels sustainable living conditions for all city residents. Restorative Justice is a mindset supported by Bellingham citizens to improve pathways for healthier law abiding quality of life.	The Police Chief is in a position to initiate and integrate training procedure and policy that augments clinical de-escalation protocol, standard of conduct, and overall morale by setting the highest standard in action and deed. The Police Chief may not be positioned to provide absolute authority in the vastness of responsibility, and relies on the integrity of the team. Communication skill with active engagement, satisfactory history as a leader or manager, and proactive responsiveness to conflict resolution are traits the Police Chief should possess.	<p>When faced with a circumstance in which a citizen is vulnerable, perhaps inebriated, mentally fragile, disabled, destitute, elderly, or fearful of bias, who is unruly and negating lawful direction, and perceived as a physical threat -- what level of force is acceptable/unacceptable?</p> <p>Civilian accounts of police brutality is a heated discussion. It is publicly noted and observed by civilians the method of apprehending a civilian parallel military choke hold used in combat zones. Do you perceive current training techniques as inappropriate for domestic civilian interactions given the substantial recorded evidence that these methods risk fatal harm when misappropriated force is used?</p> <p>What protocols do you support for apprehending civilians safely? What protocols do you support for officers to maintain personal safety?</p> <p>Are PTSD clinical assessments valued by you, and will you help to initiate ongoing counseling for officers, civilians, and all who seek assistance in crisis situations that present complexity to ordinary lawful activity?</p> <p>Will you maintain transparent record and interactions for the community to ascertain the level of integrity law enforcement is able to uphold giving the community the option to respond? It is not without constructive criticism from our peers that we improve our goals for the common good.</p>
8	Benevolent leadership, ethics, service attitude and honesty.	Traffic safety (DUI, speeding, auto pollution), violent crime/domestic violence, theft.	Recruitment and vetting of officers, development of a transparent dept that puts caring of community first. Being willing to accept change and legal constraints without pushback (all the whining and work slow downs about newly enacted laws was a bad look for police everywhere).	How do you balance free speech with ideologies that are antithetical to good policing?

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9	Ability to build a culture & practice of policing that promotes and protects the dignity of all, especially the most vulnerable. Compassion for the community, integrity, and professionalism. Trustworthy and transparent. Commitment to eliminating white supremacy and systemic racism in the department and in the community. Experience leading a department that achieved decreases in use of force and increases in de-escalation & alternatives to arrest. Experience collaborating with communities to identify problems & collaborate on implementing solutions that produce meaningful results for the community. Supports officer wellness and trainings so they have the skills and bandwidth to respond empathetically to our most vulnerable populations. Promote community policing, where police practice and regularly have non-enforcement interactions with the public.	Providing people that are homeless or experiencing behavioral or mental health crisis with an unarmed specialist response or co-responder model that pairs police with a behavioral health expert. Providing data on police interactions with community members in an open disaggregated data dashboard. Establishing a civilian oversight board for complaints against police. Collecting demographic data for all police/individual interactions. Honest and unbiased communications by Bellingham Police Department staff.	Advancing transparency in data and accountability to the public by having an open data dashboard. Civilian oversight of law enforcement to strengthen trust with the community and hold officers accountable. Building relationships based on trust with immigrant, indigenous, unhoused, and visible minority communities. Tracking and addressing biased policing. Curbing the excessive militarization of the police force by imposing meaningful restraints and adopting best practices. Partnering and supporting the City in developing a 24/7 mobile crisis intervention first responder units for behavioral/mental health responses (instead of armed, law enforcement). Reducing incarceration, focusing on rehabilitation, and reducing recidivism.	What are the top three changes you would make to current police practices to address systemic racism? Would you support and advocate for a civilian-led oversight board with disciplinary authority to address police misconduct? If so, what recommendations do you have for selecting a diverse, well-balanced, community-represented board? Do you believe a series of public complaints against one officer indicates a potential pattern of misconduct or conduct unbecoming an officer? If so, what steps would you take? Would you support and advocate for releasing open data sets about policing? If so, which 3-5 data sets would you first release? Data set examples include incident/calls for service, police department demographics, stops data, assaults on officers, etc. Do you support House Bill 1202, which would hold officers and agencies accountable for patterns and practices of violating the law?
10	Emphasizes de-escalation training/practices		Shifting police duties away from mental health check-ins and the like, working more with social workers to handle non-violent situations	What do you believe is the police's role in getting people experiencing houselessness into short/long term housing or getting them help with any physical/mental issues, or if the police should play any role at all within it?
