

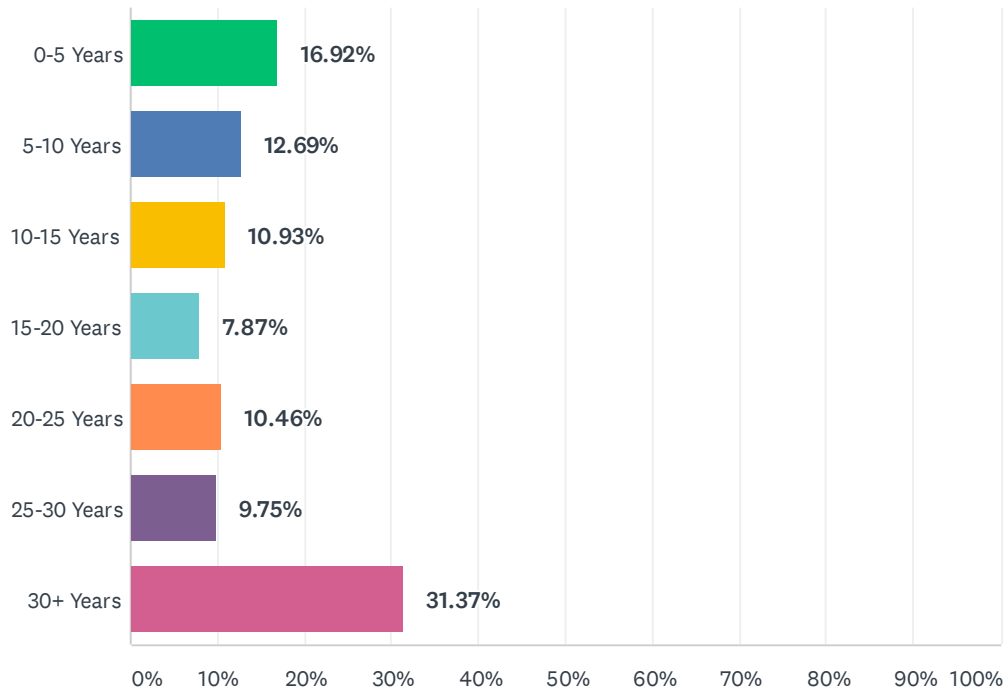
Q1 Please identify your ethnicity:

Answered: 848 Skipped: 8

ANSWER CHOICES	RESPONSES	
African American / Black (not of LatinX origin)	3.66%	31
Asian	2.83%	24
LatinX	6.25%	53
White (not of LatinX origin)	72.52%	615
Native American	0.71%	6
Pacific Islander	0.12%	1
Mixed Race	5.90%	50
Other	8.02%	68
TOTAL		848

Q2 How long have you lived in Petaluma?

Answered: 851 Skipped: 5



Q3 Please share ONE WORD that describes race relations in Petaluma.

Answered: 782 Skipped: 74

#	RESPONSES	DATE
1	Realisti	1/11/2021 9:35 PM
2	mirage	1/9/2021 3:12 PM
3	Difficult	1/8/2021 1:13 PM
4	OK	1/8/2021 10:10 AM
5	Excellent	1/8/2021 7:23 AM
6	progressive	1/8/2021 2:26 AM
7	Normal	1/7/2021 11:10 PM
8	Dormant	1/7/2021 10:54 PM
9	Terrific	1/7/2021 9:09 PM
10	Fair	1/7/2021 8:43 PM
11	Division	1/7/2021 7:31 PM
12	Good	1/7/2021 7:11 PM
13	Fake	1/7/2021 6:40 PM
14	Minimal	1/7/2021 4:41 PM
15	hardly	1/7/2021 4:36 PM
16	Concerning	1/7/2021 2:50 PM
17	Excellent	1/7/2021 2:19 PM
18	unknown	1/7/2021 2:19 PM
19	Strained	1/7/2021 12:58 PM
20	Unknown	1/7/2021 12:36 PM
21	?	1/7/2021 12:00 PM
22	awesome	1/7/2021 11:16 AM
23	Neutral	1/7/2021 10:19 AM
24	Unsure	1/7/2021 10:11 AM
25	ignorance	1/7/2021 9:38 AM
26	Accomodating	1/7/2021 9:32 AM
27	Divided	1/7/2021 9:28 AM
28	Normal	1/7/2021 8:16 AM
29	None	1/7/2021 7:58 AM
30	Decent	1/7/2021 7:39 AM
31	understood	1/7/2021 6:41 AM
32	Unknown	1/7/2021 12:41 AM
33	Unknown	1/6/2021 11:40 PM
34	Proactive	1/6/2021 11:25 PM
35	Quiet	1/6/2021 10:18 PM
36	Segregation	1/6/2021 9:43 PM
37	unaware	1/6/2021 9:32 PM

Petaluma Community Survey

Attachment 9

38	Fraught	1/6/2021 9:31 PM
39	Opportunity	1/6/2021 9:25 PM
40	Typical	1/6/2021 8:58 PM
41	Exceptionally friendly and cordial	1/6/2021 8:42 PM
42	Judgmental	1/6/2021 8:37 PM
43	Good	1/6/2021 8:16 PM
44	good	1/6/2021 8:15 PM
45	Fine	1/6/2021 8:12 PM
46	Slanted	1/6/2021 7:53 PM
47	Benevolent ignorance	1/6/2021 7:50 PM
48	equality	1/6/2021 7:49 PM
49	Homogeneous	1/6/2021 7:44 PM
50	Invalid	1/6/2021 7:39 PM
51	Unfortunate	1/6/2021 6:41 PM
52	Zero	1/5/2021 8:26 PM
53	unharmonious	1/5/2021 5:28 PM
54	Civil	1/5/2021 3:14 PM
55	Peaceful	1/5/2021 12:44 PM
56	Evolving	1/5/2021 12:35 PM
57	Contentious	1/5/2021 10:42 AM
58	Uncertain	1/5/2021 10:37 AM
59	Positive	1/5/2021 7:41 AM
60	Peaceful	1/4/2021 9:57 PM
61	Sided	1/4/2021 9:55 PM
62	Non-Diverse	1/4/2021 9:47 PM
63	Hostile	1/4/2021 2:21 PM
64	Great	1/4/2021 10:05 AM
65	Stagnant?	1/3/2021 11:50 PM
66	decent	1/3/2021 5:53 PM
67	vanilla	1/3/2021 5:16 PM
68	Segregated	1/3/2021 5:11 PM
69	Volatile	1/3/2021 2:23 PM
70	Poor	1/3/2021 2:18 PM
71	segragated	1/3/2021 2:05 PM
72	Silly!	1/3/2021 1:17 PM
73	Tense	1/3/2021 12:46 PM
74	Bad	1/3/2021 11:44 AM
75	None	1/3/2021 8:30 AM

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76	Disconnected	1/3/2021 12:35 AM
77	Love	1/2/2021 9:16 PM
78	Segregated	1/2/2021 8:46 PM
79	Great	1/2/2021 4:24 PM
80	Improving	1/2/2021 2:43 PM
81	excellent	1/2/2021 12:09 PM
82	Lacking	1/2/2021 10:50 AM
83	Strong	1/2/2021 7:14 AM
84	Terrible	1/1/2021 11:47 PM
85	White	1/1/2021 10:32 PM
86	Unfair	1/1/2021 9:50 PM
87	Mixed	1/1/2021 8:35 PM
88	Tense	1/1/2021 7:08 PM
89	Behind	1/1/2021 5:45 PM
90	Nonexistent	1/1/2021 4:51 PM
91	Awful	1/1/2021 1:56 PM
92	Mixed	1/1/2021 6:29 AM
93	False	12/31/2020 11:52 AM
94	Tense	12/31/2020 10:28 AM
95	Racism	12/31/2020 10:16 AM
96	Strained	12/31/2020 9:52 AM
97	Suppressed	12/31/2020 9:42 AM
98	White	12/31/2020 9:41 AM
99	Poor	12/31/2020 8:59 AM
100	excellent	12/31/2020 8:09 AM
101	Inclusive	12/31/2020 8:03 AM
102	working	12/30/2020 2:29 PM
103	Traumatized	12/30/2020 8:02 AM
104	Arrogant	12/29/2020 7:28 PM
105	world-class	12/29/2020 1:33 PM
106	OK	12/28/2020 8:03 AM
107	Steady	12/27/2020 8:02 AM
108	Poor	12/26/2020 5:58 PM
109	Improving	12/24/2020 9:01 AM
110	improving	12/23/2020 8:24 PM
111	superficial	12/23/2020 5:39 PM
112	?	12/23/2020 11:12 AM
113	Good	12/22/2020 7:04 PM

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114	Understated	12/22/2020 6:34 PM
115	Hostile	12/22/2020 8:20 AM
116	poor	12/22/2020 1:15 AM
117	Overlooked	12/21/2020 9:11 PM
118	Equity	12/21/2020 7:17 PM
119	unfavorable	12/21/2020 3:46 PM
120	tense	12/21/2020 1:50 PM
121	Complicated	12/21/2020 10:27 AM
122	moderate	12/21/2020 7:18 AM
123	Hidden	12/20/2020 8:48 PM
124	Tolerable	12/20/2020 7:48 PM
125	Reasonable	12/20/2020 6:05 PM
126	Fair	12/20/2020 4:13 PM
127	Average	12/20/2020 3:42 PM
128	Disconnected	12/20/2020 8:03 AM
129	Indifferent	12/19/2020 10:24 PM
130	Improving	12/19/2020 6:34 PM
131	Great	12/19/2020 3:24 PM
132	nonexistant	12/19/2020 1:32 PM
133	Unaddressed	12/19/2020 1:15 PM
134	unknown	12/19/2020 1:08 PM
135	Segragated	12/19/2020 11:52 AM
136	unknown	12/19/2020 11:28 AM
137	Good	12/19/2020 10:02 AM
138	Fine	12/19/2020 9:58 AM
139	open	12/19/2020 6:59 AM
140	Terrible	12/18/2020 10:53 PM
141	Unequal	12/18/2020 10:09 PM
142	Ignored	12/18/2020 10:06 PM
143	Muy Malo	12/18/2020 8:49 PM
144	Poor	12/18/2020 8:11 PM
145	Invisible	12/18/2020 7:43 PM
146	Inclusive	12/18/2020 7:13 PM
147	Fine	12/18/2020 6:49 PM
148	Peaceful	12/18/2020 6:23 PM
149	Bogus	12/18/2020 4:02 PM
150	Awesome	12/18/2020 1:55 PM
151	Segregated	12/18/2020 11:58 AM

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152	FINE	12/18/2020 11:57 AM
153	Stagnant	12/17/2020 8:06 PM
154	segregated	12/17/2020 3:02 PM
155	Lacking	12/17/2020 12:42 PM
156	Acceptable	12/17/2020 12:09 PM
157	Good	12/17/2020 5:50 AM
158	White	12/16/2020 5:12 PM
159	Civil	12/16/2020 12:29 PM
160	poor	12/16/2020 11:31 AM
161	Uncomfortable	12/16/2020 11:22 AM
162	Bland	12/16/2020 9:15 AM
163	Tolerable	12/16/2020 1:28 AM
164	Good	12/15/2020 8:43 PM
165	Lacking	12/15/2020 7:19 PM
166	Separated	12/15/2020 7:03 PM
167	Underprioritized	12/15/2020 4:44 PM
168	Unknown	12/15/2020 3:52 PM
169	Ignorant	12/15/2020 3:23 PM
170	Unknown.	12/15/2020 3:11 PM
171	White	12/15/2020 2:50 PM
172	invisible	12/15/2020 2:27 PM
173	Unknown	12/15/2020 1:56 PM
174	zero	12/15/2020 12:50 PM
175	Amicable	12/15/2020 12:41 PM
176	Denial	12/15/2020 12:32 PM
177	Good	12/15/2020 12:32 PM
178	Bad	12/15/2020 11:20 AM
179	Fine	12/15/2020 10:10 AM
180	Good	12/15/2020 9:43 AM
181	Superior	12/15/2020 6:15 AM
182	Fair	12/15/2020 1:15 AM
183	Fair	12/15/2020 12:26 AM
184	colorblind	12/14/2020 11:30 PM
185	Inclusive	12/14/2020 7:37 PM
186	Unknown	12/14/2020 6:24 PM
187	Improving	12/14/2020 4:40 PM
188	Ok	12/14/2020 4:28 PM
189	Sheltered	12/14/2020 3:14 PM

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190	Harmonious	12/14/2020 3:04 PM
191	Complicated	12/14/2020 2:59 PM
192	good	12/14/2020 2:21 PM
193	Good	12/14/2020 12:38 PM
194	strained	12/14/2020 11:52 AM
195	Open	12/14/2020 11:25 AM
196	decent	12/14/2020 10:33 AM
197	OK	12/14/2020 10:24 AM
198	Good	12/14/2020 10:23 AM
199	OK	12/14/2020 9:43 AM
200	Deficient	12/14/2020 9:25 AM
201	Evolving	12/14/2020 9:02 AM
202	I don't know	12/14/2020 8:31 AM
203	regression	12/14/2020 8:26 AM
204	open	12/14/2020 8:20 AM
205	ignored	12/14/2020 8:12 AM
206	Great	12/14/2020 6:58 AM
207	Infancy	12/14/2020 6:37 AM
208	Lacking	12/14/2020 5:24 AM
209	unknown	12/13/2020 11:24 PM
210	Fine	12/13/2020 11:15 PM
211	overblown	12/13/2020 10:47 PM
212	Fine	12/13/2020 10:07 PM
213	testy	12/13/2020 9:32 PM
214	typical	12/13/2020 9:03 PM
215	nonexistent	12/13/2020 9:01 PM
216	tense	12/13/2020 8:43 PM
217	Bad	12/13/2020 7:49 PM
218	Fine	12/13/2020 7:07 PM
219	Simmering	12/13/2020 7:06 PM
220	Ignored	12/13/2020 7:03 PM
221	Tense	12/13/2020 6:46 PM
222	Positive	12/13/2020 6:40 PM
223	adequate	12/13/2020 5:54 PM
224	Phony	12/13/2020 5:31 PM
225	Ok	12/13/2020 4:50 PM
226	minority	12/13/2020 4:24 PM
227	Forced	12/13/2020 4:06 PM

