

Q6 The Town's Racial Equity and Social Justice Committee ("RESJ") formed a Police Practices and Public Safety Alternatives subcommittee ("PPPSA") to examine/explore policing practices and services as well as alternative service models. What are your thoughts regarding rethinking or reimagining police services? Are there specific services or models you would like the PPPSA to discuss and/or explore? Comments (limit 750 characters/approx. 125 words):

Answered: 67 Skipped: 26

#	RESPONSES	DATE
1	I believe the police department should be vastly reimagined into a predominately unarmed and nonconfrontational service force. Police shouldn't be involved in school safety, traffic enforcement or proactive patrolling activities.	4/26/2021 4:38 PM
2	I think it is absurd that the police budget makes up the majority of the town budget - surpassing even fire in wildfire country. This money is being pulled away from mental health services, from affordable housing, from education. If we could reduce the number of desperate people we wouldn't need police. If teachers across this country were doing what police have been we'd be talking about abolishing schools. The police department should be drastically defunded and that money should be redirected to benefit our community.	4/26/2021 4:18 PM
3	Absolutely! It would be incredible if we, as a Town, would consider investing in a 24-hour position that stands alongside our 24-hour police dispatch wherein a mental health professional is available to handle all mental health crises within our Town. It would also be phenomenal if our Town would invest in training designated community mediators and organized a call-list for neighborhoods of these trained mediators to be called on as an alternative to calling police when non-violent neighborhood disputes arise. Finally, could we consider having unarmed traffic violation responses? That's just the start. But yes, of course our PD and Town staff need to be forward thinking and collaboratively working alongside the PPPSA.	4/26/2021 3:49 PM
4	-911 dispatchers who are not police employees -Funding for non-armed, non-police peacekeepers (ex. Cahoots) -Protocols for de-arming police (including both guns and "non-lethal" weaponry such as tasers, clubs, and pepper spray) -Local use of transformative justice as an alternative to referring crimes to the Marin County DA	4/26/2021 12:58 PM
5	Fairfax has the opportunity to respond to mental health crises, instances involving substance use, and cases of domestic violence, with non-police alternatives including de-escalation assistance and peer support by social workers, nurses, and crisis intervention specialists who have received years of specialized training in these areas. Such a program can be modeled after MH (Mental Health) First based out of Oakland and Sacramento, CA, or Support Team Assisted Response (STAR), based out of Denver, CO.	4/26/2021 12:56 PM
6	I would like to see de-arming of Fairfax police officers and response to mental health, homeless, substance abuse and domestic abuse instances with non-police alternatives. Mental Health First (Oakland and Sacramento, CA) or Support Team Assisted Response (STAR), based out of Denver, CO are two models to explore.	4/26/2021 12:54 PM
7	The most important shift away from violent and unsuccessful policing systems is a mental health/crisis response unit. See other cities for success. If we train unarmed individuals for conflict resolution, de-escalation, mental health response, etc. then we reduce the likelihood of violent outcomes and protect the community. We don't need paramilitary individuals circling our town, threatening POC with their presence, and entering situations which could be escalated by their designation. Preventatively, we need to fund resources which promote equity in housing, education, jobs which are all proven to reduce crime, unlike policing. Safety is the outcome of the type of community we build. Our policing system currently is respond to a symptom of fractured, oppressed, or unwhole communities.	4/26/2021 12:26 PM