11	Experience collaborating with communities to identify problems & collaborate on implementing solutions that produce meaningful results for the community Ability to build a culture & practice of policing that reflects the values of protection & promotion of the dignity of all, especially the most vulnerable Trustworthy and transparent Commitment to eliminating white supremacy and systemic racism in the department and in the community Familiarity with equitable use of data, and commitment to transparency with the community on meaningful metrics of progress on our community goals.	We need to collect data on crashes that are not currently documented because they don't involve a ticket or other legal action. I was hit by a car at the intersection near Lettered Streets Coffee Shop. No ticket was written, and though I know that to be a dangerous intersection, there's no way of knowing how many people have had crashes there. We need data for the sake of problem solving, not just as a byproduct of legal action. Providing people that are homeless or experiencing behavioral or mental health crisis with an unarmed specialist response or co-responder model that pairs police with a behavioral health expert Establishing a civilian oversight board for complaints against police	Advancing transparency in data and accountability to the public by having an open data dashboard Civilian oversight of law enforcement to strengthen trust with the community and hold officers accountable Expanding data collection to include street events that don't currently involve police action or documentation. Building relationships based on trust with immigrant, indigenous, unhoused, and visible minority communities Tracking and addressing biased policing Curbing the excessive militarization of the police force by imposing meaningful restraints and adopting best practices Partnering and supporting the City in developing a 24/7 mobile crisis intervention first responder units for behavioral/mental health responses (instead of armed, law enforcement) Reducing incarceration, focusing on rehabilitation, and reducing recidivism	Which new police practice law from 2021 do you feel keeps the public most safe? Explain why. What are the top three changes you would make to current police practices to address systemic racism? Would you support and advocate for a civilian-led oversight board with disciplinary authority to address police misconduct? If so, what recommendations do you have for selecting a diverse, well-balanced, community-represented board? How do you think the Chief, as the leader in the County's biggest city, might be able to influence departments in outlying areas of the county toward more progressive policing practices? Do you believe a series of public complaints against one officer indicates a potential pattern of misconduct or conduct unbecoming an officer? If so, what steps would you take? Would you support and advocate for releasing open data sets about policing? If so, which 3-5 data sets would you first release? Data set examples include incident/calls for service, police department demographics, stops data, assaults on officers, etc. Do you support House Bill 1202, which would hold officers and agencies accountable for patterns and practices of violating the law?
12	Uphold the laws even if it goes against social outcry	Police the homeless	Arrest people that break laws. Bicycle theft in bellingham needs to stop	Will you defend the constitution?

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13	Someone who can create an effective relationship with the mayor, city council, police officers, and public to make public safety a priority. Someone who is willing to take a public stand in the interest of public safety and quality of life, even if it means embarrassing the council and mayor.	Property crime has NO consequences. Ask anyone other than a handful of activists and the city council, they will tell you that quality of life crime is reaching a crisis level. It starts with the basics - this city doesn't even enforce parking laws anymore. Package theft, shoplifting, car break ins, open air drug dealing, open air bicycle chop shops, immovable RVs, it is all connected to a misguided policy born in Olympia but embraced in Bellingham to make tax payers and law abiding citizens feel like chumps.	Diversity, equity, and inclusion. Diversity means emphasizing enforcement against a variety of crimes, from UCR/felonies to parking enforcement, and everything in between. Equity means enforcing the law across all economic strata, no 'survival crimes' or repeat diversions. Inclusion means including the public in developing a policy to make Bellingham have a great quality of life again.	Take a look at the last 90 days of daily police reporting and Whatcom County jail records. Notice the same blocks, the same names? How do you address repeat offenders and how do you make the commonly victimized neighborhoods feel like you are doing something about it? Why should the same names appear multiple times per week, even per day, with no consequences? Are you willing to ask the council, mayor, city attorney, and prosecutors office to come up with a solution that makes sense to the non-activist class? If you're coming from outside Washington State, how do you interpret HB1310?
14	Transparency about the department and its actions. Willingness to listen and engage with the community and then make informed decisions. No political agenda. Belief in equal treatment under the law. Protect and serve.	Foot patrols downtown. Active recruiting of new officers to fill vacancies and retirements. Demilitarization of vehicles, body armor and other equipment. An understanding of homeless in a city with high rents and little economic growth. Differentiation between tasks that require an armed presence such as the police and tasks that are better performed by social worker.	Recruitment. Cooperation with neighborhood groups. Violent crime. Zero tolerance for militia members on the police force.	Give an example of a situation that you personally deescalated and refocused on a positive solution?
15	Experience leading a department that achieved decreases in use of force and increases in de-escalation & alternatives to arrest.	Promote community policing, where police practice and regularly have non-enforcement interactions with the public.	Reducing incarceration, focusing on rehabilitation, and reducing recidivism.	Which new police practice law from 2021 do you feel keeps the public most safe? Explain why.
16	The Police Chief needs to be knowledgeable in working with a citizen oversight group and civil rights groups, a demonstrated history of carrying out reforms elsewhere, a focus on crime prevention, and success in building an antiracist support system that respects and protects all people in Bellingham	The NW end of Bellingham is having problems with assault, theft of cars or catalytic converters. On WWU campus rape and sexual assault is an ongoing issue.	Carrying out reforms to decrease racial profiling, working with mental/behavioral health experts and setting up a coordination of those workers with the regular police. Behavioral health workers should not be police, they should work with the police. We need someone who uses science and analysis to find policies that actually decrease crime. It looks like, from past studies, that the "broken window" policies don't actually work.	What is their experience in carrying out reforms and working with the community in their past work.