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228	no	12/13/2020 3:50 PM
229	fraught	12/13/2020 3:26 PM
230	homogenous	12/13/2020 3:19 PM
231	Nonproblematic	12/13/2020 3:15 PM
232	equal	12/13/2020 3:08 PM
233	Divided	12/13/2020 2:57 PM
234	Unacceptable	12/13/2020 2:02 PM
235	vanilla	12/13/2020 1:21 PM
236	Fine	12/13/2020 1:17 PM
237	bad	12/13/2020 12:57 PM
238	unknown	12/13/2020 12:43 PM
239	Failing	12/13/2020 12:40 PM
240	Unsure	12/13/2020 11:22 AM
241	hidden	12/13/2020 10:59 AM
242	Great	12/13/2020 10:55 AM
243	Good	12/13/2020 10:45 AM
244	Woke	12/13/2020 10:19 AM
245	Hidden	12/13/2020 10:14 AM
246	Fair	12/13/2020 10:03 AM
247	Non-existent	12/13/2020 9:32 AM
248	stellar	12/13/2020 9:12 AM
249	complicated	12/13/2020 9:06 AM
250	Good	12/13/2020 8:50 AM
251	One sided	12/13/2020 8:34 AM
252	Divided	12/13/2020 8:34 AM
253	nonexistent	12/13/2020 8:02 AM
254	Tenuous	12/13/2020 8:01 AM
255	IGNORED	12/13/2020 7:54 AM
256	Unseen	12/13/2020 7:20 AM
257	segregated	12/13/2020 7:18 AM
258	Good	12/13/2020 5:20 AM
259	antiquated or archaic	12/13/2020 3:48 AM
260	Excellent	12/13/2020 3:19 AM
261	Divided	12/12/2020 10:19 PM
262	Aweful	12/12/2020 10:18 PM
263	Inclusive	12/12/2020 9:18 PM
264	Equitable	12/12/2020 8:54 PM
265	Better	12/12/2020 8:30 PM

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266	Decent	12/12/2020 8:29 PM
267	Good	12/12/2020 8:27 PM
268	Friendly	12/12/2020 8:27 PM
269	avoidant	12/12/2020 6:33 PM
270	satisfactory	12/12/2020 6:09 PM
271	Variable	12/12/2020 5:59 PM
272	bland	12/12/2020 5:48 PM
273	Good	12/12/2020 5:09 PM
274	Usual	12/12/2020 5:06 PM
275	Evolving	12/12/2020 5:00 PM
276	Reasonable	12/12/2020 4:58 PM
277	mixed	12/12/2020 4:56 PM
278	Okay	12/12/2020 4:53 PM
279	unknown	12/12/2020 4:50 PM
280	Hard Top	12/12/2020 4:44 PM
281	nonexistent	12/12/2020 4:40 PM
282	evolving	12/12/2020 4:39 PM
283	Divided	12/12/2020 4:13 PM
284	priveledged	12/12/2020 4:12 PM
285	harmony	12/12/2020 3:50 PM
286	Okay	12/12/2020 3:43 PM
287	fair	12/12/2020 3:42 PM
288	Pleasant	12/12/2020 3:05 PM
289	okay	12/12/2020 2:58 PM
290	iffy	12/12/2020 2:57 PM
291	Above average	12/12/2020 2:53 PM
292	Fine	12/12/2020 2:13 PM
293	Tolerant	12/12/2020 2:08 PM
294	lacking	12/12/2020 2:02 PM
295	Open	12/12/2020 1:58 PM
296	nonexistent	12/12/2020 1:51 PM
297	Strained	12/12/2020 1:19 PM
298	Normal	12/12/2020 1:19 PM
299	Amazing	12/12/2020 1:13 PM
300	Segregated	12/12/2020 1:04 PM
301	Satisfactory	12/12/2020 12:56 PM
302	Hidden and fraught	12/12/2020 12:55 PM
303	Groovy	12/12/2020 12:53 PM

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Attachment 9

304	Fine	12/12/2020 12:44 PM
305	Unbalanced	12/12/2020 12:33 PM
306	Closeted	12/12/2020 12:14 PM
307	Privileged	12/12/2020 12:13 PM
308	tentative	12/12/2020 12:10 PM
309	Good	12/12/2020 12:07 PM
310	good	12/12/2020 12:05 PM
311	ignored	12/12/2020 12:03 PM
312	Nonexistent	12/12/2020 12:01 PM
313	Good	12/12/2020 11:58 AM
314	Cordial	12/12/2020 11:52 AM
315	changing	12/12/2020 11:48 AM
316	Mediocre	12/12/2020 11:43 AM
317	Good	12/12/2020 11:39 AM
318	Good	12/12/2020 11:27 AM
319	distant	12/12/2020 11:22 AM
320	good	12/12/2020 11:13 AM
321	Some	12/12/2020 11:08 AM
322	improving	12/12/2020 11:05 AM
323	Fine	12/12/2020 11:04 AM
324	unknown	12/12/2020 11:01 AM
325	Invisible	12/12/2020 10:52 AM
326	Invisible	12/12/2020 10:48 AM
327	Fine	12/12/2020 10:39 AM
328	excellent	12/12/2020 10:37 AM
329	Fair	12/12/2020 10:33 AM
330	Good	12/12/2020 10:27 AM
331	Excellent	12/12/2020 10:18 AM
332	Excellent	12/12/2020 10:17 AM
333	None	12/12/2020 10:08 AM
334	one-sided	12/12/2020 10:07 AM
335	OK	12/12/2020 10:07 AM
336	Strong	12/12/2020 10:03 AM
337	divided	12/12/2020 9:50 AM
338	Good	12/12/2020 9:49 AM
339	Positive	12/12/2020 9:47 AM
340	neighborly	12/12/2020 9:41 AM
341	affable	12/12/2020 9:41 AM

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Attachment 9

342	Poor	12/12/2020 9:33 AM
343	No issues	12/12/2020 9:31 AM
344	C-	12/12/2020 9:21 AM
345	Iffy	12/12/2020 9:18 AM
346	Underground	12/12/2020 9:16 AM
347	Good	12/12/2020 9:12 AM
348	outdated	12/12/2020 9:11 AM
349	excellent	12/12/2020 9:06 AM
350	invisible	12/12/2020 9:03 AM
351	good	12/12/2020 9:00 AM
352	Excellent	12/12/2020 8:51 AM
353	Ridiculous	12/12/2020 8:49 AM
354	Limited	12/12/2020 8:42 AM
355	Lacking	12/12/2020 8:37 AM
356	respectful	12/12/2020 8:23 AM
357	hierarchical	12/12/2020 8:15 AM
358	Fair	12/12/2020 8:08 AM
359	Inclusive	12/12/2020 8:04 AM
360	OK	12/12/2020 8:01 AM
361	Mixed	12/12/2020 7:56 AM
362	Fair	12/12/2020 7:49 AM
363	Harmonious	12/12/2020 7:28 AM
364	evolving	12/12/2020 7:20 AM
365	Good	12/12/2020 7:14 AM
366	Positive	12/12/2020 7:13 AM
367	Invisible	12/12/2020 7:08 AM
368	Fluid	12/12/2020 7:08 AM
369	Fine	12/12/2020 7:03 AM
370	Good	12/12/2020 7:02 AM
371	Unique	12/12/2020 7:00 AM
372	Good	12/12/2020 6:52 AM
373	Eggs	12/12/2020 6:43 AM
374	segregated	12/12/2020 6:33 AM
375	Fake	12/12/2020 6:31 AM
376	AVERAGE	12/12/2020 6:31 AM
377	Hidden	12/12/2020 6:22 AM
378	Benign	12/12/2020 6:18 AM
379	Inclusive	12/12/2020 5:57 AM

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380	Stable	12/12/2020 5:37 AM
381	Opportunity	12/12/2020 4:20 AM
382	Unaware	12/12/2020 4:14 AM
383	Perfect	12/12/2020 3:36 AM
384	Open minded	12/12/2020 3:27 AM
385	Judgemental	12/12/2020 2:37 AM
386	improving	12/12/2020 2:26 AM
387	Non-existent	12/12/2020 12:17 AM
388	decent	12/12/2020 12:07 AM
389	Ambiguous	12/11/2020 11:58 PM
390	Mcdowell safeway prefer white customers only!!!	12/11/2020 11:53 PM
391	undercurrent	12/11/2020 11:19 PM
392	white	12/11/2020 11:17 PM
393	Great	12/11/2020 10:57 PM
394	Unfamiliar	12/11/2020 10:51 PM
395	Friendly	12/11/2020 10:42 PM
396	minor	12/11/2020 10:39 PM
397	overblown	12/11/2020 10:35 PM
398	Good	12/11/2020 10:35 PM
399	Great	12/11/2020 10:29 PM
400	Friendly	12/11/2020 10:23 PM
401	Mixed	12/11/2020 10:23 PM
402	Political	12/11/2020 10:13 PM
403	Perfect	12/11/2020 10:04 PM
404	Great	12/11/2020 10:03 PM
405	Average	12/11/2020 9:55 PM
406	Tentative	12/11/2020 9:43 PM
407	Fractured	12/11/2020 9:42 PM
408	Unnecessary	12/11/2020 9:41 PM
409	good	12/11/2020 9:33 PM
410	Hyped	12/11/2020 9:32 PM
411	White	12/11/2020 9:30 PM
412	good	12/11/2020 9:29 PM
413	Cautious	12/11/2020 9:26 PM
414	Evolving	12/11/2020 9:11 PM
415	sad	12/11/2020 9:09 PM
416	unknown	12/11/2020 9:06 PM
417	Unavailable	12/11/2020 9:05 PM

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418	Good	12/11/2020 9:05 PM
419	not friendly	12/11/2020 9:04 PM
420	Degenerating	12/11/2020 9:03 PM
421	Segregated	12/11/2020 9:02 PM
422	Tolerable	12/11/2020 9:02 PM
423	segregated	12/11/2020 9:00 PM
424	okay	12/11/2020 8:59 PM
425	White	12/11/2020 8:56 PM
426	Gff	12/11/2020 8:50 PM
427	Fine	12/11/2020 8:45 PM
428	Sensitive	12/11/2020 8:44 PM
429	limited	12/11/2020 8:40 PM
430	Fine	12/11/2020 8:37 PM
431	Quiet	12/11/2020 8:31 PM
432	Nonexistent	12/11/2020 8:27 PM
433	Exemplary	12/11/2020 8:25 PM
434	Good	12/11/2020 8:23 PM
435	Good	12/11/2020 8:19 PM
436	Great	12/11/2020 8:09 PM
437	Invisible	12/11/2020 8:05 PM
438	accepting	12/11/2020 8:03 PM
439	Good	12/11/2020 8:01 PM
440	Difficult	12/11/2020 8:01 PM
441	Mixed	12/11/2020 8:01 PM
442	Good	12/11/2020 8:00 PM
443	Appropriate	12/11/2020 7:58 PM
444	Good	12/11/2020 7:53 PM
445	Cordial	12/11/2020 7:51 PM
446	Perfect	12/11/2020 7:50 PM
447	Fine	12/11/2020 7:50 PM
448	Velleity	12/11/2020 7:50 PM
449	Unknown	12/11/2020 7:48 PM
450	Tense	12/11/2020 7:47 PM
451	Fair	12/11/2020 7:46 PM
452	Unequal	12/11/2020 7:46 PM
453	Minimal	12/11/2020 7:45 PM
454	Great	12/11/2020 7:45 PM
455	Overanalyzed	12/11/2020 7:44 PM

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Attachment 9

456	Peaceful	12/11/2020 7:40 PM
457	Fine	12/11/2020 7:34 PM
458	stereotypical	12/11/2020 7:32 PM
459	unequal	12/11/2020 7:31 PM
460	Striving	12/11/2020 7:30 PM
461	Subpar	12/11/2020 7:27 PM
462	Frustrating	12/11/2020 7:25 PM
463	Unknown	12/11/2020 7:25 PM
464	Excellent	12/11/2020 7:24 PM
465	complicated	12/11/2020 7:21 PM
466	Inclusive	12/11/2020 7:18 PM
467	Good	12/11/2020 7:17 PM
468	Balanced	12/11/2020 7:14 PM
469	Unremarkable	12/11/2020 7:10 PM
470	Strained	12/11/2020 7:09 PM
471	Bad	12/11/2020 7:07 PM
472	Good	12/11/2020 7:01 PM
473	Good	12/11/2020 7:01 PM
474	Divided	12/11/2020 6:58 PM
475	Unknown	12/11/2020 6:58 PM
476	Equality	12/11/2020 6:56 PM
477	Overdone	12/11/2020 6:53 PM
478	Wonderful	12/11/2020 6:53 PM
479	Accepting	12/11/2020 6:49 PM
480	Nonexistent	12/11/2020 6:49 PM
481	Questionable	12/11/2020 6:49 PM
482	Uninformed	12/11/2020 6:47 PM
483	White	12/11/2020 6:46 PM
484	Normal	12/11/2020 6:43 PM
485	Hopeful	12/11/2020 6:41 PM
486	Non-issue	12/11/2020 6:40 PM
487	Evolving	12/11/2020 6:38 PM
488	tepid	12/11/2020 6:36 PM
489	Equal	12/11/2020 6:33 PM
490	Good	12/11/2020 6:32 PM
491	Equitable	12/11/2020 6:32 PM
492	Inclusive	12/11/2020 6:25 PM
493	Fine	12/11/2020 6:25 PM