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8	Fairfax has the opportunity to respond to mental health crises, instances involving substance use, and cases of domestic violence, with non-police alternatives including de-escalation assistance and peer support by social workers, nurses, and crisis intervention specialists who have received years of specialized training in these areas. Such a program can be modeled after MH (Mental Health) First based out of Oakland and Sacramento, CA, or Support Team Assisted Response (STAR), based out of Denver, CO.	4/26/2021 12:19 PM
9	Mental Health update classes for officers and a Trauma Informed training course.	4/26/2021 11:48 AM
10	Defunding the police and funding other social services is extremely important and the first step towards reimagining a safer and liberated world for all.	4/26/2021 11:19 AM
11	I think it's essential to have Unarmed, trains trained in de-escalation techniques mental health crises and general community and advocacy to connect people to services as a core roll outside actual policing responsibilities	4/26/2021 9:17 AM
12	Please explore a budget that prioritizes a racism re-education: "How to Be an Antiracist" and "So You Want to Talk about Race" plus leadership during a workshop from an amazing group such as Courageous Conversations.	4/26/2021 8:22 AM
13	I am all for rethinking or reimagining the police. I believe Chief Tabaranza is the one for the job. He has always shown kindness and concern for the community.	4/26/2021 4:09 AM
14	I don't really know. Reallocate funda toward social workers, mental health, substance abuse, homelessness...?	4/25/2021 11:53 PM
15	Deescalation when interacting with residents or visitors with mental health issues or drug ingestion. Fewer uselss traffic stops. NO racial profiling of residents. Compassion for unhoused individuals.	4/25/2021 11:23 PM
16	Yes I would like them to take on advising what other positions should be full-time in this mixed department such as counselors and more of a family therapy approach that could be leveraged in situations that don't require an armed officer. How do we build new model and what guidelines and parameters do we put in place to test it?	4/25/2021 11:20 PM
17	I would like the police force in Fairfax to reconnect with the community and tried to establish a a positive relationship with the community since they now lack public trust.	4/25/2021 10:35 PM
18	I support the policy of Defunding the Police as laid out by the Movement 4 Black Lives and Black Lives Matter. 1. Reduce the size, scope, and budget of the Fairfax Police Department 2. Use unarmed town employees, contracted professional services, and community based alternatives to policing for all things from traffic and parking to mental health/addiction to neighborhood conflict resolution. 3. Police are far more expensive than unarmed alternatives. The surplus money would be invested in community and ensuring all folks have a chance to meet their basic needs as well as used for reparations to the Black community.	4/25/2021 10:31 PM
19	The PPPSA should review public safety models wherein towns and cities have reduced police budgets and placed police under a larger umbrella of an antiracist public safety department. Calls would not default to police; instead, most would be routed to unarmed specialists in mental health, addiction, trauma, deescalation, traffic management, etc. Armed police would only be utilized under very specific, limited circumstances.	4/22/2021 6:43 PM
20	I would like to see more foot and bike patrol in minimum uniform/no gun. The number of cars circulating feels like over-policing and interrupts the vibe. Looking at police/ mental health specialist partnerships in responding to calls related to homeless individuals or youth detentions on non-violent calls. All Department employees should undergo training in non-violent interventions, non-violent communication and sensitivity training regarding race and equity in police practices. Restorative justice practices and diversion from the criminal justice system should be first in all matters involving youth	4/22/2021 6:24 PM
21	I'm for it 100%. I think that this ton being as heavily policed as it is leads to the mentality that people can call the police for unnecessary reasons like "There is a strange smell on our street". That should not be an armed officer responding. It also leads to Nimbyism and racial profiling. Funds should be diverted to; youth services, affordable housing, collaborations with other mental health response teams (that are available 24-7) in the county.	4/22/2021 1:44 PM
22	I believe that this committee was formed in order to show that Fairfax is politically correct. Please provide information on the ways in which our force is failing our bipoc residents and	4/22/2021 10:07 AM

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visitors. I can't suggest how to improve with out knowing more about our shortcomings

