

## Q2 Other qualities you would like:

Answered: 55 Skipped: 38

| #  | RESPONSES   | DATE               |
|----|---|--------------------|
| 1  | Active commitment to civil rights, broad commitment to de-escalation, focus on avoiding active/violent interventions. Desire to limit the role of police in the community.  | 4/26/2021 4:38 PM  |
| 2  | I'd like to see someone who has personal experience with being a racial minority, and personal experience with someone who has mental health issues. I'm not sure it's possible for someone who hasn't lived it to really understand how policing affects those communities. I'd rather someone with less policing experience run our police department than someone with a lot. And I would prefer someone who is very anti-gun.   | 4/26/2021 4:18 PM  |
| 3  | A police chief who has a visionary outlook as to what policing can look like and who is creative and willing to work with the PPPSA Subcommittee with full transparency and humility on reimaging public safety.  | 4/26/2021 3:49 PM  |
| 4  | Experiences working with town/city management and police unions to achieve meaningful reform to status quo police practices, especially when it comes to finding ways to maintain satisfactory service levels on lower budgets.   | 4/26/2021 12:58 PM |
| 5  | Committed to seeking out and centering the feedback, suggestions, and experiences of Black, Indigenous, and People of Color in decision-making, serious about mental health training, and strong motivation to discuss alternative models that prioritize racial justice, equality, and protection for the most vulnerable communities of color.  | 4/26/2021 12:56 PM |
| 6  | Skill/willingness to collaborate with other community agencies concerned with community public health and safety (Mental Health, agencies serving the homeless, etc.)   | 4/26/2021 12:54 PM |
| 7  | Committed to seeking out and centering the feedback, suggestions, and experiences of Black, Indigenous, and People of Color in decision-making  | 4/26/2021 12:19 PM |
| 8  | Good eye contact and easy going nature  | 4/26/2021 11:48 AM |
| 9  | Police chief that is Black or an Indigenous person of color.  | 4/26/2021 11:19 AM |
| 10 | A college degree in the humanities.   | 4/25/2021 11:53 PM |
| 11 | Compassion Open-mindedness Tolerance Commitment to racial and social justice  | 4/25/2021 11:23 PM |
| 12 | Lives within Fairfax and becomes part of the community.   | 4/25/2021 11:20 PM |
| 13 | Respectful and knowledgeable  | 4/25/2021 10:35 PM |
| 14 | Ability to reflect upon problems with the institution of policing as it currently stands (and its problematic roots); ability to acknowledge that many town issues currently handled by police could be served better by professionals with different expertise/skillsets; ability to acknowledge the importance of activism for the health of the community; clear willingness to welcome community/citizen oversight, ability to withstand a measure of critique about policing practices and policies; willingness to maintain complete community transparency regarding all policing data; willingness to discuss changes in policy as determined by community. | 4/22/2021 6:43 PM  |
| 15 | Responsive and open to difficult community requests, willingness to be challenged, open door policy   | 4/22/2021 6:24 PM  |
| 16 | Willingness to collaborate with other organizations practicing alternative and preventative public safety models. Prioritizes changing the culture of Nimbyism in our communities.  | 4/22/2021 1:44 PM  |
| 17 | Someone that has knowledge of our town and experience working in Fairfax  | 4/21/2021 8:50 PM  |
| 18 | Committed to seeking out and centering the feedback, suggestions, and experiences of Black, Indigenous, and People of Color in decision-making. Belief that police funding should be redirected to mental health and other community services.  | 4/21/2021 5:52 PM  |