17	I'd like to see a police chief committed to eliminating systemic racism in the department, with experience leading a department that achieved decreases in use of force and increases in de-escalation & alternatives to arrest, and has experience collaborating with communities to identify problems & implement solutions that produce meaningful results for the community.	People need to feel safe when interacting with the police. To know if BPD fairly provides public safety to our community, it's essential that the City collect demographic data for all police/individual interactions, provide data on police interactions with community members in an open disaggregated data dashboard, and establish a civilian oversight board for complaints against police.	Our next police chief should push the following priorities through at an early stage: 1) track and and have a no-tolerance police for bias-based policing, 2) advance transparency in data and accountability to the public by having an open data dashboard, and 3) support a civilian oversight of law enforcement.	Do you believe a series of public complaints against one officer indicates a potential pattern of misconduct or conduct unbecoming an officer? If so, what steps would you take?
18	Trustworthy, transparent, ideally an ability to form good rapport with diverse community	Focus on crimes that actually influence safety and not minor crimes. Compliance with mask mandates. Keep demonstrations safe & supported (enforce the WA law against open carry). Peaceful people need to know they are safe *from* police and that police will keep us safe. This means deep transparency and accountability. Nametagless officers in riot gear sweeping homeless encampments is the opposite of this.		How can we make sure our police department is not only a shining example of transparency and equity, but that we also avoid having cops with problematic histories making it into our force?
19	Understanding on their part that all kinds of biases exist (including racial, gender and sexual preference biases among many others) in everyone and this fact needs to be understood and dealt with in hiring and training of officers.	Speeding on roads and many people apparently unaware of (or purposely avoiding) traffic/other regulations regarding pedestrians, bicyclists and drivers.	Not sure.	Not sure
20	Decrease in the use of force, eliminating systemic racism, compassion and integrity.	Providing people experiencing mental health problems with unarmed specialist in behavioral health.	Civilian oversight of law enforcement and hold officers accountable, curbing militarization of police, reducing incarceration.	Do you support House Bill 1202, which holds officers and agencies accountable for practices of violating the law? Would you support and advocate for a civilian led oversight board with disciplinary authority for police misconduct?
21	Enforcement minded, supports their people when they do the right thing, empathy toward the community they serve. I believe you can be enforcement minded and empathetic; laws need to be enforced and in turn work with the prosecutors office for the appropriate (restorative) justice.	First, address (hard) drug crimes such as the trafficking, distribution, and use of meth, fentanyl, etc. Second, theft/robbery/vandalism.	Go out and meet the community you serve - be open to questions and listen to community members concerns. Prioritize and discuss with command staff how to address/balance those concerns with larger issues the community may not be aware. Develop working relationship with prosecutors office.	How will you work with the prosecutors office to ensure crimes will be prosecuted/addressed?

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22	Honest, caring, wants to stop the crime	Crime, drugs, bums....downtown is gross these days.	Eradicate the bums and squatters in this city. Trespass people, hold people accountable for crimes....NOT just the ones that can afford to pay. Defunding is a disaster and we're now seeing it.	What are you gonna do to ensure business owners feel safe again downtown? Same questions, now for the regular citizens here.
23	'-Committed to our community -Highly trained -Forward thinking -Team oriented -NONPARTISAN I would like to see someone that takes all crime seriously, whether big or small. Property crimes need to be taken seriously, as does littering, speeding, and distracted driving. Repeat offenders need to face real consequences for their actions. Please clean up our city.	'-Unsafe roads due to distracted drivers, speeding, and people that do not follow WA state traffic laws -Property crimes -Addressing public safety issues and garbage due to encampments and drug use -School safety (weapons and threats of violence at school are absolutely unacceptable) -Prosecuting drug traffickers	See answers to question 2.	How will you make positive connections with youth (many of whom, due to the current state of affairs, may not like the police) and activists in our community who want to defund the police? How will you support and advocate for small businesses that suffer from regular vandalism and property crime?
24	I want someone who is aware of what the needs of this community are and places a high priority on the serve portion of to serve and protect. I want someone who is open to changing what police work is and how it is done. I want someone who is tougher on the police when they break rules/laws. Way more accountability for officers who are aggressive bullies. I want someone who lives in Bellingham and places a high priority of living in the city to their officers.	The mentally unhealthy (I include substance abuse with that) and homelessness. Those two groups are both the most vulnerable and highest threat to safety.	Clearing out the "bad apples" whose bad deeds were ignored by the previous administration is job one. Next would be to find a way to integrate social work and human services into the day to day job of our current police department by either educating them or hiring with those goals in mind.	I would ask them to address my above comments and ask what their plan is with regards to them.
25	Honesty, transparency, and compassion.	Mental health treatment, drug rehabilitation, and affordable housing.	How police can engage in crime prevention instead of responding to crime.	How will you protect homeless, mentally ill, and BIPOC residents of Bellingham from profiling and police violence?