Petaluma Community Survey

Attachment 9

494	Average	12/11/2020 6:22 PM
495	uproar	12/11/2020 6:18 PM
496	undeveloped	12/11/2020 6:18 PM
497	what.	12/11/2020 6:18 PM
498	Unfortunate	12/11/2020 6:17 PM
499	Fine	12/11/2020 6:14 PM
500	Cucked	12/11/2020 6:13 PM
501	Go0d	12/11/2020 6:06 PM
502	Friendly	12/11/2020 6:03 PM
503	unspoken	12/11/2020 6:01 PM
504	Unknown	12/11/2020 6:00 PM
505	Uncompromising	12/11/2020 5:57 PM
506	Okay	12/11/2020 5:56 PM
507	Unknown	12/11/2020 5:56 PM
508	Ok	12/11/2020 5:53 PM
509	excellent	12/11/2020 5:53 PM
510	white	12/11/2020 5:53 PM
511	Average	12/11/2020 5:52 PM
512	Really progressive	12/11/2020 5:45 PM
513	Okay	12/11/2020 5:42 PM
514	positive	12/11/2020 5:42 PM
515	fair	12/11/2020 5:42 PM
516	Equal	12/11/2020 5:39 PM
517	Good	12/11/2020 5:39 PM
518	declining	12/11/2020 5:31 PM
519	FINE.	12/11/2020 5:27 PM
520	Benign	12/11/2020 5:26 PM
521	Unacceptable	12/11/2020 5:24 PM
522	Disturbing	12/11/2020 5:22 PM
523	INCLUSIVE	12/11/2020 5:21 PM
524	outstanding	12/11/2020 5:21 PM
525	Hidden	12/11/2020 5:20 PM
526	Poor	12/11/2020 5:17 PM
527	Great	12/11/2020 5:15 PM
528	Ok	12/11/2020 5:15 PM
529	Unknown	12/11/2020 5:09 PM
530	excellent	12/11/2020 5:09 PM
531	White	12/11/2020 5:09 PM

Petaluma Community Survey

Attachment 9

532	Average	12/11/2020 5:06 PM
533	Equality	12/11/2020 5:05 PM
534	Respectful	12/11/2020 5:05 PM
535	Bad	12/11/2020 5:03 PM
536	unity	12/11/2020 5:01 PM
537	Supportive	12/11/2020 4:58 PM
538	Challenged	12/11/2020 4:57 PM
539	Broken	12/11/2020 4:55 PM
540	Good	12/11/2020 4:53 PM
541	Unaddressed	12/11/2020 4:51 PM
542	unknown	12/11/2020 4:48 PM
543	Horrifying	12/11/2020 4:48 PM
544	Inclusive	12/11/2020 4:47 PM
545	steady	12/11/2020 4:46 PM
546	White	12/11/2020 4:46 PM
547	Tolerant	12/11/2020 4:45 PM
548	inclusive	12/11/2020 4:42 PM
549	Good	12/11/2020 4:42 PM
550	Good	12/11/2020 4:41 PM
551	Sugar-coated	12/11/2020 4:40 PM
552	Poor	12/11/2020 4:40 PM
553	Indifferent	12/11/2020 4:38 PM
554	Fluid	12/11/2020 4:38 PM
555	Satisfactory	12/11/2020 4:37 PM
556	Good	12/11/2020 4:36 PM
557	Good	12/11/2020 4:35 PM
558	Bad	12/11/2020 4:33 PM
559	Segregated	12/11/2020 4:33 PM
560	Sub-par	12/11/2020 4:31 PM
561	Unknown	12/11/2020 4:31 PM
562	Exemplary	12/11/2020 4:31 PM
563	Fair	12/11/2020 4:30 PM
564	inequitable	12/11/2020 4:30 PM
565	typical	12/11/2020 4:29 PM
566	Poor	12/11/2020 4:29 PM
567	Inclusive	12/11/2020 4:29 PM
568	Average	12/11/2020 4:28 PM
569	OK	12/11/2020 4:27 PM

Petaluma Community Survey

Attachment 9

570	Good	12/11/2020 4:27 PM
571	nondiverse	12/11/2020 4:26 PM
572	Good	12/11/2020 4:26 PM
573	Good	12/11/2020 4:26 PM
574	Ignored	12/11/2020 4:23 PM
575	Fine	12/11/2020 4:23 PM
576	Open	12/11/2020 4:23 PM
577	Good	12/11/2020 4:22 PM
578	Invisible	12/11/2020 4:20 PM
579	Suburban	12/11/2020 4:20 PM
580	White	12/11/2020 4:19 PM
581	Exceptional	12/11/2020 4:19 PM
582	Stable	12/11/2020 4:18 PM
583	Excellent	12/11/2020 4:18 PM
584	Good	12/11/2020 4:17 PM
585	Latino	12/11/2020 4:17 PM
586	Phony	12/11/2020 4:16 PM
587	Equitable	12/11/2020 4:16 PM
588	Compatible	12/11/2020 4:15 PM
589	Good	12/11/2020 4:15 PM
590	Fine	12/11/2020 4:14 PM
591	Great	12/11/2020 4:14 PM
592	distant	12/11/2020 4:14 PM
593	Good	12/11/2020 4:13 PM
594	color-blind	12/11/2020 4:13 PM
595	No	12/11/2020 4:11 PM
596	Uncomfortable	12/11/2020 4:11 PM
597	Inclusive	12/11/2020 4:09 PM
598	nonexistent	12/11/2020 4:08 PM
599	Tenuous	12/11/2020 4:04 PM
600	Scary	12/11/2020 4:02 PM
601	Adequate	12/11/2020 4:01 PM
602	Duplicitous	12/11/2020 4:00 PM
603	Racist	12/11/2020 3:58 PM
604	Unknowable	12/11/2020 3:58 PM
605	segregated more white community	12/11/2020 3:58 PM
606	Moot	12/11/2020 3:58 PM
607	White	12/11/2020 3:57 PM

Petaluma Community Survey

Attachment 9

608	Equitable	12/11/2020 3:56 PM
609	Inclusivel belong to First Baptist Church and we love all our Brothers and Sisters.	12/11/2020 3:56 PM
610	Confusing	12/11/2020 3:56 PM
611	Divided	12/11/2020 3:55 PM
612	BAD	12/11/2020 3:55 PM
613	good	12/11/2020 3:54 PM
614	Good	12/11/2020 3:54 PM
615	Good	12/11/2020 3:54 PM
616	FINE	12/11/2020 3:53 PM
617	nonexistent	12/11/2020 3:51 PM
618	Despicable	12/11/2020 3:50 PM
619	Unspoken	12/11/2020 3:50 PM
620	invisible	12/11/2020 3:50 PM
621	Peaceful	12/11/2020 3:50 PM
622	Fair	12/11/2020 3:49 PM
623	Misunderstood	12/11/2020 3:49 PM
624	Good	12/11/2020 3:48 PM
625	Poor	12/11/2020 3:48 PM
626	Decent	12/11/2020 3:47 PM
627	Non-issue	12/11/2020 3:47 PM
628	Fair	12/11/2020 3:46 PM
629	Fine	12/11/2020 3:46 PM
630	Nonexistent	12/11/2020 3:46 PM
631	OUTSTANDING	12/11/2020 3:46 PM
632	Divisive	12/11/2020 3:46 PM
633	normal	12/11/2020 3:46 PM
634	Ok	12/11/2020 3:45 PM
635	unknown	12/11/2020 3:44 PM
636	Irrelevant	12/11/2020 3:44 PM
637	Ok?	12/11/2020 3:42 PM
638	Good	12/11/2020 3:42 PM
639	Good	12/11/2020 3:42 PM
640	Unsure	12/11/2020 3:42 PM
641	Equal	12/11/2020 3:41 PM
642	amicable	12/11/2020 3:41 PM
643	Troubling	12/11/2020 3:40 PM
644	Neutral	12/11/2020 3:40 PM
645	Ignored	12/11/2020 3:40 PM

Petaluma Community Survey

Attachment 9

646	White	12/11/2020 3:39 PM
647	Vague	12/11/2020 3:39 PM
648	Fine	12/11/2020 3:39 PM
649	Progressive	12/11/2020 3:39 PM
650	Good	12/11/2020 3:39 PM
651	segregated	12/11/2020 3:38 PM
652	Not to bad	12/11/2020 3:38 PM
653	Separated	12/11/2020 3:38 PM
654	Good	12/11/2020 3:38 PM
655	Fair	12/11/2020 3:38 PM
656	Moderate	12/11/2020 3:37 PM
657	Unknown	12/11/2020 3:37 PM
658	Good	12/11/2020 3:37 PM
659	White	12/11/2020 3:36 PM
660	meh	12/11/2020 3:36 PM
661	Excellent	12/11/2020 3:36 PM
662	unbalanced	12/11/2020 3:36 PM
663	Good	12/11/2020 3:35 PM
664	Segregated	12/11/2020 3:35 PM
665	poor	12/11/2020 3:34 PM
666	unknown	12/11/2020 3:34 PM
667	strained	12/11/2020 3:34 PM
668	Awareness	12/11/2020 3:34 PM
669	Friendly	12/11/2020 3:33 PM
670	unknown	12/11/2020 3:33 PM
671	perfect	12/11/2020 3:33 PM
672	Limited	12/11/2020 3:32 PM
673	Great	12/11/2020 3:32 PM
674	Normal	12/11/2020 3:32 PM
675	Acceptance	12/11/2020 3:32 PM
676	Tolerable	12/11/2020 3:31 PM
677	Great	12/11/2020 3:31 PM
678	Unsure	12/11/2020 3:29 PM
679	amicable	12/11/2020 3:25 PM
680	Great!	12/11/2020 3:25 PM
681	Improving	12/11/2020 3:23 PM
682	Monochromatic	12/11/2020 3:22 PM
683	Good	12/11/2020 3:21 PM

Petaluma Community Survey

Attachment 9

684	Absent	12/11/2020 3:20 PM
685	Civil	12/11/2020 3:19 PM
686	Good	12/11/2020 3:17 PM
687	Improving	12/11/2020 3:14 PM
688	Potential	12/11/2020 3:12 PM
689	Changing	12/11/2020 3:11 PM
690	Hidden	12/11/2020 3:10 PM
691	background	12/11/2020 3:08 PM
692	OK	12/11/2020 3:06 PM
693	NONE	12/11/2020 3:01 PM
694	Kinda	12/11/2020 3:01 PM
695	Minimal	12/11/2020 3:00 PM
696	homogeneous	12/11/2020 2:58 PM
697	Absent	12/11/2020 2:58 PM
698	Failing	12/11/2020 2:57 PM
699	Improving	12/11/2020 2:54 PM
700	Excellent	12/11/2020 2:52 PM
701	Weak	12/11/2020 2:50 PM
702	Varied	12/11/2020 2:50 PM
703	Poor	12/11/2020 2:49 PM
704	Ok	12/11/2020 2:49 PM
705	Poor	12/11/2020 2:46 PM
706	Complex	12/11/2020 2:45 PM
707	intentioned	12/11/2020 2:45 PM
708	Pandering	12/11/2020 2:44 PM
709	Great	12/11/2020 2:44 PM
710	Yikes	12/11/2020 2:37 PM
711	Non-existent	12/11/2020 2:37 PM
712	Uncommon	12/11/2020 2:36 PM
713	Naive	12/11/2020 2:34 PM
714	Welcoming.	12/11/2020 2:34 PM
715	hollow	12/11/2020 2:34 PM
716	ignored	12/11/2020 2:33 PM
717	non-existence	12/11/2020 2:32 PM
718	murky	12/11/2020 2:32 PM
719	Tolerant	12/11/2020 2:32 PM
720	Unremarkable	12/11/2020 2:31 PM
721	Awkward	12/11/2020 2:29 PM

Petaluma Community Survey

Attachment 9

722	segregated	12/11/2020 2:29 PM
723	Good	12/11/2020 2:29 PM
724	Lacking	12/11/2020 2:28 PM
725	Uncertain.	12/11/2020 2:27 PM
726	Changes	12/11/2020 2:27 PM
727	HOPEFULL	12/11/2020 2:27 PM
728	none	12/11/2020 2:23 PM
729	Excellent	12/11/2020 2:20 PM
730	Separated	12/11/2020 2:09 PM
731	Good	12/11/2020 2:08 PM
732	underdeveloped	12/11/2020 2:07 PM
733	Petaluma_Nice	12/11/2020 2:06 PM
734	excellent	12/11/2020 2:05 PM
735	community	12/11/2020 2:01 PM
736	Great	12/11/2020 2:01 PM
737	standard	12/11/2020 2:01 PM
738	Fair	12/11/2020 2:00 PM
739	fair	12/11/2020 2:00 PM
740	superior	12/11/2020 1:59 PM
741	Seperate	12/11/2020 1:57 PM
742	comfortable	12/11/2020 1:57 PM
743	Great	12/11/2020 1:57 PM
744	Divided	12/11/2020 1:57 PM
745	GOOD	12/11/2020 1:57 PM
746	Mixed	12/11/2020 1:56 PM
747	Non-existent	12/11/2020 1:56 PM
748	White	12/11/2020 1:56 PM
749	Separate	12/11/2020 1:55 PM
750	Racist	12/11/2020 1:55 PM
751	Non Diverse	12/11/2020 1:54 PM
752	Non-existant	12/11/2020 1:53 PM
753	Fine	12/11/2020 1:52 PM
754	Unknown	12/11/2020 1:52 PM
755	Uncertain.	12/11/2020 1:52 PM
756	Unspokem	12/11/2020 1:51 PM
757	unknown	12/11/2020 1:50 PM
758	Good	12/11/2020 1:49 PM
759	Underwhelming	12/11/2020 1:49 PM

760	Unknown	12/11/2020 1:48 PM
761	Relaxed	12/11/2020 1:47 PM
762	None	12/11/2020 1:47 PM
763	UNSPOKEN	12/11/2020 1:47 PM
764	evolving	12/11/2020 1:47 PM
765	ignored	12/11/2020 1:47 PM
766	tense	12/11/2020 1:47 PM
767	Unaware	12/11/2020 1:46 PM
768	Segregated	12/11/2020 1:45 PM
769	Poor	12/11/2020 1:45 PM
770	Mixed	12/11/2020 1:45 PM
771	Fantastic	12/11/2020 1:44 PM
772	Tense	12/11/2020 1:43 PM
773	Police have way too much of the city budget	12/11/2020 1:42 PM
774	White	12/11/2020 1:42 PM
775	Liberal	12/11/2020 1:42 PM
776	improving	12/11/2020 1:42 PM
777	scary	12/11/2020 1:41 PM
778	worsening	12/11/2020 1:41 PM
779	Fine	12/11/2020 1:41 PM
780	Strained	12/11/2020 1:41 PM
781	Troublesome	12/11/2020 1:39 PM
782	Great	12/11/2020 1:39 PM