23	Fairfax has the opportunity to respond to mental health crises, instances involving substance use, and cases of domestic violence, with non-police alternatives including de-escalation assistance and peer support by social workers, nurses, and crisis intervention specialists who have received years of specialized training in these areas. Such a program can be modeled after MH (Mental Health) First based out of Oakland and Sacramento, CA, or Support Team Assisted Response (STAR), based out of Denver, CO.	4/21/2021 5:52 PM
24	I think Fairfax could be a leader in reimagining police services and therefor benefit all of Marin County. I don't know of any models but believe the police are asked to cover too many different situations.	4/20/2021 9:29 PM
25	Being completely a part of the community is key. We know you and you know us. We see you eating at the restaurants hanging out in the coffee shop, showing up at little league games, etc. Also, how about using bikes for getting around town? Better visibility and presence.	4/20/2021 3:45 PM
26	Addressing training to help citizens with mental health challenges. Some of that can be farmed out, but much of it is in the moment and helping our force be good at dealing with it is critical.	4/20/2021 10:17 AM
27	I would ask the committee to put good intentions towards furthering the methods the department does currently and come up with a supportive, separate service model - with labor served by the committee and volunteers - in addition - rather than dismantling current investigations or compromising any effective police service. So long as there are weapons legally & not here in Fairfax, the RESJ's efforts are better applied to directly helping, experiencing, and testing new theories of police practice. That may mean the committee working more actively, to implementing critical improvements rather than making demands in theory - unless also backed by expertise, legal accountability, & experience.	4/20/2021 9:12 AM
28	Our household would like to see speed humps on our Fairfax streets. Cars move too fast in our long time experience on Fairfax streets. Thank you for your timely consideration of this issue	4/20/2021 8:29 AM
29	Unconscious bias training is good. I do not like the idea of taking money away from the police unless by having additional staff trained in social services and mental health needs, that that can offer help to the police in certain situations which could hopefully free up the officer's time to deal with real crime.	4/19/2021 6:24 PM
30	Having a separate department for mental health calls, more public outreach	4/19/2021 5:32 PM
31	Fairfax has the opportunity to respond to mental health crises, instances involving substance use, and cases of domestic violence, with non-police alternatives including de-escalation assistance and peer support by social workers, nurses, and crisis intervention specialists who have received years of specialized training in these areas. Such a program can be modeled after MH (Mental Health) First based out of Oakland and Sacramento, CA, or Support Team Assisted Response (STAR), based out of Denver, CO.	4/19/2021 1:09 PM
32	Community safety model as mapped out by M4BL.	4/18/2021 8:19 AM
33	While there are many places that need major reform, Fairfax isn't one of them. After watching the RESJ being unable to conduct a conversation about anything, they are incapable and are unqualified to make any recommendations. They should be disbanded.	4/16/2021 4:13 PM
34	I think the RESJ should be dismantled because they are not accomplishing anything and are wasting town's money.	4/16/2021 4:11 PM
35	Significantly reduce size of force, stop buying new vehicles, reduce armory, remove guns from police cars, patrol on foot and bike.	4/14/2021 6:57 AM
36	I don't have personal experience from which to speak on this topic. I would like to live in a community where everyone feels equally safe and protected. Compared to what I see on the news the Fairfax PD seems to be doing a good job but if there's room for improvement it could be in the police and community knowing each other even better.	4/12/2021 11:57 PM
37	I'm not trained in this, but maybe you could hire someone who is. I don't think we have a problem in the PD w this, but that's just a guess	4/12/2021 10:16 PM
38	I do not agree with the allocation of \$150,000 without a clear Work Plan and outcome expectations. I do not believe the police in Fairfax is a concern on this topic. I think the problem is more an inward look at the town operating a and outreach to job applicants etc.	4/12/2021 8:39 PM

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doesn't seem appropriate to continue, unless the focus is on affordable housing which is a injustice to low income and people of color and the Fairfax working class

39	Please see comments in number 2. Please note that there are multiple types of discrimination, especially at the city level. Race certainly needs to be addressed and much more than race discrimination needs to be addressed. More than just policing needs to be addressed. It's also an administration issue. You have people at administrative levels (non police) working with the police and creating and directing the enforcement of rules.	4/12/2021 8:28 PM
40	Generous use of Community Service hours for minor infractions, especially re youth. Consult youth for ideas!	4/12/2021 7:55 PM
41	More mental health training. Work towards the day of not carrying guns. Join with other communities for policing, i.e. San Anselmo and Ross to help with budget concerns.	4/12/2021 4:21 PM
42	Fairfax has the opportunity to respond to mental health crises, instances involving substance use, and cases of domestic violence, with non-police alternatives including de-escalation assistance and peer support by social workers, nurses, and crisis intervention specialists who have received years of specialized training in these areas. Such a program can be modeled after MH (Mental Health) First based out of Oakland and Sacramento, CA, or Support Team Assisted Response (STAR), based out of Denver, CO.	4/12/2021 1:34 PM
43	We are living in a time where it is essential to reimagine public safety at large. It is significant that the Council has opened up increased transparency for the process of hiring it's next Police Chief, and I wanted to take an opportunity to voice my concerns about this hiring as the continuation of an outdated infrastructure in an of itself. What is the direction of reimagining Public Safety here in our town of Fairfax. I am hoping that the future direction of Public Safety as we need to reimagine it includes and supports everyone and not just protecting the white upperclass, majority. I am hopeful that Fairfax will stand as a leader to the neighboring cities to Model alternatives that are being piloted nation wide so we can increase equity and inclusion here in Marin.	4/12/2021 1:12 PM
44	I think FxPD has done a good job adopting good policing practices. It is good that we are continuing that work by further exploring the issue. I like what they are doing with alternative providers in Eugene, Oregon and San Francisco. However, we are a small town without the extensive resources that larger communities have. We have a LOT of mental health and AOD calls. Many California cities have Community Paramedics that can divert 911 calls for intoxication or mental health issues to a sobering center or mental health crisis center. I think that SF just expanded its two Community Paramedic programs to respond to mental health crisis calls without the police. Would our Fire Department be able to handle this type of thing?	4/10/2021 5:25 PM
45	I think it is important for everyone to take a deep breath and stop over reacting. The Fairfax Police is an integrated work force that does not appear to be discriminating against minorities in the community. If the town can afford it we should have at least one psychiatric social worker on call to respond to 5150 type calls. Police officers should be trained not to pull out their guns when they make stops and instead be trained in non escalating tactics. Frankly, the FPD is doing a good job and I have no complaints about their work. Years ago my home was burglarized and I never heard a word of followup. It would be good if there was a follow up process even if was just to say we don't have any information on who stole all your stuff.	4/9/2021 2:21 PM
46	Make police like fire with 24 hour shifts where they live in the station and respond to calls as needed.	4/6/2021 10:10 AM
47	We need social services to come out to some calls, not the police. But we should NOT reduce the police force. We need to ADD that service not have it defund the police department.	4/5/2021 11:49 PM
48	I would like the town to review the actual tasks and responsibilities of the police department, esp. in regard to handling of mentally ill people or non-violent calls. Do we need a police car/officer, or can we make some of these calls the purview of social workers/community support people? Also, I would like to see a review of the protocol our police have for the use of firearms in situations. I am relieved that so far I know of no problems in this area in Fairfax. Reports I have read in the paper about police shootings indicate to me that the protocols that allow the use of fire arms by police are too open-ended and leave certain populations at risk. Of course, training in these fraught situations can only help. Thanks.	4/5/2021 8:30 PM
49	I feel strongly that close police links with social service professionals (psychologists, social workers, etc.) should be pursued - e.g. Marin's Mobile Crisis Units.	4/5/2021 6:38 PM