26	POC, anti-racist, supports Black Lives Matter (understands why Blue Lives Matter is problematic), pro-vaccination and masking (prioritizes community health), against use of force and for punishment of police for using unnecessary force, understands addiction as a disease and homelessness as a systemic problem that cannot be solved through raiding encampments, sensitive to mental health and prioritizes de-escalation for community members in crisis overuse of force	'-Current Bellingham Police are not well trained and are a threat to public safety without anti-racism training, mental health crisis intervention training (significantly improved de-escalation training), trauma-informed interventions, etc. Current Bellingham Police are also known to have poor masking habits, which I have personally experienced. -Addiction and homelessness are serious systemic problems impacting many community members. A new chief should demonstrate empathy and compassion for those struggling and, along with a known track record, demonstrate an understanding of homelessness as a systemic problem and not dehumanize these neighbors through over-policing. -COVID-19 is perpetuated by unvaccinated community members and poor adherence to health policies such as masking, putting overwhelming pressures and dangers on our hospital and schools. A new chief should not only be vaccinated and mask accordingly but willing to help efforts to educate the community as well as better enforce vaccine and mask policies within the department. -This community needs to value anti-racist principles and be a leader in demonstrating this to other communities.	'-Serves as a leader in police reform (ex: Camden Police Department (New Jersey) 2013 disbandment leading to sharp reductions in crime and a focus on improved community relations) -Defunding the department to invest more in social programming that serves the community better than the police ever have and ever will. -More/better trainings and education for Bellingham Police in anti-racism, de-escalation, mental health interventions, restorative justice, community health, etc. with real consequences for not demonstrating knowledge in the field. -Meeting addiction and homelessness crisis with compassion, not force -Partnering with community organizations to offer services and respond to emergencies outside the scope of police training (i.e. social workers, mental health professionals, etc.)	'-What is your plan for reforming the Bellingham Police Department? -What is the significance of the Black Lives Matter movement and what is your opinion on Blue Lives Matter? / significance of diversity, equity, and inclusion? -How do you define anti-racism and how do you plan on helping the City of Bellingham's police department prioritize anti-racism in policing? -What is your approach to policing unhoused community members and homeless encampments? -How do you plan on bettering police response to mental health calls? -What ideas do you have for a new strategic plan that involves community partnerships? / defunding? / reform? -What do you feel are the limitations of police work and how do you plan on utilizing other public services to better respond to community needs?
27	Has 0 political affiliation. Someone who is not afraid to say what needs to be said, even if it's unpopular.	Stopping the rampant crime, especially stealing.	Stopping theft.	What would you tell the mayor if given a directive that is unconstitutional.
28	Open, honest, excellent communication skills, not a puppet, familiar with community and department needs	More Officers, dealing with the increase in crime, having the citizens feel safe in the community,	Bring back the Citizens Academy, replace the 9-1-1 Communications Center, encourage citizen and community members in voicing their view points and create committees of interest to better improve the department.	What experience and visions do you bring you to this department? Why apply to work in this City? How long do you plan on staying if given the appointment? Are you willing to replace any bad apples in the department?
29	Empathy, understanding, a peaceful understanding of the word justice, someone who values accountability within their department	Demilitarizing the police. Creating safe spaces for house less people and mentally ill.	Training de escalation and empathy to the entire department Accountability for poor police work Working with community members to create safe spaces for houseless, mentally ill, and those suffering from addiction	How will you address white supremacy within the department and increase accountability for corrupt cops?

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30	compassion, reason, calm, patience, respect	arson, home invasions, helping people on the edge survive and recover while taking care of the rest of the citizenry	fairness and transparency, true pursuit of justice and respect for the law	What are your priorities in responding to calls? How will you help the department provide better service and protection to the public?
31	Critical thinking; integrity, advocating for officers and community	Removing homeless from streets downtown; property crimes	Dealing with homeless, mentally ill crisis by removing them from downtown streets.	How will you design a program to remove homeless from the downtown streets and still comply with court decisions regarding camping?
32	Compassion and community engagement/strength, the leader of our police force should be knowledgeable about our community and the people they are protecting and seek to fill needs within the community first and foremost.	Keeping our homeless population safe, the streets of Bellingham are rough in spots and require compassion and harm reduction efforts to be taken.	Taking care of the homeless folks, like actually taking CARE of them not getting rid of them or uprooting them or arresting them for little crap, genuinely giving a damn about the human beings in our community that are struggling and don't need to be given any more struggles to deal with.	How will you provide resources to our community in this position? What qualities do you think you bring to this position that will fill our needs in Bellingham's police department?
33	Strong leadership skills, commitment to dealing with petty crimes - especially car break-ins. Balance between compassion for the temporarily unhoused and the need to protect our community.	A stop to all of the petty crime and car break-ins. Cleaning up Cornwall Ave. Getting the unhoused in downtown Bellingham into housing and/or treatment programs.	*working closely with other organizations to deal with the large homeless population *ensuring that citizens and their property are safe in our neighborhoods and on our streets	How do you balance compassion with pragmatism? What mix results in the safest, happiest city?