Q4 Please explain why you chose that word. (no character limit)

Answered: 750 Skipped: 106

Petaluma Community Survey

Attachment 9

#	RESPONSES	DATE
1	It is my observation that there is little interaction between the races and cultural groups in Petaluma. In many parts of the city housing is largely segregated. I often wonder how many white Petalumans have ever shared a meal with a black or brown person???? Or had folks of color to their house for a social event????	1/9/2021 3:12 PM
2	The true feelings of many Petalumans are hidden. When activists hung posters and murals in favor of BLM, many were torn down. Black people in Petaluma have been yelled at, threatened with cars, and in other ways made to feel unsafe. We need to do more to acknowledge the history of racism in Petaluma among all peoples - Native, Asian, Black, Latinx, and work to be more inclusive. Why would a person of color choose to move here? What a loss to everyone to be so White.	1/8/2021 1:13 PM
3	I've not seen discrimination in Petaluma. I also think there needs to be more inclusion and opportunity for minorities.	1/8/2021 10:10 AM
4	Some young people use the word "sir" and "m'am" . I feel much safer when people do that.	1/8/2021 7:23 AM
5	We just moved back to Petaluma because we like the small town living, but Petaluma is still not as diverse as we would like it to be. However, we are noticing gradual changes and more and more diverse families and folks in Petaluma.	1/8/2021 2:26 AM
6	Lived here my entire life. I see nothing wrong with race relations in this city or county. Most of the issues are created and perpetuated by rabid activists or cherry pick statistics to prove their point. As long as humans are involved in the equation, there will be association bias to some degree or another. It's natural and there's nothing a city is going to do to change that.	1/7/2021 11:10 PM
7	At first blush, Petaluma gives off a very open and accepting vibe. However, implicit bias, fear of those who don't look like the majority is very much present. I may not have experienced hate speech or discrimination but have loved ones you have.	1/7/2021 10:54 PM
8	No issues of racism in this town	1/7/2021 9:09 PM
9	I use to go out a lot downtown and personally I never witnessed anything negative from them, nor unfair. I also have never heard anything negative about them from other people. While I should say up until now I haven't heard anything negative. I've always thought we had a great police department as I've lived and spent time in many other states. Petaluma is one I'd say I'm most proud of.	1/7/2021 8:43 PM
10	People of color don't feel safe in Petaluma. While it may be a small group, Make Petaluma Great Again is creating hate and raising their kids this way.	1/7/2021 7:31 PM
11	My friends and colleagues here appreciate all races and are always looking for ways to be more inclusive.	1/7/2021 7:11 PM
12	As a person in a racial mixed marriage Petaluma culture is full faux white liberal Appeasement and false ideas	1/7/2021 6:40 PM
13	This is a predominately white community. The opportunities to build race relations in town are minimal.	1/7/2021 4:41 PM
14	We have a community with very few folks of minorities, and hence, the chance communication or relationship is quite slim compared to other areas in California and the nation..	1/7/2021 4:36 PM
15	The people that are now openly racist has shocked me	1/7/2021 2:50 PM
16	Because I have lived in places.	1/7/2021 2:19 PM
17	moved here recently, and havent encountered enough diversity to have an opinion	1/7/2021 2:19 PM
18	Even though there is not frequent violent conflict between races, there is discrimination and tension and a sense of not everyone belonging.	1/7/2021 12:58 PM
19	I have not been witness to any police activity involving persons of color so I have no opinion.	1/7/2021 12:36 PM
20	I've had very little contact with nonwhite people in Petaluma.	1/7/2021 12:00 PM
21	See all of God's creation as my brother or sister, choose to show love and respect, dignity and hope for all. Use all my resources to encourage and affirm, help and be helped if situation arises. Keep my heart filled with good intentions and gratitude for every day. Practice and live	1/7/2021 11:16 AM

my values found in God's word. Make sure I enjoy every day on earth, and to spread that value. Life certainly has it's up's and down's, been through many hardships and trials and with the strength and help of all my neighbors, friends, family and others I can be thankful.

22	There just aren't enough people of color here to make an informed decision. I live on the west side of town. I moved to Petaluma knowing nobody else who lived here. The first person to welcome me to Petaluma—with a very warm welcome—was a black man. I loved him instantly! With that welcome, I felt that race relations here must be good. But when I heard that a confederate flag appeared in a parade after the 2016 presidential election, I felt that perhaps race relations are more strained than I believed.	1/7/2021 10:11 AM
23	There is a lack of awareness of the needs of non-white people and communities. Latino community must be encouraged to speak out. Blacks are invisible.	1/7/2021 9:38 AM
24	All my experiences with people of diverse ethnicity have been demonstrated by living and working together in all our shared community activities.	1/7/2021 9:32 AM
25	Petaluma is a town of farmer lineage which tend to believe in more conservative and old world ideals (this was evident with a farmstead touting an assembly line of Trump signs along Lakeville Hwy). With new developments and technological jobs becoming available, there has been a shift of younger generations who have a more liberal approach. Because of this split, Petaluma seems to be divided.	1/7/2021 9:28 AM
26	With understanding that this is what a retired white male sees; relations appear to be accepting of others different than themselves. Which is what I termed "normal" for a CA Bay Area small city. That's what appears to be the case, but this is from viewpoint of one who's part of the majority. It's impossible for someone in my position to really know what's what.	1/7/2021 8:16 AM
27	The races seem to be separate and live in different places in Petaluma mostly.	1/7/2021 7:58 AM
28	My experience is that civic leadership is practicing inclusivity, but the general population holds bias and prejudice on both sides.	1/7/2021 7:39 AM
29	Prior to the protesting, race was not a problem in Petaluma.	1/7/2021 6:41 AM
30	I'm moving there in 2 weeks.	1/7/2021 12:41 AM
31	Recently moved to Petaluma from the South East.	1/6/2021 11:40 PM
32	New resident from racially tense southeast US. Very impressed with the actions and transparency in the information from both the city and police.	1/6/2021 11:25 PM
33	As a white person, I cannot speak to the experience of citizens of color.	1/6/2021 10:18 PM
34	Our community is very segregated based on race, class, and religion.	1/6/2021 9:43 PM
35	I have not experienced race relations through anyone else's experiences.	1/6/2021 9:32 PM
36	Knowing about institutional racism, unconscious bias and white privledge, it's inevitable that those exist here as well as everywhere else in this country.	1/6/2021 9:31 PM
37	There's overwhelming evidence the criminal justice system is racist. https://www.cato.org/blog/why-are-people-so-madthe-police	1/6/2021 9:25 PM
38	I wrote typical because I think Petaluma is pretty segregated and the city and its systems have been generated from the systemic racism in our history and institutions.	1/6/2021 8:58 PM
39	I've never experienced anything detrimental re interacting with people of color. I think it's perhaps to do with where people in general were born and educated how they act during their lives.	1/6/2021 8:42 PM
40	I feel some of the police officers are quick to judge. Maybe cuz the color of my skin	1/6/2021 8:37 PM
41	From all observations it is good	1/6/2021 8:16 PM
42	no disturbances	1/6/2021 8:15 PM
43	Petaluma is a very friendly and all inclusive community. Unfortunately too liberal for my liking and I'll be leaving as soon as possible but still very friendly.	1/6/2021 8:12 PM
44	Ignorance	1/6/2021 7:53 PM

Petaluma Community Survey

Attachment 9

45	Not actively racist yet, in small ways, systemic racism had been and still existed.	1/6/2021 7:50 PM
46	Have not seen racism	1/6/2021 7:49 PM
47	It feels like there is very little racial diversity in Petaluma.	1/6/2021 7:44 PM
48	Because race is not real our skin is light or dark depending on where you come from	1/6/2021 7:39 PM
49	I find these times we are living in, the division in our country and this city, and the breakdown in communication to be unfortunate. This has led to unwarranted backlash against the PPD, which I also feel is unfortunate.	1/6/2021 6:41 PM
50	There is no race related relations in Petaluma	1/5/2021 8:26 PM
51	If race relations in Petaluma were harmonious, we would not be seeing all these live local demonstrations nor would we be seeing so many verbal demonstrations on local social media. We are far beyond the time frame of reacting to the killing of Floyd and other people of color.	1/5/2021 5:28 PM
52	I haven't experienced any issues in regards to my race since living and growing up here	1/5/2021 3:14 PM
53	I have never witnessed any racial problems here in town	1/5/2021 12:44 PM
54	Per Wikipedia quick lookup: The racial makeup of the city [of Petaluma]: 84.16% White, 1.16% African American, 0.54% Native American, 3.91% Asian, 0.17% Pacific Islander, 6.08% from other races, and 3.98% from two or more races. 14.64% of the population were Hispanic . According to 2018 US Census Bureau estimates, San Francisco County's population was 45.4% White (40.0% Non-Hispanic White and 5.4% Hispanic White), 5.2% Black or African American, 34.3% Asian, 8.1% Some Other Race, 0.3% Native American and Alaskan Native, 0.2% Pacific Islander and 6.5% from two or more races. Racial tension between BIPOC students and their white counterparts has been and is ongoing from Jr High through High School and beyond. I believe children often reflect the racial opinions of their parents and peers. As a community we need to be more open to the benefits of diversity through better education and constructive interventions that promote understanding rather than perpetuating the status quo.	1/5/2021 12:35 PM
55	Many Petalumans want to believe that there is no racial issues and then they blame the problems on LatinX community, or as many are fond of saying "the Mexicans" no matter where their ancestral roots lie. Petaluma is not a great place to be black or brown.	1/5/2021 10:42 AM
56	I see no problems of race relations in my neighborhood, but, the news shows some concerns about bias on the part of the police. I hope we can resolve this and respect all races. We all come from the same source.	1/5/2021 10:37 AM
57	We are a welcoming and inclusive community.	1/5/2021 7:41 AM
58	My personal experience with race relations in Petaluma has been nothing short of peaceful. I live in a diverse neighborhood and although we may all have different backgrounds, we are all apart of the loving Petaluma community.	1/4/2021 9:57 PM
59	I don't think that Petaluma has enough multiracial citizens to be able to tell what Petaluma race relations is.	1/4/2021 9:47 PM
60	My experience has been that latent racism and/or unconscious bias significantly impacts the well being of BIPOC community members.	1/4/2021 2:21 PM
61	I've been part of the community for 20 years and have never experienced any issues with race and have been treated fairly across the town	1/4/2021 10:05 AM
62	Events and local reactions over the past year has revealed to me that there are many residents who are ignorant of/unconcerned with the realities and lived experience of bias that people of color in this town face. Others think to be "colorblind" is enough. It is not enough. My hope for 2021 is that true dialogue and openness to each other's viewpoints will replace the toxic divisiveness that has consumed our nation, and reared it's ugly head in our town.	1/3/2021 11:50 PM
63	It's a pretty white town, so I don't see a lot of race relations, but I don't hear about many problems either.	1/3/2021 5:53 PM
64	I moved from somano County where two of it's towns/cities have been named the most ethnically diverse for their size in 2017. I see mainly white people in Petaluma and to me it feels as if we are missing alot of folks in our lives.. I feel as if my new home town is mainly	1/3/2021 5:16 PM

white. I believe there is an undercurrent of not wanting other cultures/ethnicities in our world. Race is a social definition to define and segregate folks. We are all part of the human race.

65	I do not often see persons of differing ethnicities socializing with one another.	1/3/2021 5:11 PM
66	I believe there is a group in town wanting to make it an incendiary issue. They are reactive and angry and don't focus on effective communication and problem solving.	1/3/2021 2:23 PM
67	They seem to live up to stereotypes of small town country police.	1/3/2021 2:18 PM
68	despite the racial mix in petaluma, they tend not to mix in most social contexts. this creates an atmosphere of suspicion, concern, and lack of trust between groups.	1/3/2021 2:05 PM
69	Because ppl are trying to use race as away to shame police officers and their families. I lived here almost all my life and never seen racism against blacks and white so ugly! It seems to be more about Who is more righteous than it is about actually fixing any wrongdoing and problems in our community all sides are attacking each other it's disgusting	1/3/2021 1:17 PM
70	Small groups working to build and maintain tension. Despite efforts to learn and collaborate, these small groups keep the PD from taking part and then mock the PD efforts.	1/3/2021 12:46 PM
71	This city has not embraced diversity and inclusivity -- there are no Latinos represented in leadership in any area of government, Representation Matters,	1/3/2021 11:44 AM
72	There is none. Petaluma has always been a very caring city to all	1/3/2021 8:30 AM
73	Seems that law enforcement officers are disconnected from the community as a group. If the organization is to serve and protect they might better know how to serve the community if they knew more about the members of the community.	1/3/2021 12:35 AM
74	This is an amazing place	1/2/2021 9:16 PM
75	Until Petaluma truly confronts how minorities are clustered into apartments while white families are buying big houses for a million dollars in other parts of Petaluma, or inheriting properties from their families, there won't be true equity. Treating minorities in our community as an out of sight, out of mind issue is a leading cause of our problems in my opinion. Too many white people are blissfully unaware of the injustices that are happening here and now in our community. Desegregating our community would necessitate true action with mutual aid and equity as the central goal for our community, only then can we grow and flourish as a city.	1/2/2021 8:46 PM
76	When I first moved here Petaluma was much whiter than it is today. I taught high school and observed that students self segregated around race far more than they do now. I believe that students are far more racially tolerant today than they were thirty years ago--a good thing.	1/2/2021 2:43 PM
77	I believe people should be accountable for their actions. If you are a thief or destroy other people's property, you should be punished. Cancel culture, no accountability, make everything about a person's skin color rather than their character and morals is wrong. It just excuses bad behavior, enables and entitles people to continue to disrespect our law enforcement, our flag and our country.	1/2/2021 12:09 PM
78	Not enough diversity to understand if we have good or poor race relations. There are many Latin x people typically in poor economic conditions, multi family housing and poor access to health care	1/2/2021 10:50 AM
79	I see it as improving. I follow the law an have never had an issue	1/2/2021 7:14 AM
80	We need leadership that understands the importance of representation. In a city where more than one in 5 residents are Latino, there is a lack of Latino and minority representation in government.	1/1/2021 11:47 PM
81	Duh!	1/1/2021 10:32 PM
82	Way to much racial profiling	1/1/2021 9:50 PM
83	There is a sector of the population that feels that the Black Lives Matter movement favors the BIPOC too much without understanding the systemic racism and discrimination faced by the BIPOC on a daily basis.	1/1/2021 8:35 PM
84	I support black lives matter and have been confronted because of it.	1/1/2021 7:08 PM
85	The conversation with a Black Man was a great effort. It would be great to see more efforts	1/1/2021 5:45 PM