## Police Chief Survey

|    |   |                    |
|----|---|--------------------|
| 19 | Interested in listening to all the various sub-groups of the community.   | 4/20/2021 9:29 PM  |
| 20 | Ability to communicate with and stand up to the overly outspoken community members who derail projects in town.   | 4/20/2021 3:45 PM  |
| 21 | Friendly, on the ground and around town. Let's get out of the cars and greet people.  | 4/20/2021 10:17 AM |
| 22 | Continuity with & length of service in the initiatives, programs, & background begun with the prior chief.  | 4/20/2021 9:12 AM  |
| 23 | Well rounded, tolerant perspectives on dealing with the community, hard on crime, good communication with community. The prior chief of police exemplified the ideal qualities of a chief of police.  | 4/19/2021 9:18 PM  |
| 24 | Respectful, non-agitating, non-threatening.   | 4/19/2021 6:24 PM  |
| 25 | Able to recognize what kind of small town Fairfax is and treat people accordingly. Being polite while on duty.  | 4/19/2021 5:32 PM  |
| 26 | Committed to seeking out and centering the feedback, suggestions, and experiences of Black, Indigenous, and People of Color in decision-making  | 4/19/2021 1:09 PM  |
| 27 | A background that includes social work or work in mental health. Not a lifelong police officer. An awareness and mindfulness of police reform across the nation and deference to the model for community safety as outlined by the M4BL platform.   | 4/18/2021 8:19 AM  |
| 28 | I want someone who is familiar with the town and wants to work here.  | 4/16/2021 4:13 PM  |
| 29 | 1. proactively getting to know residents and business owners (am previous biz owner) on ongoing basis   | 4/13/2021 11:56 AM |
| 30 | Prioritizes de-escalation.  | 4/12/2021 11:57 PM |
| 31 | Kind. Having good eye contact, and compassion. And not being influenced by politics.  | 4/12/2021 10:16 PM |
| 32 | COVID-19 anti-maskers protestors downtown and public health taking a stand to require 6' distance and masks, then ok to protest.  | 4/12/2021 8:39 PM  |
| 33 | 1. Needs to have ideas on how to make Fairfax safer from people on drugs and/or who are mentally unstable, politically unstable, etc. who are harassing others (especially areas near downtown, Peri Park, and ballpark, and Fairfax market ). 2. Enforcing rules equitably and with flexibility and with an understanding that there are MULTIPLE types of discrimination and that they occur ALL the time at the administrative level, even in Fairfax. The rules in Fairfax are currently not enforced in an equitable manner. Right now the policy is to only enforce Municipal Code violations when someone complains about what a neighbor is doing, even if it is widely known or clearly expressed that many others are doing the same/similar thing and there is zero enforcement on the others doing the exact same thing (because no one is complaining about them because ???). Maybe the others are the right color, right gender, able bodied, not poor, or other that's deemed acceptable. Unfortunately, this has opened the door to allowing blatant discrimination at the administration level in Fairfax against others who are different as a neighbor may not want someone living in their neighborhood because they are black, transgender, disabled (ableism discrimination), or poor, or other and may only be calling to consciously or unconsciously drive this person out of Fairfax or somehow punish them. This policy and the lack of broader understanding at the administration level that the way they enforce rules makes it unsafe or less livable for some (especially when potential discrimination is mentioned) and not pausing to come up with a better solution is discrimination. You need a administrative team that will pause when potential discrimination is brought to their attention and not just say this is our policy and its legal so that's what we are going to do. They need to understand that even though they can do something, because that's the policy, it may not be the right thing to do and maybe something needs to change at the City level. If this is what you mean by hiring someone with integrity, yes please hire someone with integrity. It's hiring someone with the smarts and emotional intelligence to do the right thing even when a policy says otherwise. Please keep working on MULTIPLE types of discrimination at the high administration level in Fairfax (more than just the police). . This could use a lot of work. | 4/12/2021 8:28 PM  |
| 34 | Why select only three? That part does not make sense, so I marked more than three.  | 4/12/2021 7:55 PM  |
| 35 | 1. Awareness and experience relating to domestic violence prevention and intervention. 2. Familiarity and experience with management that includes community-based policing   | 4/12/2021 7:54 PM  |

## Police Chief Survey

|    | strategies   |                    |
|----|--|--------------------|
| 36 | Absolute honesty. No protecting staff who have violated their oath. Be on the streets. Train thoroughly in "non-escalation, de-escalation"   | 4/12/2021 6:40 PM  |
| 37 | High priority is racial justice. Support Social Workers in the PD  | 4/12/2021 4:21 PM  |
| 38 | Committed to seeking out and centering the feedback, suggestions, and experiences of Black, Indigenous, and People of Color in decision-making   | 4/12/2021 1:34 PM  |
| 39 | NON VIOLENT POLICING, RACIAL EQUITY AND INCLUSION, INCLUSION OF MENTAL HEALTH/ SOCIAL SERVICES IN THE DEPARTMENT   | 4/12/2021 1:12 PM  |
| 40 | Compassion!  | 4/12/2021 11:37 AM |
| 41 | Innovator--open to new ideas. Understanding of the role of race and class on policing disparities through reflection and/or lived experience.  | 4/10/2021 5:25 PM  |
| 42 | Being seen on the streets and talking to the residents   | 4/9/2021 9:08 PM   |
| 43 | Empathy, compassion and a sense of humor   | 4/9/2021 3:14 PM   |
| 44 | Common sense. Developing a procedure for dealing with calls for mental health related/5150 type situations rather than sending out armed officers. A calm demeanor. And demonstrating kindness in how he deals with all members of the public including those that will be arrested. | 4/9/2021 2:21 PM   |
| 45 | A chief that supports their staff and is willing to implement their suggestions  | 4/6/2021 10:10 AM  |
| 46 | Obeys constitution and rule of law   | 4/5/2021 6:06 PM   |
| 47 | Someone who wants to be here (like our INterim Chief) not someone just "looking" for a chief job.  | 4/5/2021 9:25 AM   |
| 48 | Ability to moderate and deescalate conflict between white residents/visitors and BIPOC residents/visitors with awareness of the implicit racial biases at play, and without allowing the white individuals to dominate the direction the conversation takes.                         | 4/3/2021 6:52 PM   |
| 49 | Would like the Chief to have experience with our Community   | 4/1/2021 9:42 PM   |
| 50 | Common sense Traffic control when special events or other things block a road get some. Ops out there to direct traffic!!!   | 3/30/2021 11:40 AM |
| 51 | I would like to see the police staff out and about the public. For them to See what is really going on in our town.  | 3/29/2021 8:45 PM  |
| 52 | Sense of humor and ability to defuse difficult situations. Ability to see the big picture and not over-react to a situation that is, in the long run, not a big deal.  | 3/29/2021 8:17 PM  |
| 53 | Familiarity with Fairfax and its residents. Experience in Fairfax.   | 3/29/2021 6:31 PM  |
| 54 | patience, compassion, humor, kindness, approachable, supportive, friendly  | 3/29/2021 6:31 PM  |
| 55 | Experience and familiarity with the Town of Fairfax. Understanding our Town's values and culture   | 3/29/2021 6:25 PM  |