34	A leader in reformation of criminal justice, with a history of training his officers in handling of mental health issues. A person with excellent interpersonal communication skills.	We need a team of co-responders to do mental health calls. Chief Doll told me 80% of the calls are related to mental health problems....80. We also need a behavioral health 24/7 urgent care center that can address crises immediately, for a full range of ages and concerns. This will prevent worsening crises, trauma and escalation.	Safety Equity	How do you understand crime, punishment and policing?
35	A few key qualities are to have honor, integrity, and respectfulness. Be fair, firm, and impartial when following the duties of being chief. Communicate with all members of the community using different communication platforms. Be quickly responsive to citizens concerns via all forms of communication. Be fully transparent on the activities of the police and criminal activity and statistics.	Crime in general seems to be elevated in this city and it does not seem to be diligently addressed. There seems to be a leniency or ignorance towards crime that is allowing it to happen and continue growing. There are statements that people are not reporting crimes against them because the police have not taken proper or enough action to identify the culprit of the crimes and therefore not bringing the criminals to justice. The police officers are professional in this town, do their job well, and therefore the problem of elevated crime seems to stem from the leadership and the laws that govern and restrict the police from doing their duty of ensuring the public is safe.	Ensuring that the community knows the police department is making public safety the highest priority. Be more transparent with police activity and crime statistics. Provide more information in the daily activity reports online. Make police reports more easily accessible online. Do not hide information from the public like not reporting Juvenile Runaways in the daily activities which ceased being reported after the city was confronted by concerned citizens.	Do you feel that anyone should have special treatment or leniency in this community with respect to those who commit a crime for any reason or regardless of severity?
36	Reflective, humble, able to manage the discomfort of pushing back against the status quo and working toward a more just society. Strong conflict resolution skills and willingness to hold their team accountable. Track record of implementing EDI initiatives in a police force with documented evidence of change. A strong plan for addressing homelessness and mental health issues in a compassionate, trauma-informed, evidence-based manner.	Addressing drug addiction and mental health crises to reduce crime and homelessness. Ensuring that people can access needed services instead of just taking them to jail or removing them from an area.	Addressing toxic masculinity and power within the police force. Building up non-force-based responses to drug and mental health crises by partnering with other local nonprofits/agencies.	How have you implemented evidence-based programs to create lasting change in your force around issues of racism, sexism, etc. What were those changes and how do you know they happened?
37	Someone who understands and is clear about the slogan "defund the police". It's a terrible slogan, but the meaning behind it is critical for a healthy community. Police officers need to be trained and understand community resources that are available to people with addiction, mental health concerns, our homeless population. We need a police chief who understands how to build strong relationships with everyone in our community.	Homeless population, gun violence, domestic violence, the pandemic.	Evaluate individual officers and staff who have a history of violence, misogyny and/or racism.	What is your vision for our community? Be specific.

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38	A good Police chief would donate their entire salary to housing people because they understand it would do far more good for the community than a property protector. They would then refuse to perform "sweeps" and focus on decriminalization and social services. A keen eye to reduce budget inefficiencies by scaling back the department and listening to the community on where to reinvest.	Decommissioning the outdated concept of a police department. Harm reduction approach to drug use, mental health, and homelessness. Do not send officers to escalate and worsen the situation.	Dismantling the department as quickly as possible. Creating a ballot initiative on the distribution of that budget to social services. Turning the station into a place to distribute resources and house people rather than siphoning money to dudes that like walking around with a Glock and a punisher skull tattoo.	What will you do to reverse and pay reparations for the historic effects of your new departments' origins in union-busting and driving BIPOC people out of town? What do you think of the police response to the communities reaction to the murder of George Floyd?
39	Integrity, consistency, public engagement/transparency, regular interaction with all officers & staff to ensure stated values are shared/lived at all levels within the department	I think our most important public safety needs are symptoms of our unmet public health needs. (drug/alcohol addiction, untreated mental health issues, homelessness)	Partnerships/working relationships with other agencies (regarding drug/firearm trade and gang activity) and services (regarding public health issues listed above), BPD Officers following the laws (...even temporary mandates. You know what I'm talking about. Be leaders, please.), continue with BPD's excellent record of continuing education for employees	Are you willing to let go of being "right" in order to achieve the best outcome in a situation?
40	protect the safety of law abiding citizens	freedom from theft of residences and stores	see # 1	How can we work together to get better laws to protect citizens and apprehend perpetrators?