	with the Latinx community	
86	The city is segregated	1/1/2021 4:51 PM
87	Like almost every police force in the USA, your force unfairly targets Black and non-Black POC, doesn't bother to question problematic procedures and protocols, and the list goes on and on.	1/1/2021 1:56 PM
88	The problem has always been there but through the generational change every body to be the most important. To many new laws that don't make any sense. Remove lot laws that are not even utilized .	1/1/2021 6:29 AM
89	We purport to be inclusive but our policies from housing to transportation do not support non-privileged residents.	12/31/2020 11:52 AM
90	Since I was a child I have witnessed racism. I remember especially in high school. I would pretend and say I was white to not get harassed. I remember other students on the weekends would drive by and through stuff and yell at the latinx/immigrant Day workers. The n word was always used and now as an adult (36) I see many of the same issues. I lived for 12 years in Oakland and San Francisco and the whole vibe up here is so different. Very close minded, racist and white centric.	12/31/2020 10:16 AM
91	Petaluma is a notoriously white community, as Petaluma rapidly gentrifies with little to no housing options for the lower class, we are seeing an intense white washing of the community. It's deeply disappointing.	12/31/2020 9:52 AM
92	I get pulled over in Petaluma and asked if it is my car regularly. It deters me from wanting to spend time in my car as a black woman, but I am no safer on the streets. It's clear from the BLM display vandalism that there is an alarming amount of racist people who feel comfortable being that way that reside in Petaluma.	12/31/2020 9:42 AM
93	While there's certainly some tokenism, the city is overwhelmingly white both in ethnic makeup and power structure.	12/31/2020 9:41 AM
94	I believe there are inadequate opportunities for connecting with BIPOC residents.	12/31/2020 8:59 AM
95	lived in petaluma for 45 years, have never seen an incident of racism	12/31/2020 8:09 AM
96	I feel that Petaluma is a pretty inclusive city. There's a good mix of respectful liberal and conservative people here but the one thing that stands out is that the people in this city are pro-family. Petaluma is filled with hard working folks regardless of their race.	12/31/2020 8:03 AM
97	I have had very positive and very negative experiences with the police, some of the older police are great and the young cops tend to be very aggressive. I have also had older cops treat me poorly but that was 10-15 years ago(I assume they have retired since then, since I have not seen them anymore.) One police officer that was very young was super aggressive when we first met. I was the designated driver for my friends and I was hassled a lot for someone who didn't go out and was woken up at 3am to pick people up. this same officer and I have had other encounters over the years and he has mellowed or learned better ways to interact with the public so I have seen vast improvement I hope. Other young cops like Nick rockalleno(I'm sorry its misspelled if you see this) that officer has always been professional and fair, firm yet not aggressive. I will also say Art Fahrina has been great to work with when I reported a flipped car. I want to give a shout out to other k-9 officers that have come by my work to help train their dogs my smelling the clean money in the safe's. I had a very positive look on the police and I have had negative experiences and that can sour a persons view. it will take multiple good experiences to change one bad experience.	12/30/2020 2:29 PM
98	On going treatment of the BIPOC community ans with the recent accusations of the Hispanic couple accused of a crime and their pic being taken prior to evidence has escalated the discourse	12/30/2020 8:02 AM
99	Personal encounters with offices left me feeling embarrassed for reaching out to them in the first place. It's difficult enough to call for help but then not being taken seriously was very upsetting. However, I began to realize that the officers have not had proper training when dealing with an overwhelmingly fearful woman.	12/29/2020 7:28 PM
100	comparing race relations to any other multi-race location in the world, we would have to be near the top.	12/29/2020 1:33 PM

Petaluma Community Survey

Attachment 9

101	They seem more responsive and helpful than they were 20 or 30 years ago.	12/28/2020 8:03 AM
102	I am pretty new to Petaluma, so don't have a strong feel for race relations here. There have been incidents related to Black Lives Matter and I speculate that this element of the community (and perhaps in surrounding communities) has existed for many years. So I chose "steady" to mean that there seems to be a reasonably good environment for race relations in Petaluma with challenges as we would expect to have as a community in California, which is in the United States.	12/27/2020 8:02 AM
103	Like the rest of our society it is built on white supremacy and unfortunately that doesn't exclude our city. Unconscious and conscious bias occur everyday. Racial profiling and hate crimes occur. Our children are taught hate, bigotry, and racism by the sytem and those raised in it.	12/26/2020 5:58 PM
104	I just recently moved back to Petaluma, but I was born and raised here. Petaluma is somewhat of a diverse town but that diversity has rarely been celebrated and woven into the fabric of this town. I do believe that both the community and it's members are improving but I would love to see more public recognition of all races and cultures that make up the fabric of this city.	12/24/2020 9:01 AM
105	I believe that there is a greater sense of awareness and movement toward a move inclusive environment. There is still need for improvement.	12/23/2020 8:24 PM
106	I have the impression that people have good intentions of equity, inclusivity, and anti-racism but I don't see the deeper work at understanding structural and institutional racism or bias, true attempts at connecting with community members that want changes, or real decisive changes being made. For this reason, race relations, or statements about good intentions appear superficial.	12/23/2020 5:39 PM
107	I don't think a single word can describe race relations in Petaluma (or anywhere). In my personal experience I have not had negative interactions with people of different race nor have I heard of instances where an issue of race occurred here in our town. However, I do not want to use a word like "harmonious" or "non-existent" to describe race relations in Petaluma because I expect that there have been occurrences in which race may have played a factor elsewhere in town.	12/23/2020 11:12 AM
108	Never witnessed Anything that wasn't good	12/22/2020 7:04 PM
109	I have several relives living here. Some are nonwhite. From talking to them, I can conclude the nonwhites feel they are simply tolerated. Among the white conservatives, there is a belief that nonwhites sponge off of our welfare. It is different for farm laborers, who are viewed as essential.	12/22/2020 6:34 PM
110	Seeing comments on posts regarding race on fb. Too many people with their head in the sand who think racism isnt an issue here.	12/22/2020 8:20 AM
111	Not sure why you are asking me, a white woman homeowner. I read through Dear Casa Grande and Dear Petaluma High comments, and the children of Petaluma who aren't white and straight don't feel safe or supported. I know of three situations where BLM organizers have gotten threats, and among my casual contacts at the dog park, I hear a lot of disparagement.	12/22/2020 1:15 AM
112	Petaluma is overwhelmingly white, but racial groups that do exist tend to be fairly segregated. Most of the white population exists in a bubble in which it doesn't think much about the needs of other communities, and assumes that race relations must be just fine because it's a politically liberal area. So any problems related to race that do arise tend to get ignored.	12/21/2020 9:11 PM
113	I was a Petaluma Police officer for 13 years and a resident for 30 years. I have seen the compassion and love from the officer's of the department towards people of all races!	12/21/2020 7:17 PM
114	Do not see people of color represented in civil service jobs.	12/21/2020 3:46 PM
115	Current climate of racist accusations and defensiveness of white community members. (both sides contributing to lack of movement and common ground)	12/21/2020 1:50 PM
116	Officers do not have cultural competent training, are not sufficiently trained to deescalate, and do not seem to value human life, equally. Yet, they are nice people.	12/21/2020 10:27 AM
117	I am not aware of any deep systemic issues in Petaluma stemming from PPD or city government. But there are deep systemic issues in society. And government staff come from	12/21/2020 7:18 AM

society at large so there is potential for bias and continuing to act like you've been taught to act or experienced growing up. It's a wonderful wake up call, so we all need to open our eyes and pay attention and grow.

118	I don't see many blacks. Latinos yes.	12/20/2020 8:48 PM
119	Neither one way or the other	12/20/2020 7:48 PM
120	Call it white privilege or whatever you want but I'm unaware of any great disparity in treatment of various ethnicities by PPD.	12/20/2020 6:05 PM
121	We are not Portland progressive but not the South either.	12/20/2020 4:13 PM
122	seems to be some acceptance, but not better than most cities	12/20/2020 3:42 PM
123	It's a primarily white town and it's rare to see interaction that demonstrates integrated community.	12/20/2020 8:03 AM
124	Lack of diversity in City government and elected officials. Police department discriminate against people of color. Example: the latest Michael's incident where a falsely accused couple's faces were published. The old white man who tore up the BLM posters at Leghorn and accosted young middle school kids with their parents was never charged or invited to the station. A white guy getting pulled over on Rainier for speeding, few minutes later another white guy came to talk to police and never got a ticket contrast this to a Hispanic fruit vendor with face on pavement in cuffs on Adobe Rd.	12/19/2020 10:24 PM
125	Saw the video re conversations	12/19/2020 6:34 PM
126	First of all, Petaluma is NOT racially diverse. Ethnicity exists in a vacuum. For many, there is distrust when they see people of color because they assume "they are not from here"	12/19/2020 1:32 PM
127	We need to look race relations in the face, addressing the implicit biases in all government departments, and inequalities in living conditions, wages and opportunities for BIPOC in Petaluma. Hate crimes need to be prosecuted.	12/19/2020 1:15 PM
128	I really don't know what it is....I see so few blacks and have so few encounters I don't know what the racial climate is. I believe there are many more Hispanics but never see or hear anything derogatory about any race.	12/19/2020 1:08 PM
129	My kids' school, my church, after school programs are mostly white (a lot of that is on my because I chose them). To find POC I need to make an effort. I wish it weren't like that.	12/19/2020 11:52 AM
130	As a white person I honestly cannot even comment on that, because it's so easy for white people to live separate white lives in Petaluma and hardly interact with people of color at all. I wish it wasn't that way. Petaluma is primarily a white space from what I see around me. I have no idea what it's like for a person of color to live in Petaluma. (I signed up for the roundtable/outreach discussions that were held in the summer but they were booked full and I couldn't participate; I know that there are citizens trying to change this and making efforts.) There aren't many people of color in the police department nor in local government which is indicative to me that "race relations" cannot be good from the perspective of the non-dominant populations.	12/19/2020 11:28 AM
131	I do not interact with anyone in Petaluma other than a handful of friends.	12/19/2020 10:02 AM
132	Race is not an issue here. Its being pushed due to a specific race based narrative.	12/19/2020 9:58 AM
133	Open to ideas and thoughts	12/19/2020 6:59 AM
134	Petalumans are not friendly unless you are white. The schools are run by xenophobic individuals who destroy our children's perception of being solid, friendly, inclusive humans beings because their horrible biases toward people of color and therefore you have generations of young people who are as intolerable of others just like their parents are. It is sad and appalling.	12/18/2020 10:53 PM
135	I feel like Petaluma needs more equality when it comes to housing. There are not enough studios or apartments.	12/18/2020 10:09 PM
136	Systemic racism, including racial profiling is denied in our community. When we pretend to not notice skin color we can also not notice that Black Lives Matter	12/18/2020 10:06 PM
137	The Latino community is being racially profiled by police and others	12/18/2020 8:49 PM

138	Throughout high school, I saw an overwhelming amount of racism and terrible race relations between fellow students. Throughout my time living here in Petaluma I have witnessed the same deep rooted, ignorant racism in grown adults, consequently impacting their children.	12/18/2020 8:11 PM
139	I have never once seen a single sign of racism in any of the schools my kids have attended or in the community.	12/18/2020 7:13 PM
140	It is not a problem	12/18/2020 6:49 PM
141	I have not witnessed any problems.	12/18/2020 6:23 PM
142	Racial relations and issues were not an issue here in Petaluma until the events of this past year. Racial problems are being used as a tool by the radicle left groups in town to try and disrupt our way of life. The only injustice I see happening in town is directed at anyone with a conservative point of view.	12/18/2020 4:02 PM
143	Because everybody I see is getting along. We are all human.	12/18/2020 1:55 PM
144	Every race group in Petaluma keeps to themselves.	12/18/2020 11:58 AM
145	There are no issues.	12/18/2020 11:57 AM
146	The,"Barnyard Aristocracy " still prevails. People still move into this town, bringing their prejudices with them. There were only three black teachers in The public schools in Petaluma. Today I do not think there are any. The Catholic Church isn't much better. The catholic high school let their only b two black go. I do not think there any black students there. Why does our police department need 47 automatic rifles that would have been banned during WWII.	12/17/2020 8:06 PM
147	In my experience, people of different races don't mingle socially, only at school or on the job. The white and latino communities concentrate in separate neighborhoods.	12/17/2020 3:02 PM
148	I chose lacking because not much effort is put into many Petaluma people embracing interaction with many races. As a personal experience, I had someone tell me directly after attending a Sunday Mass, that our family couldn't be friends because her family had friends that equated her family. You can imagine how I felt. That incident has remained with me since 1979. Another incident was a Catholic school teacher telling me that my child didn't have role models at the school. In words not spoken, she was saying that my child didn't fit in because she had no one of the same racial background to relate to. What my child related to was respect as a human being. Role models don't need to be the same gender, race, or ethnicity. People of all backgrounds need to be respected. Many people of color are invisible to some racial groups and are often excluded.	12/17/2020 12:42 PM
149	As far as I can tell, the population of minorities in Petaluma are mostly minor. But from reports I've read, there hasn't been any issue in treating these communities any different than any other. Keep up the good work, and thanks for the difficult work that you do do.	12/17/2020 12:09 PM
150	No known issues at schools or out in community.	12/17/2020 5:50 AM
151	Beacue white, land-owning dairy families dominate the culture of Petaluma. I know this from growing up here.	12/16/2020 5:12 PM
152	I have not personally seen any instances of racial inequality except for situations involving adolescents when I worked at a High School.	12/16/2020 12:29 PM
153	Our Latinx community is unacceptably marginalized in so many ways. I regularly witness acts/voices of racism from whites in our community towards POC. the rural population of our community is stuck in a racist reality they do not self-perceive.	12/16/2020 11:31 AM
154	I've had one experience that required reporting to the police. Racist grafiti painted on the walls in my apartment building.	12/16/2020 11:22 AM
155	In schools and in public our community is mainly made up of white and latinx individuals.	12/16/2020 9:15 AM
156	Because although my daughter, during half of her 1st grade year in a public school was one of only three children in her 33-student class in a public Petaluma school was, in fact, treated as a minority, we were fortunate and lucky to find a charter school that's not predominantly Hispanic and taught in a foreign language. Thank you for Live Oak Charter School!! They've ultimately made the obvious "race" issues tolerable.	12/16/2020 1:28 AM
157	The only reason this question is being asked is PPD has been put on the defensive by radical	12/15/2020 8:43 PM