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50	NO, I think our police are exemplary	4/5/2021 6:06 PM
51	I don't think our police services need rethinking or reimagining. The community oriented policing they do works in this town.	4/5/2021 2:31 PM
52	This entire RESJ process is a farce and needs to be disbanded. Giving them the feeling of power over our police is wrong and dangerous. The town is headed down a dead end road.	4/5/2021 9:25 AM
53	I think many jobs could be taken off the plates off police officers, and it would benefit them as well as the community. Direct lines to social workers and mental health professionals who are trained to deescalate situations, unarmed and use their extensive mental health training to assist citizens who may be in need but are not an immediate threat to the community. Legislation that penalizes people for calling the police on anyone "suspicious" or "threatening" in their neighborhood for style of clothing worn or color of their skin, with no other evidence of foul play. A non-armed division that deals with traffic and parking enforcement. A policy that puts paramedics in the lead during unspecified medical emergencies, and requires police to follow their instruction when it pertains to medical care and physical handling of a citizen in distress. I have too many ideas but not enough space.	4/3/2021 6:52 PM
54	need less police and more mental health services	4/3/2021 10:21 AM
55	I fully support rethink Police and the demands they are seeking for our town. I believe we should be reallocating money from the police department towards services they can actually help community members.	4/3/2021 8:29 AM
56	I think this committee is extremely misguided and is composed of a set of the most bigoted and discriminatory people I have encountered in many years. Their entire premise is misguided and racist.	4/1/2021 9:42 PM
57	I am satisfied with the current police force.	4/1/2021 3:23 PM
58	Our police department has done an excellent job of community oriented policing. I do not believe our police services need rethinking/re-imagining.	3/31/2021 2:23 PM
59	I think adding a person from the PPPSA subcommittee in addition to a RESJ committee member is "double-dipping". In effect you will have two RESJ members, I think that is not fair and not equitable.	3/30/2021 2:03 PM
60	The rest should stay out of this entirely	3/30/2021 11:40 AM
61	Leave our police department alone	3/29/2021 9:15 PM
62	Let them do their job. Our police dept was great and diverse. They did a great job.	3/29/2021 8:45 PM
63	Outreach and education to kids to develop skills to be "up-standers" and not "by-standers."	3/29/2021 8:17 PM
64	Greater use of (requiring funding) the Mobile Crisis Unit. As much as possible utilizing restorative justice for juveniles.	3/29/2021 7:21 PM
65	I do not approve of the manner in which they are treating our Police department at all. The questions they are discussing to ask are insulting & demeaning. They seem to be dead set on aligning themselves with "Defunding Police" & have a superior antagonistic attitude toward anyone who does not agree with them. ie all white people especially white home owners in Fairfax suffer systemic racism & they are here to "school is" on how to behave.	3/29/2021 6:31 PM
66	need more and better practice for the mentally ill and folks with addiction issues,	3/29/2021 6:31 PM
67	I do not want the police departments hours cut or curtailed. Sometimes overtime is necessary. I think having the officers continue to have training in racial/social justice and equity is appropriate. We are all learning new ways to communicate appropriately, but authentically.	3/29/2021 6:25 PM