41	Integrity, willing to enforce law & order, protecting & hearing from all members of the community.	Overall law and order in the city. The sense I get from neighbors and people I talk with is the city isn't willing, or able to because of current laws, to do anything to protect community members from auto break-ins (including Smash & Grab) or other non-violent crimes. While I agree with housing initiatives & solutions for people experiencing homelessness I think law & order still needs to be enforced at the same time, and with the same amount of energy and conviction. It doesn't feel like a safe or cared for community when the police won't come to your home after a vehicle break-in that happened in your driveway because no one is in "immediate danger", or you have your car windows broken while out for a family hike and know nothing will be done to retrieve stolen property or catch the perpetrator.	Connecting with community members to restore public trust and that police can maintain law & order in the community.	How will you work to reduce the amount of Smash & Grabs committed in the community? (Besides telling people not to leave valuables in the their car)
42	Competence and the willingness to deal with crime not just make excuses for the criminal. This does not mean they should not have some sense of compassion but too many excuses or allowances are made for the anti social actions taken in Bellingham by a minority. There seems to be a growing epidemic of car and home break ins that little is done to stop and the homeless population seems to get more access to the parks and other public facilities than any other section of our population.	We need to take more aggressive actions to deal with petty crime and allow the public to actually use the local facilities they have paid for instead of allowing them to be overrun by homeless encampments when their are beds available at base camp and other shelters.	Make moves to better police petty crime and public safety. Downtown is becoming an area that is questionable during certain times of the day and if the current trajectory is allowed to continue will become a place where you have to consider what your kids may be exposed to before taking them there.	How would you plan to handle the issues of petty crime and homelessness?
43	Honesty, integrity, strong willed,	Stronger police presence and laws to stop all the theft. Homeless camps need to be addressed. More stringent laws involving theft, burglary and shoplifting	We need to address the theft, burglary and shoplifting along with the influx of growth of homeless camps/communities. We need more mental health facilities and more police enforcement.	How do you plan on addressing the theft, burglary and shoplifting in our community? Will you prosecute for these crimes? How will you address mental health and homeless camps in our community?
44	Encouraged and hopeful about recent policy changes rather than throwing a fit about them. We need someone who isn't stuck in the old ways of doing things - they're opposed to change and creative solutions in favor of maintaining dated practices.	Housing and shelter; mental health services; domestic violence; road safety	Increased collaboration with social workers, mental health professionals, addiction networks, case managers, medical personnel, etc.	How will you incorporate the recent policy changes to make our community safer?
45	Integrity, someone who will address property crime	Address rampant property crime	Please address rampant property crime	

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46	The police chief needs to have a strong sense of community engagement and be ready to work with other agencies in Bellingham to address public safety issues and to listen to community concerns. They should have a strong sense of justice and equity and be willing to address issues that may arise among police officers, especially issues of racial profiling and/or use of undue force.	As someone who works downtown and walks to work, I have witnessed a significant increase in the number of persons who appear to be having mental health or drug-related episodes. The increase in homelessness and how to manage encampments and long-term RV parking on city streets, with the accompanying trash and public health concerns, is a difficult issue that needs to be addressed in a coordinated manner with other city staff and community agencies.	1) Working with other agencies to better address management of persons and situations involving mental health and addiction issues, and homelessness. 2) Establishing a community oversight board 3) Addressing racial profiling.	What do you see the role of the police being in relation to the issues addressed above?
47	Long term experience in both the "traditional" method of law enforcement and some exposure and experience in working with street people living in low states of consciousness.	Mentally ill people on the street day and night.	Moving mentally ill people on the street to a mental health treatment team.	Why did you choose law enforcement as your life's profession?
48	Commitment to fair and competent law enforcement.	Our city is experiencing an explosion of property crime, from car prowls to burglaries to malicious vandalism. Additionally, I am personally seeing increased levels of dangerous negligent driving.	Increasing the number of on-the-beat officers, restoring bike patrol, increasing number of active-on-duty personnel in all shifts, reclaiming public spaces for the public. This is actually the opposite of the direction we've been drifting.	How aligned is Bellingham on police staffing levels, compared to comparable cities?
49	Trained in diversity areas including LGBTQ, ethnicity, homelessness	More speed control- speeding is dangerously rampant on Northwest Ave, Meridian and other 25 mph streets especially from Birchwood through Illinois	Speeding; loud noises during after 12 midnight, car prowling, theft and gun control	What is your hope to control the increased use of guns and increased speeding?
50	Integrity, objectivity, compassion.	Mental Health professionals. Covid vaccination, masking, social distancing.	Illegal guns. Substance abuse.	What do you think are the most important public safety needs in Bellingham?
51	Well-rounded education, no political bias, open-minded, strong leadership skills, anti-racist, consensus-builder, visionary, committed to building a new model for law enforcement, experienced in all of the above.	Protecting the public from armed vigilantes and other predators. Ensure that there is a safe protocol for both police and citizens in handling incidents of domestic abuse, mental illness, and other violent behavior.	Set the tone in the department that abusive and racist behavior will not be tolerated by providing ongoing training based on up-to-date models that reflect the values of our community. Carefully screen new hires. De-militarize policing.	What changes do you think are necessary in the Bellingham Police Dept?