	hate groups like BLM.	
158	Not enough inclusivity. We need a more diverse community	12/15/2020 7:19 PM
159	Because I do not encounter many other races that white. Sometimes at parks and my son's school I do but I have to make an exerted effort to connect.	12/15/2020 7:03 PM
160	It doesn't seem like race relations was on the list of priorities until the BLM movement, now it feels like its on the radar, but still little has been done to address it. It is very much an issue for our community, but it feels like for our leaders who don't get negatively affected by it personally (aka benefit from the privilege's of white/light skin), it hasn't been very top of mind. It would be great to see efforts like the County is doing with the Department of Equity to invest in a dedicated staff person to advance this work. Ideally, that role could work closely with a Climate or Sustainability position as the two issues need to be addressed in parallel, and closely affect each other.	12/15/2020 4:44 PM
161	I had a black family as next door neighbors for almost 40 years. We had no problems. My daughters best friend in high school was a black girl many years ago.	12/15/2020 3:52 PM
162	It seems that while many people in Petaluma are very kind and well meaning, they are also uneducated about the racial issues non-white people face. Since the majority of the city is white and has been for a long time, it seems that the residents haven't been exposed to racial issues and so think it's fine to leave their beliefs unchallenged. There are definitely some great people recognizing this and starting to learn but it seems it took George Floyd's death to even spark a survey like from being of a wide public interest.	12/15/2020 3:23 PM
163	Being an older white woman, I have no idea how people of different ethnicities are treated here, though I can guess.	12/15/2020 3:11 PM
164	The ratio is predominantly white, although there is more diversity in the past few years with migration from SF & Marin.	12/15/2020 2:50 PM
165	I know there are people of color living here but I feel they are not really represented in any way.	12/15/2020 2:27 PM
166	Majority white population here. Not much visibility re other races except media recognitions and encountering retail workers of mostly Latino service workers. Assimilation seems slow due to white majority.	12/15/2020 1:56 PM
167	few minorities except Hispanics so not much in terms of race relations	12/15/2020 12:50 PM
168	I see no problems. I worked in the school district for 21 years. I never saw a problem.	12/15/2020 12:41 PM
169	Petalumans, White progressive Petalumans in particular, behave and talk about equality and people being "nice" to each other and seem to genuinely believe that things are great here for people of all races. This denial of the racially divided history of our town and how that impacts policy and community today, coupled with the denial of current challenges that face our neighbors of color in a town dominated by White people in positions of power, makes it very hard to actually do the work necessary to make sure we remove any laws or city practices that unfairly impact BIPOC while also reinforcing discriminatory practices in the rest of the Petaluma residents.	12/15/2020 12:32 PM
170	I have no issues in Petaluma.	12/15/2020 12:32 PM
171	I listen to my clients and the way they talk about people who are not white.	12/15/2020 11:20 AM
172	I am not aware of any race issues in Petaluma. I do not understand the need for this survey.	12/15/2020 10:10 AM
173	We have an awesome police department that is helpful and of service.	12/15/2020 9:43 AM
174	While far from perfect they are much better than elsewhere.	12/15/2020 6:15 AM
175	I have never experienced anything but fair and non racist communications with the police	12/15/2020 1:15 AM
176	Truthful	12/15/2020 12:26 AM
177	I have never witnessed any prejudicial acts or words in Petaluma, and there are a number of different ethnicities and cultures living here. People in Petaluma are very accepting.	12/14/2020 11:30 PM
178	I have never seen anyone treated differently because of their race.	12/14/2020 7:37 PM
179	I have only lived in Petaluma for a few months and due to the pandemic I haven't been out in	12/14/2020 6:24 PM

	the community	
180	It's not perfect, and there are still "red-necks" and thoughtless people who are openly racist, or subconsciously have implicit bias that affects race relations. But it is much better than were I lived in Texas before moving here 18 years ago.	12/14/2020 4:40 PM
181	Because I haven't heard/read about it so am unaware of it,	12/14/2020 4:28 PM
182	The vast majority of our population is white. Latinos are the second most populous at ~20%. I believe the majority of whites here don't think they're biased, but I hear people pointing out someone's race or ethnicity (when it's different than theirs) in conversation unnecessarily. It's not done to physically describe someone. And although it's innocent, it still reflects a white-centric view.	12/14/2020 3:14 PM
183	People judge each other on things like character or merit, rather than skin color, gender, etc.	12/14/2020 3:04 PM
184	There's a progressive mindset overall (BLM posters, etc); but there are still many issues surrounding race. A good example is the S.F. Chronicle food writer who came to town to review What a Chicken and had a racial insult hurled at him from a passing truck.	12/14/2020 2:59 PM
185	Because, having been in business for 33 plus years in this city (now retired) I found that all my clients were good and accepting people.	12/14/2020 2:21 PM
186	I have never witnessed any conflicts.	12/14/2020 12:38 PM
187	I think there is a lot of prejudice against black and brown people, especially from some of the long-time Petaluma folks. It is not overt, but it exists.	12/14/2020 11:52 AM
188	I feel like the majority of our community members are committed to working on equality for all.	12/14/2020 11:25 AM
189	I find that the part of the city I live in is largely white (western side). I understand that there is a large Latino community, but other than that, there is not a lot of racial diversity here. I am not aware of much racial profiling, or police harassment of whites or Latinos. I suspect that I should add there is a goodly homeless population and my sense (but not experience) is that there is a good tolerance for them.	12/14/2020 10:33 AM
190	While I have not heard any negative about race issues in Petaluma I am sure they probably are happening	12/14/2020 10:24 AM
191	I worship and am in recovery with a number of african-american and hispanic people here and have not observed any problems relating to them.	12/14/2020 10:23 AM
192	I don't know what LatinX means. So far no one has harassed me, but I look "white," I was born in Cuba and my first language was Spanish.	12/14/2020 9:43 AM
193	We have very little racial diversity in Petaluma. What we do have is pretty segregated, with clear dividing lines between the east and west side.	12/14/2020 9:25 AM
194	I feel that Petaluma is certainly more inclusive than most of this country, but there still is an intolerant presence here that I hope is just a loud minority...	12/14/2020 9:02 AM
195	I have heard and seen such a backwards way of behavior over the last four years. Racism with adults and teens has pivoted backwards.	12/14/2020 8:26 AM
196	There is still lack of trust but progress is being made. Petalumans have open minds and hearts and this issue will take time to heal, itself but we will not stop until there is fairness for everyone.	12/14/2020 8:20 AM
197	We appear to be a society extremely dominated by white people and norms where there are few minorities other than Latins and those people are largely hidden.	12/14/2020 8:12 AM
198	Because we don't have a problem in Petaluma	12/14/2020 6:58 AM
199	Petaluma still holds a lot of outdated ideas. The old guard still runs the show. Time to embrace antiracism, not color-blindness. Invite diversity and equity. Rumor has it men still get paid more than women in Petaluma. How about fixing that for starters. Does Petaluma want to draw from a strong, diverse population of people as employees? Get that Equity, Diversity & Inclusion Committee going. One that is made up of City employees from various departments and backgrounds (if possible) and another one that invites input regularly from the community. Petaluma is still a nice place. It just needs to evolve/move forward. Acknowledge the flaws and move through them.	12/14/2020 6:37 AM

200	Difficult to come up with one word. I think lack of empathy comes to mind.	12/14/2020 5:24 AM
201	Race Relations? Petaluma? Please define "Race Relations". I have lived on the "South Side" of Chicago -Beverly. That's where my family is from on my mother's side. Quite a comparison. I've experienced reverse discrimination. A few times. Other races and cultural backgrounds. I see frustration and unhappiness by many people.	12/13/2020 11:15 PM
202	I believe that residents latch on to alleged race relation problems simply as a way to say they want to vote for the Democratic party. Whereas there may be one or two persons who occasionally bully others in the name of 'race', it's definitely not widespread. I've lived in cities and been at schools where I was in the minority (race wise), and loved it.	12/13/2020 10:47 PM
203	Because there is no issues	12/13/2020 10:07 PM
204	By 'testy', I meant that we live in a predominantly white middle class community, in which the local nonwhite minority community is largely working class. This is also a very mixed community in terms of political orientation. Petaluma is home to a dizzying array of perspectives from quasi fascist on the right to progressives and socialists on the left. This - when combined with a racist in the White House for four years who seems determined to fuel the worst in many of us - makes for 'testy' race relations.	12/13/2020 9:32 PM
205	No personal knowledge that it is better or worse then in the rest of the country. Which is, on the whole, not great.	12/13/2020 9:03 PM
206	I live in town where it appears to me to be 90% white people. There is not much diversity apparent in Petaluma. If housing prices continue upward it will be for the privileged only regardless of race.	12/13/2020 9:01 PM
207	Witness several instances of harassment of BIPOC residents during Black lives celebrations throughout 2020. Witnessed a racist attack at Leghorn park. Witnessed a racist attack at St. Vincent De Paul Church. Watched a video of Petaluma police aiming a laser sighted handgun at a mentally ill person for easily 10 minutes straight while escalating the situation with a barking dog and 5 police cars.	12/13/2020 8:43 PM
208	There is a lot of white supremisists in town	12/13/2020 7:49 PM
209	This is a made up "problem" by the radical leftist mob.	12/13/2020 7:07 PM
210	There is an underlying racial tension that everyone tries to ignore or sweep under the rug when it pokes its head out periodically.	12/13/2020 7:06 PM
211	I think people skim over serious race related issues in order to avoid uncomfortable conversations.	12/13/2020 7:03 PM
212	Being a predominately white community creates adverse stereotyping of POC.	12/13/2020 6:46 PM
213	No popular incidents or day to day incidents of racism to my knowledge.	12/13/2020 6:40 PM
214	I'm not aware of any serious conflicts.	12/13/2020 5:54 PM
215	There aren't nearly enough race relations in this city. Not only do you not see representation, the city is hardly active in providing direct person to person support in colored neighborhoods. If a city government is willing to show some sort a representation, the city needs to make it a priority to directly meet with them. It is not the responsibility of a community member to reach out, it is the city's responsibility to extend their aid in the most direct way possible.	12/13/2020 5:31 PM
216	Not great and groovy.	12/13/2020 4:50 PM
217	Petaluma is mainly white; the next group is hispanics. I have not seen hispanics participating in city gov.	12/13/2020 4:24 PM
218	We do not have a race problem in town. It is being raised & brought in by unhappy souls who wish to antagonize our fine members of Petaluma public safety. The elephant in the room is that POC tend to not follow the law & resist arrest. Where's the responsibility of their community to educate themselves on being better human beings?	12/13/2020 4:06 PM
219	a 1 time family only	12/13/2020 3:50 PM
220	because a group of white people aggressively counter-protested a BLM demonstration and police did nothing to protect the BLM protesters; because Black people are harassed by people	12/13/2020 3:26 PM

in town; because businesses that publicly show their support for BLM are negatively targeted on social media; because police showed up in disproportionate numbers for a peaceful BLM demonstration led by POC

221	I moved here from the East Bay and was immediately struck by how homogenous Petaluma and all of Sonoma County is. While I appreciate the Black Lives Matter mural by the library, I would like to see more diversity represented in our leaders and our businesses and in our neighborhoods.	12/13/2020 3:19 PM
222	Because I have not experienced nor witnessed any race problems in 32 years of living in Petaluma. My neighborhood is diverse, friendly and everyone gets along well. The downtown area is the same.	12/13/2020 3:15 PM
223	I based it on what I see from day to day	12/13/2020 3:08 PM
224	Petaluma has many groups from agriculture farmers, yuppies, homeless, middle class, multi family residences, professional people, and people on government assistance. All this seems to determine attitudes toward race. The offsprings of these people continue the attitudes as well!	12/13/2020 2:57 PM
225	Races live separate lives in Petaluma groups stay within their own race.	12/13/2020 2:02 PM
226	It's not a judgement or anyone's fault per se but Petaluma remains like 95% white. We NEED diversity. I realize that's more of an economic issue so let's address it as an economic issue then. What can we do to bring more diversity to Petaluma over the next 5-10 years? If we don't, we'll look isolationist and in our own little white bubble of privledge.	12/13/2020 1:21 PM
227	Because I have lived here my whole life,new a lot of officers.	12/13/2020 1:17 PM
228	Race relations in Petaluma have been largely ignored. The Latino/a population exists separately, the few black Americans are just expected to assimilate, the high school atmosphere (the students) has always been mixed with a lot of racial tension and a large group of "white supremacists"	12/13/2020 12:57 PM
229	Because it's never been examined	12/13/2020 12:43 PM
230	ZERO traffic enforcement within the Petaluma city limits. The electronic speed limit sign on Payran Street @ Rio Vista Way regularly depicts drivers speeding at 40-60 mph in a 25 mph speed limit zone. Oftentimes the police are behind the perpetrators speeding excessively right along with them. The inept police regularly utilize their blaring sirens at 1:30 am, or even later, effectively waking everyone on Payran St. and the surrounding areas. More of a police presence patrolling within the city limits deters law-breakers. A child or a pedestrian is going to end up dead before the police even consider enforcing traffic laws on Payran St.	12/13/2020 12:40 PM
231	I'm of the "entitled" group in terms of race. I'm in a racial bubble too.	12/13/2020 11:22 AM
232	I feel like a lot of people aren't aware of struggles that Latinx and Black people have had, but that also, people do have the capacity to get along on an individual basis. I've seen this in my classroom and at my school.	12/13/2020 10:59 AM
233	Seems to fit	12/13/2020 10:55 AM
234	When I look at and reflect upon what's happening in the rest of the country, I feel like Petaluma has significantly fewer of the issues the rest of the country is experiencing.	12/13/2020 10:45 AM
235	Making everything about race is RACIST!	12/13/2020 10:19 AM
236	Until recently, (Nation wide incidents) I had no idea there were issues locally and our citizen were not feeling heard and feeling left out of the conversation on issues which directly affect them.	12/13/2020 10:14 AM
237	being of Mexican decent I have never felt or experience any negative reactions in Petaluma.	12/13/2020 10:03 AM
238	We have almost no black people here.	12/13/2020 9:32 AM
239	as a white woman I don't really have an understanding of how it feels to be the minority or to feel unwanted or profiled. I want everyone to feel welcome and included.	12/13/2020 9:06 AM
240	I do not remember encountering hostility by other Petalumans with all races	12/13/2020 8:50 AM
241	The police department forms there own option without regardless whatout the facts are	12/13/2020 8:34 AM