52	Integrity, fairness, a thoughtful balance of approaches to policing from cops on the street to outreach to ensuring the safety and well being of all members of our community.	Dealing with the mental illness and drug addiction that often make parts of Bellingham, especially downtown unsafe. I am particularly referring to the growing number of homeless people who leave garbage around and often use profane language, intimidating people who want to support the downtown businesses,	Dealing with the increase in crime, whether it be domestic violence, drug abuse or vandalism.	What are their ideas and approaches to creating a fair and effective police force,
53	Commitment to reducing use of force and equal protection under the law for all citizens	End of qualified immunity and more mental health services as they are a high percentage of 911 calls.	Starting new training for the department to include de-escalation and equitable treatment of all citizens- homeless, BIPOC and lower socioeconomic status etc.	What have you done to increase community safety and reduce profiling in the past? Where do you stand on qualified immunity and why?
54	Committed to identifying and rooting out any systemic racism, entitlement, and corruption that may exist amongst the police force. Leadership by example.	Working with the increasing numbers of homeless, mentally ill, drug addicted, hungry, and suffering residents in ways that increase their chances of being able to engage in the community in constructive and productive ways.	Mental health and de-escalation training for officers. Recognition and reward for officers who employ these skills and encourage other officers to join them in compassionate policing.	How will you work with officers to improve the lives our citizens who are suffering the most?
55	Someone who believes in transformative justices and doesn't have a law enforcement background. Someone that believes in the abolition of jails, and in de-escalation, and would reform the police to not harm our unhoused communities and neighbors.	That police stop harassing and evicting unhoused people from public and private space.	I believe that they shouldn't have a background in policing and should be for total reform of abolition.	Have you ever killed an unarmed black person? Do you believe housing is a human right? Do you believe in the principles of restorative/transformative justice? Have you ever used a racial or homophobic slur? How do you handle a situation in which one of your officers is a perpetrator of domestic violence? Would you advocate for the reallocation of your budget to go to community based mental health and housing services?
56	No nonsense and uphold the law.	Removal of homeless miscreants and drug addicts.	Homeless crackdown Public Intoxication crackdown increased patrols in trouble areas	Will you seriously tackle the homeless crisis here? Approach it old school and start cracking heads and carting them out of the county?
57	open to new ideas, willing to try new things, listener	property crime, assault	community engagement	How will you partner with direct services providers to build better resources for people who live and work in Bellingham?

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58	Empathy, ability to listen to the needs of the community without inappropriately abusing one's power or authority, a focus on community health and safety rather than control, the ability to safely de-escalate situations rather than cause more harm.	Dismantling White Supremacy, expanding housing and shelter for homeless folks, highway 5 maintenance and road safety in inclement weather, increasing Covid vaccine rates in the local community.	Being trained in social and racial justice issues, being trained in issues related to social work and how to professionally and appropriately de-escalate dangerous situations without causing increased harm, increasing driver and road safety, and being equipped to meet the needs of a diverse population and help community members feel SAFER and more protected, rather than afraid.	I am curious how the system of White Supremacy has influenced work as a police officer, and how the full police department is working to dismantle this system and reduce harm overall.
59	Empathy. Compassion. Transparency. Experience in community policing and de-escalation and in working with a civilian review board on complaints filed by officers,. Being a straight shooter.	Housing and treating the homeless and hiring behavioral health officers to work with the homeless and to respond to domestic violence calls along with an armed officer. Property must also be protected. Car prowls are out of hand.	Creating a civilian review board. Developing a robust data collection system on police interactions with persons in the city including demographical data and openly sharing such data. Furthering the use of behavioral health specialists	What is your experience with civilian review boards and with homeless and immigrant communities and your opinions about such boards and about how best to serve such communities.
60		Feeling safe in the downtown area from the un sheltered population, car vandalism, home burglary	The homeless situation	
61		Housing and healthcare	Considering alternatives to policing and investing in community care	Do you know who Ruth Wilson Gilmore is? And have you read Are Prisons Obsolete?
62	'-Compassion for the community, integrity, and professionalism -Trustworthy and transparent -Commitment to eliminating white supremacy and systemic racism in the department and in the community -Promote community policing, where police practice and regularly have non-enforcement interactions with the public. Familiar with New Era of Public Safety: A Guide to Fair, Safe and Effective Community Policing, and willing to implement ideas into department	Providing people that are homeless or experiencing behavioral or mental health crisis with an unarmed specialist response or co-responder model that pairs police with a behavioral health expert(s). As well as establishing a civilian oversight board for complaints against police	'-Civilian oversight of law enforcement to strengthen trust with the community and hold officers accountable -Building relationships based on trust with immigrant, indigenous, unhoused, and visible minority communities -Partnering and supporting the City in developing a 24/7 mobile crisis intervention first responder units for behavioral/mental health responses (instead of armed, law enforcement) Reducing incarceration, focusing on rehabilitation, and reducing recidivism	What are the top three changes you would make to current police practices to address systemic racism?
63	Listening to the public	Stop car theft at trailheads	Social justice	How would you address the lack of affordable housing?