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242	Do not have interactions with other races.	12/13/2020 8:34 AM
243	I don't feel there is much racial diversity in Petaluma (I could be wrong).	12/13/2020 8:02 AM
244	Although we have a small Black population and a larger Latinix population, relations amongst the races in Petaluma seem tenuous since change could come, dependent upon either White, Black or Latinix demands/expectations.	12/13/2020 8:01 AM
245	I live next to Leghorn Park. I had experienced my kids being called Nigger at their Petaluma public schools multiple times and knew by the response of the schools and parents involved that Petaluma was totally behind on acknowledging equity and racism, but the OVERT racism on display this summer over the social movement BLM posters really sealed the deal on how unsafe, unprotected and uncared black people are here. As a white person raising black kids I can attest that the majority of white people are not thinking about race, not caring, not considering race. They historically created this lie and construct of race- they benefit from it, their kids reap every ounce of privilege and they simply have no incentive to open their eyes or have empathy or frankly any courage on this issue. I'm almost 47, have lived in 4 countries and many cities in US. Living in Petaluma is by far the most unsafe I have ever felt in my life. We haven't even lived here 3 years yet and it's the first place my teenage sons were called Nigger MULTIPLE times. We have a truck drive by our house slowly with a DON'T TREAD ON ME flag and stare at our home, we have THREE cops who live on our block, one who openly dismissed the Leghorn Park signs and talked about inciting violence to protesters, none of these officers help with anything- maybe themselves? They fly their Blue Lives Matter flags.	12/13/2020 7:54 AM
246	I have never interacted with anyone from the city that related to racial issues	12/13/2020 7:20 AM
247	It is based on my impressions that people tend to congregate with other who share their race/ethnicity.	12/13/2020 7:18 AM
248	Always treated with respect	12/13/2020 5:20 AM
249	We do not do anything to make races other than white feel more comfortable, or more welcome. We don't do anything really to make whites feel more welcome, do we? We have a looming eviction crisis, and millions will lose unemployment at the end of the month. A LOT of folks that may never have really suffered privation are suddenly going to be faced with it. And we are literally not doing anything to help mitigate this impending tsunami of misery. And if folks that never would have faced privation suddenly are ... what about the millions that were living check-to-check before COVID? What about the elderly? How much have we done to help them? The state has to have made provisions for this, surely? Are they sitting on their hands and waiting for DC to send a few trillion? We have known for 2 decades that we were under a serious deadline regarding climate change. We have known the consequences that faced us for failure. California is not Wyoming. Even when we had Republican governors, they were not committing treason and engaging in sedition on a daily basis. If we have, almost literally, done nothing to help ourselves or the planet regarding climate change, I am confident race relations in Petaluma was further down the list of priorities. NOT that it should not be prioritized, just that not a lot of effort has gone into it.	12/13/2020 3:48 AM
250	I've never experienced , heard of or read of any race related problems in our city.	12/13/2020 3:19 AM
251	Caucasian and Latinix relations are divided between its oldest families.	12/12/2020 10:19 PM
252	People of color and Latinos have not been provided an opportunity to meaningfully engage. Too often white -led groups like Petaluma People services and others are representing us, but it's not the same as engaging people directly.	12/12/2020 10:18 PM
253	I have not heard of or witnessed any acts of racial discrimination in my time in Petaluma.	12/12/2020 9:18 PM
254	All my interactions have been fair and kind with members of law enforcement	12/12/2020 8:54 PM
255	Most likely better than most. I particularly applaud the Petaluma Police Department standing up in a leadership role engaging with Uncomfortable Conversations with a Black Man.	12/12/2020 8:30 PM
256	I know no one personally who has been harassed to the extreme. But am sure there are instances I am not aware of.	12/12/2020 8:29 PM
257	I have not observed or experienced any issues with race and have found the Petaluma PD and staff to be respectful and professional.	12/12/2020 8:27 PM
258	People are kind and this city is home. It is friendly, since I know we have the protection and	12/12/2020 8:27 PM

safety of the Petaluma Police Department.

259	The population of Petaluma is by far us privileged white folks. It is easy to live here without running into any one of a different skin color and be blind to the needs of any BIPOC people who do live here. I only run into people of color in service jobs and ethnic restaurants. I think this is due to the inherited white-dominant culture which easily makes it comfortable to for some of us while less comfortable for BIPOC to live in this fairly exclusive north-pay city.	12/12/2020 6:33 PM
260	I personally have not had or seen any problem. In the neighborhood email I can't help but see unhappy people. Some seem to move here because Petaluma is a good place generally, and then tell us to change everything. This makes no sense at all.	12/12/2020 6:09 PM
261	Some people here are super nice, and there is a streak of racism under the surface here too	12/12/2020 5:59 PM
262	We primarily appear to be a "not-racist" kind of town. Contrast with what it might mean to be an "anti-racist" kind of town.	12/12/2020 5:48 PM
263	Because I don't see a problem	12/12/2020 5:09 PM
264	I do not see much difference between Petaluma and Sonoma and Marin in general. I lived for 65 years in Marin and there has been gradual changes there as well as here.	12/12/2020 5:06 PM
265	Race and cultural relations have always evolved on a global landscape. So too is communications and understanding of these issues.	12/12/2020 5:00 PM
266	Race issues less than many areas but there is room for improvement	12/12/2020 4:58 PM
267	Only know from church and clubs and senior center	12/12/2020 4:56 PM
268	I never heard of any discrimination in Petaluma.	12/12/2020 4:53 PM
269	Because that's the only type of racing offered here at the Petaluma Fairgrounds. If you want to see a Nascar Race you have to go to Sears Point.	12/12/2020 4:44 PM
270	Although there are White, Asian, & Black families in my immediate neighborhood, for the most part, I see only White residents in Petaluma.	12/12/2020 4:40 PM
271	I see so many Black Lives Matter signs in my neighbors's yards. I think there is a growing awareness of the inequities that exist for people of color.	12/12/2020 4:39 PM
272	Petaluma's residents seem to have been mainly one race in many of the years I've lived here (23), but we have become more diverse recently, with more residents of a variety of races having chosen to live in our community. Diversity should provide more opportunity for a vibrancy, however, there often appears to be more divisiveness instead of unity and seeking commonality.	12/12/2020 4:13 PM
273	I feel lucky to be white and as if I do not carry the fear of inequality or economic concerns as those of hispanic or black descent.	12/12/2020 4:12 PM
274	That is my hope	12/12/2020 3:50 PM
275	Because I don't think Petaluma has a race relations problem remotely like larger cities. We have an overall very good police force led by an excellent chief. There are relatively few African Americans relative to many cities and a larger number, of course, of Latinex and Asians. More diversity would be desirable, of course, but the cost of housing is an issue.	12/12/2020 3:43 PM
276	Being a white senior man I personally have not had a lot of contact with other people outside my ethnicity but I know negative stereotypes exist for people of color.	12/12/2020 3:42 PM
277	Good PD and people	12/12/2020 3:05 PM
278	Seems better than many other places in this country. Always room for lots of improvement.	12/12/2020 2:58 PM
279	I	12/12/2020 2:57 PM
280	Personal interactions	12/12/2020 2:53 PM
281	I've never had any issues living in Petaluma. I've always been treated the way I though everyone was treated.	12/12/2020 2:13 PM
282	I feel other ethnicities have not or will not accept American culture.	12/12/2020 2:08 PM

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283	White and Latino mixed city with a minority of other groups. I have encountered an open attitude toward all.	12/12/2020 1:58 PM
284	Too few African Americans. Hispanic population in general removed from overall experience. Generically white	12/12/2020 1:51 PM
285	Police do all they can to be fair and professional and this is not appreciated by self proclaimed activists who cast negative light on them due to actions by out of town police.	12/12/2020 1:19 PM
286	I don't think we have issues with race. It's made up to decide us.	12/12/2020 1:19 PM
287	Petaluma has been a welcoming community of all races. Community support is incredible to all.	12/12/2020 1:13 PM
288	I feel the town is highly segregated, by both racial and socioeconomic groups.	12/12/2020 1:04 PM
289	There seems to be an element of social separation, but I've never seen, nor have I heard of any discrimination. People I have encountered are accepting of all races.	12/12/2020 12:56 PM
290	As a community we act like there is no racial reckoning taking place and the race is not (and has not been) an issue in our community. That is not the experience of Black, Indigenous, People of Color May of whom experience racism every day in their lives and at the hands of police.	12/12/2020 12:55 PM
291	It's a groovy kind of town.	12/12/2020 12:53 PM
292	Have seen one white officer, upset, homeless (appearing) black citizen exchange and the officer was courteous and professional.	12/12/2020 12:44 PM
293	Everything with homeless with different cultures and mishandled	12/12/2020 12:33 PM
294	I don't hear people talking race	12/12/2020 12:14 PM
295	Citizens of Petaluma believe they're progressives and inclusive. They think if they vote in more taxes the more saintly they are. They vote in a way that makes life way more expensive thus pushing out everyone that doesn't have 1mil to blow on a shack of a house.	12/12/2020 12:13 PM
296	Some relations are without apparent bias. And then I have observed condescension towards Latinx people.	12/12/2020 12:10 PM
297	I have not seen or heard of any bad relations with any of the ethnic communities in Petaluma. Interactions that I have seen between police and people of different races have been fair and respectful	12/12/2020 12:07 PM
298	no negative experience	12/12/2020 12:05 PM
299	When the PPD is called upon to take accountability for its actions or implement programs like CAHOOTS, all they respond with is that they "recognize the importance of de-escalation and have been providing training". Clearly, this is not enough. Citizens of Petaluma cannot exempt the PPD from being biased or racist just because we happen to live in a fairly inclusive town. Just because you haven't had a racist encounter with the police does not mean they aren't racist. Let's not ignore the voices of POC in this town when they demand change.	12/12/2020 12:03 PM
300	Because the city is comprised of only 1.16% of African Americans. This is unfortunately one of the most gentrified cities in CA.	12/12/2020 12:01 PM
301	I haven't heard of , or seen any serious issues.	12/12/2020 11:58 AM
302	It's the way I feel towards all races. (I'm married to a Mexican, for 63 years.)	12/12/2020 11:52 AM
303	I grew up in West Marin where we were all one community but some families owned the land and others worked for them. The wage gap was huge but fortunately homes in Petaluma were still affordable enough that immigrant families were able to buy in town and live there when they retired. These families raised bilingual children who have good job and contribute to community in amazing ways. I was raised with these children and have so much respect for their struggle. When children have to translate for their parents at school there is an emotional toll. I am hoping that as a society we can start to really see one another for the work we do, beyond skin color, sex or immigration status. I know that I am not alone but I also know that many people whose white families have traditionally held privilege just for being white are afraid of the change. I believe that conversation, connection, and community can make the difference but the stay at home situation presents quite a challenge for this type of connection.	12/12/2020 11:48 AM

304	Race relations in town are far from perfect.	12/12/2020 11:43 AM
305	Have not seen any evidence of problems.	12/12/2020 11:39 AM
306	The petaluma PD is respectful of the residents dignity which is the basis for the we we should all treat each other.	12/12/2020 11:27 AM
307	I see race relations in Petaluma as respectfully distant to the point of the majority not really recognizing the situation minorities live in.	12/12/2020 11:22 AM
308	we experience no tension between Latinx and whites. Rarely encounter Blacks	12/12/2020 11:13 AM
309	Understand that the police have some outreach activities for the Hispanic community through the churches. No sure what else they are doing. Hopefully, a mental health relations officer is on staff or will be hired. Lots of homeless in our community that needs understanding officers.	12/12/2020 11:08 AM
310	I think the black lives matter movement has brought insight and better understanding. There have been discussion groups, webinars, TV talk shows, etc. that have opened our eyes and hopefully our hearts and actions.	12/12/2020 11:05 AM
311	There's only problems when people want to create them.	12/12/2020 11:04 AM
312	There are very few blacks in Petaluma. None in school when our kids attended and a small minority with our grandkids. Unfortunately Petaluma has always been very homogeneous.	12/12/2020 11:01 AM
313	While there are people of color in Petaluma, there are not a lot of them. The Latino community has grown considerably since I moved here, and they are increasingly visible. While I'm glad about that, I still almost never see or hear race relations being discussed here. I'm from the Bay Area where I encountered African Americans, Asians and Latinos all the time and there was a lot of discussion about the issues that arose, so for me, race relationships are invisible in Petaluma compared to what I grew up with.	12/12/2020 10:52 AM
314	Latinos and the Latin community in Petaluma are an after thought when it comes to public services and representation.	12/12/2020 10:48 AM
315	People here are generally nice and pleasant. But being a white person, I'm sure there are things I don't see.	12/12/2020 10:39 AM
316	No problems noted; crime level as experienced not high	12/12/2020 10:37 AM
317	It's what I have observed and what others have told me. Now if it's somebody high or drunk of course everything is wrong, and nothing is their fault.	12/12/2020 10:33 AM
318	I have a step daughter with different skin color than mine, I get to meet her friends and all of us with different skin colors get along great, none of us care what color we are, we care about the person not the color.	12/12/2020 10:27 AM
319	No one burnt down or looted Target.	12/12/2020 10:18 AM
320	I have been pulled over a few times living here in Petaluma and had casual conversations with numerous PPD officers. Every contact was a positive experience with respectful and professional treatment towards me.	12/12/2020 10:17 AM
321	because Petaluma is overwhelmingly white and the only discussions I've heard about the topic were starkly framed by a white perspective.	12/12/2020 10:07 AM
322	Conflicts between races seem non-existent.	12/12/2020 10:07 AM
323	Lived here 65+ years and have never had/seen a problem	12/12/2020 10:03 AM
324	The institutions that govern and enforce law and order in our city have upheld racists policies and beliefs. When I asked Mr. Threet why police are not being provided anti-racist training, he said, "They are not ready to learn about that. They get defensive, look at their phones, and tune out when we discuss race." Housing has also perpetually a problem when considering race relations in Petaluma.	12/12/2020 9:50 AM
325	It describes my experience	12/12/2020 9:49 AM
326	Since moving to Petaluma from San Francisco it's been nothing but a positive experience for me, my family and friends.	12/12/2020 9:47 AM