64	Demonstrated commitment to developing non-violent, non-militarized and imprisonment responses violence in our community, and working with coalitions of the working poor, immigrants, people of color, LGBTQ, and indigenous people to find solutions to the historical circumstances that lower their life chances and increase their risk for houselessness, ill health, violence, and death.	Focus not on "policing" but on food and housing security, access to health care, education, and a broad based effort to secure the livelihoods of all Bellingham's peopleCollaboration to make Bellingham a community that welcomes and supports all its people, not simply the wealthy white elite for whom the economy is measured by the stock market and their access to private businesses that secure their pleasure. Such a collaboration would not focus on "policing" but on food and housing security, access to health care, education, and a broad based effort to secure the livelihoods of all Bellingham's people.	Focus not on "policing" but on food and housing security, access to health care, education, and a broad based effort to secure the livelihoods of all Bellingham's people.Demonstrated commitment to developing non-violent, non-militarized and imprisonment responses violence in our community, and working with coalitions of the working poor, immigrants, people of color, LGBTQ, and indigenous people to find solutions to the historical circumstances that lower their life chances and increase their risk for houselessness, ill health, violence, and death.	Please describe your efforts to shift police training from surveillance, arrest, and imprisonment in response to public conflicts and violence to one that directs resources toward the root causes of poverty, houslessness, and violence.How do your efforts in this regard demonstrate your vision of an inclusive Bellingham the is not defined solely by property owners?
65	humanity, accountability, transparency	Keeping homeless populations safe from sweeps. Keeping people experiencing mental health crises safe from violent responses. 911 response time improving for actual emergencies.	Viewing homeless populations as neighbors who's lives are valuable.	Do you believe that homelessness, "camping", public urination and other "crimes" associated with homelessness are a priority? Do you believe violent sweeps and disposing of people's belongings is an appropriate "public safety" response to homelessness?

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66	<p>Understands how white supremacy and systemic racism are deeply entangled in policing.</p> <p>Is able to build a culture & practice of policing that reflects the values of protection & promotion of the dignity of all, prioritizing the most marginalized.</p> <p>Is Trustworthy and transparent, able to admit weakness and opportunities for growth.</p> <p>Experience leading a department that achieved decreases in use of force and increases in de-escalation & alternatives to arrest.</p> <p>Experience collaborating with communities to identify problems & collaborate on implementing solutions that produce meaningful results for the community.</p> <p>Create an environment where officers work as guardians, rather than warriors.</p> <p>Supports officer wellness and trainings so they have the skills and bandwidth to respond empathetically to our most vulnerable populations.</p> <p>Promote community policing, where police practice and regularly have non-enforcement interactions with the public.</p> <p>Familiar with New Era of Public Safety: A Guide to Fair, Safe and Effective Community Policing, and willing to implement ideas into department</p>	<p>Providing people that are homeless or experiencing behavioral or mental health crisis with an unarmed specialist response or co-responder model that pairs police with a behavioral health expert.</p> <p>Providing data on police interactions with community members in an open disaggregated data dashboard.</p> <p>Establishing a civilian oversight board for complaints against police.</p> <p>Collecting demographic data for all police/individual interactions.</p> <p>Honest and unbiased communications by Bellingham Police Department staff.</p>	<p>Advancing transparency in data and reporting and accountability to the public by having an open data dashboard.</p> <p>Civilian oversight of law enforcement to strengthen trust with the community and hold officers accountable.</p> <p>Building relationships based on trust with immigrant, indigenous, unhoused, and visible minority communities.</p> <p>Tracking and addressing biased policing.</p> <p>Curbing the excessive militarization of the police force by imposing meaningful restraints and adopting best practices.</p> <p>Partnering and supporting the City in developing a 24/7 mobile crisis intervention first responder units for behavioral/mental health responses (instead of armed, law enforcement).</p> <p>Reducing incarceration, focusing on rehabilitation, and reducing recidivism.</p>	<p>Which new police practice law from 2021 do you feel keeps the public most safe? Explain why.</p> <p>What learning have you done to understand systemic racism and how it intersects with policing?</p> <p>What are the top three changes you would make to current police practices to address systemic racism?</p> <p>What is your response to people who say there are just a few bad apples on the force?</p> <p>Describe your ideal vision of policing in Bellingham. How would you know you are achieving this vision?</p> <p>Would you support and advocate for a civilian-led oversight board with disciplinary authority to address police misconduct? If so, what recommendations do you have for selecting a diverse, well-balanced, community-represented board?</p> <p>How do you think the Chief, as the leader in the County's biggest city, might be able to influence departments in outlying areas of the county toward more progressive policing practices?</p> <p>Do you believe a series of public complaints against one officer indicates a potential pattern of misconduct or conduct unbecoming an officer? If so, what steps would you take?</p> <p>Would you support and advocate for releasing open data sets about policing? If so, which 3-5 data sets would you first release? Data set examples include incident/calls for service, police department demographics, stops data, assaults on officers, etc.</p> <p>Do you support House Bill 1202, which would hold officers and agencies accountable for patterns and practices of violating the law?</p>