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327	People are friendly and courteous in my neighborhood on the west side of town. I've rarely experienced racism here and when I have it has not been by my neighbors but in stores.	12/12/2020 9:41 AM
328	I have not witnessed a racist or act of prejudice.	12/12/2020 9:41 AM
329	I am a retired teacher and have worked with both Latino and Black students who were bullied by racist kids/adults here. I have seen texts on their phones that were brutal and have seen them brutalized by classmates.	12/12/2020 9:33 AM
330	With A+ being 'outstanding' and F being a complete fail.	12/12/2020 9:21 AM
331	There seems to be a division between races in our community.	12/12/2020 9:18 AM
332	While there is diversity in our city I feel that groups mostly stay separate. I'm not sure how to get to know each other better and learn more about other cultures.	12/12/2020 9:16 AM
333	My neighborhood is diverse. I've never encountered racial conflict or seen it in Petaluma.	12/12/2020 9:12 AM
334	From my experience, Petaluma, for better or worse, reminds me of an earlier era in American history when it was presumed that white families had more rights than those of other races. I say for better or worse because I think that the old fashioned small town atmosphere is very appealing but unfortunately comes with other not so appealing elements like racism.	12/12/2020 9:11 AM
335	never had any problems	12/12/2020 9:06 AM
336	mostly "white" community	12/12/2020 9:03 AM
337	I had never thought for differences until these past years. Now everything is race related. Its being pushed down our throats.	12/12/2020 9:00 AM
338	I have lived in Petaluma over 40 years. I raised kids and have grandkids. Over the years we have had to interact with the police on various issues. Always very professional. We have a cross section of friends and neighbors of various ethnic backgrounds and they are very supportive of the police.	12/12/2020 8:51 AM
339	Because I do not see color. It should not even be a question, unless you are raciest	12/12/2020 8:49 AM
340	I am barely aware of blacks and other people of color. I'm not sure POC are comfortable frequenting parks, farmers markets, stores, that are mostly directed to white clientele.	12/12/2020 8:42 AM
341	There is not very much diversity in Petaluma. More Hispanic than African American and Asian. We feel we are more progressive than most Cities in the Bay Area and will treat everyone with respect and dignity, no matter what law they have broken.	12/12/2020 8:37 AM
342	I think we all believe that all lives matter.	12/12/2020 8:23 AM
343	I chose that word because my main exposure to people of color is primarily through me hiring them to provide service to me.	12/12/2020 8:15 AM
344	I feel there is good and bad in all races everywhere	12/12/2020 8:08 AM
345	I have never experienced or witnessed any negative interactions or comments that are racially based. I've only ever seen the opposite.	12/12/2020 8:04 AM
346	so far I have not had any negative or very positive encounters with the police	12/12/2020 8:01 AM
347	I think that there is a lot of goodwill here in regards to acceptance of racial diversities. However, I think we still have a lot to learn about discrimination and embedded prejudice, and, there are those who do not recognize there is any problem, as well as those who are antagonistic toward and intolerant of racial diversity and inclusion.	12/12/2020 7:56 AM
348	They treat everyone equal.	12/12/2020 7:49 AM
349	I have not experienced expressions of racism either personally or towards others. I was raised in the segregated South, in the 40's, 50's and 60's and know what racism looks like. I have not seen it in Petaluma.	12/12/2020 7:28 AM
350	I believe that residents are learning and listening to each other around BIOC issues (sure wish the city would use that language in this survey). I understand that some people may not know the acronym, but why not use this as an opportunity to educate?	12/12/2020 7:20 AM
351	Everybody is the same to me until they steal from me	12/12/2020 7:14 AM

352	I feel that Petaluma Police department goes above and beyond to be respectful of all races. They are great about including everyone in events, even hosting Spanish speaking townhall meetings. They are very open and honest about everything they do. It was wonderful to see them do the show with Emmanuel Acho, uncomfortable conversations with a black man to try to better themselves and get a better understanding on how people of color feel. They really put themselves out there and this shows they care. I think our Petaluma Police Department is doing a wonderful job and should be commended for all they do. They really to care and try to make things better.	12/12/2020 7:13 AM
353	Petaluma is very white. The most racial intersection we experience is through the service industry, the activities at the Catholic Church, young kids' sports leagues via Boys and Girls Club.	12/12/2020 7:08 AM
354	Because it seems that the police are trying to be more aware and open to ethnic groups. But more education is the key!	12/12/2020 7:08 AM
355	I have a limited perspective. I personally see no problem. I am sheltered.	12/12/2020 7:03 AM
356	Because the race relations ARE good. I see no issues but do see people trying to create issues that do not exist here.	12/12/2020 7:02 AM
357	Small town and it's quality of life	12/12/2020 7:00 AM
358	They listen and respond with action if necessary. As much as some want to believe or claim there aren't issues involving race relations in our community. My experiences have shown that from my time growing up here in town, going through the public school system, practicing my faith in a local church, raising my family here, and in my professional dealings in our business community.	12/12/2020 6:52 AM
359	Butter and egg days	12/12/2020 6:43 AM
360	Downtown shows people of color moving thru but find neighborhood, school and other populations mostly seperated	12/12/2020 6:33 AM
361	People in Petaluma are largely white and liberal and like to believe that we aren't racist, but the experiences of my family members who are Filipino paint a very different picture. My husband has taken the commuter bus to the city for work for a couple of decades and in all that time, he reports that typically white passengers won't sit next to him and other people of color even though seating is always limited. We found out a number of years ago from the friend who helped us first find a place in Petaluma that the apartment manager/owner required that she, as a white person, vouch for us since my husband isn't white. We've experienced differential treatment while shopping at a locally owned pet store and hardware store. My son has been frequently ignored by local bus drivers and had to wait for later buses or find alternative transportation in multiple occasions. He recently experienced be required to remove his mask for identification at Safeway when purchasing beer, immediately after watching the white man in front of him purchase alcohol without presenting ID.	12/12/2020 6:31 AM
362	Middle of the road	12/12/2020 6:31 AM
363	There is a hidden racism toward the growing Hispanic community.	12/12/2020 6:22 AM
364	Don't see any issues that are one sided...community appears to be mostly on same page. Although there is not equal opportunity for fair paying jobs	12/12/2020 5:57 AM
365	Because we don't have a problem with it here. Let's stop trying to make an issue when there is none.	12/12/2020 5:37 AM
366	We can always do better. Many blacks and Mexicans are good but many also are poor and cause crime and trouble. We need to work on holistic poverty and culture solutions. I feel many poor people litter and dump, have illegally loud and polluting vehicles on purpose for attention and to make locals feel unsafe.	12/12/2020 4:20 AM
367	Petaluma is not diverse enough to have enough people experiences to say with conviction that race relations in Petaluma are normal. On the surface it seem normal, people are courteous to each other and all that. I think it's bit easier to see if there is a confrontation, but I don't like to get into confrontations :).	12/12/2020 4:14 AM
368	I have seen no racial discrimination	12/12/2020 3:36 AM

Petaluma Community Survey

Attachment 9

369	Times change people changed but I dont see racial tension . I SEE power of being a cop makes u better than me!! The young one are corky and definatly over uses authority all young ones female cops are non human try to act tough, yet I have seen our cops fly down paranoia? Why can they??and not us .entitlements!!	12/12/2020 3:27 AM
370	There are many times I have heard "those" people or language barriers cause more unaccepting comments and complaints. Not all but a lot more often than I would want to hear	12/12/2020 2:37 AM
371	Prior experience	12/12/2020 12:17 AM
372	I have no issues with any people of white, brown or black in Petaluma. I was raised here from the age of 2 and we were always taught to be neutral on race. [only the recent racial disturbances have brought upon our current problems, the 60s kid were/are just fine]	12/12/2020 12:07 AM
373	Because the situation is not clear to me.	12/11/2020 11:58 PM
374	In my personal experience as a business owner, and as customer for others: 15% to 20% people are racist.	12/11/2020 11:53 PM
375	Since Petaluma is majority white there isn't much call for tensions but if the percentages change things are ripe for more hostilities.	12/11/2020 11:19 PM
376	Its a very white town with an agricultural/conserviative history. Not much diversity outside of Latinos. Often there are comments from people who grew up here how bad the change is and how they dont like it. It feels like a pretty conservative and somewhat racist town underneath.	12/11/2020 11:17 PM
377	Petaluma treats all people equal.	12/11/2020 10:57 PM
378	I choose the word unfamiliar as, unfortunately, the main thing I see in Petaluma is it's lack of diversity and do not feel able to speak to race relations in our local community.	12/11/2020 10:51 PM
379	Everyone got along. I worked with many races and only saw people.	12/11/2020 10:42 PM
380	Because I do not see racial issues in Petaluma.	12/11/2020 10:39 PM
381	because the town is filled with white people who are woke and elitist, using race as a woke weapon to feel good about themselves. they do nothing to truly help blacks for example by not supporting school choice and Charter schools that truly help blacks get the education they need to transcend poverty. Petaluma Whites are more interested in feeling good about slogans instead of demanding policies from woke politicians that would actually change their lives for the better. BLM signs in windows and on your cars will not change their plight.	12/11/2020 10:35 PM
382	As long as I have lived here, I have not experienced a situation where race played a role negatively. I find that Petaluma is a diverse community not divided by race.	12/11/2020 10:35 PM
383	We have very few hate crimes or racial issues in Petaluma, there is a small minority trying to say there is bigger problem than there really is.	12/11/2020 10:29 PM
384	Petaluma is made of people with a strong sense of community. They are interested in supporting and helping each other.	12/11/2020 10:23 PM
385	I believe many privileged white people in Petaluma go out of their way to try to say and show that they embrace diversity, while at the same time making sure that they rarely have to truly engage with/understand how people from other races/socio-economic backgrounds lives are lived.	12/11/2020 10:23 PM
386	This town is not the town I grew up in. It unfortunately has changed for the worse. It's very political and if you don't fall in line with others your are shamed. Petaluma used to be a small ranching community and everyone was friendly and helped their neighbor. It is not like that now	12/11/2020 10:13 PM
387	I have friends of all race religion etc not one have ever been happier then living in our community	12/11/2020 10:03 PM
388	I've never felt discriminated against by citizens.	12/11/2020 9:55 PM
389	Too few opportunities to bring different cultures together.	12/11/2020 9:43 PM
390	Woke white people are the biggest dividers	12/11/2020 9:42 PM
391	Different races are natural. Government is widening the division. Affirmative action measure did not pass. Do not divide us anymore. Race relations are unnecessary. Let us live our lives	12/11/2020 9:41 PM

	naturally. After the year we have had...we are DONE with interference! Enough is ENOUGH!!!!	
392	Everyone seems to get along except those that suffer from white guilt and/or perceived white privilege. Those individuals live off of racial strife -- it's what they live for -- just check out our city leaders.	12/11/2020 9:33 PM
393	Hyper sensitive environment, Mayor that supports a Marxist organization and individuals that discriminate.	12/11/2020 9:32 PM
394	It's been a comfortable to place to raise family but, it still feels so centered in White centered historical culture, and blind to nuance of diversity in the past.	12/11/2020 9:30 PM
395	I've not seen signs of racial prejudice, not that it doesn't exist, I've just not witnessed it	12/11/2020 9:29 PM
396	I believe our police dept is aware of the populations critical eye over seeing how they treat all persons ... of all races/ color / gender.	12/11/2020 9:26 PM
397	As the city expands, so do the challenges of race relations. Once upon a time, the town was predominantly white. Over the last 30 years, those has changed, and the community response is mixed.	12/11/2020 9:11 PM
398	Petaluma's high schools choose to allow their students to set up social events and opportunities that lower income students can't afford to participate in. A senior prom should not be held in another town and involve expensive clothes, transportation and other costs. It should be paid for by school money making activities during he students last two years of school, along with help from those parents who can afford to donate money and time. This goes for other activities like taking the higher income students taking French language classes on trips to France.	12/11/2020 9:09 PM
399	I am clueless	12/11/2020 9:06 PM
400	We don't have a lot of diversity here, but I've had many positive interactions with people of varying races.	12/11/2020 9:05 PM
401	Great community	12/11/2020 9:05 PM
402	I have lived for a long time in the neighborhood. I tried to socialize with my neighbors and share my culture at different occasions and they were not interested (this was before COVID). Also recently a person shouted at one of my family member saying that ' you do not belong here'.	12/11/2020 9:04 PM
403	Instead of any improvement, race relations seems to be getting worse. Between the Black Lives Matter movement and Covid-19, people of color are being blamed for violence and anti-patriotism, and there is a growing anti-Asian sentiment. With our current administration and President who often expresses derogatory statements himself, people feel empowered to be derogatory themselves. Social distancing and the effect of coronavirus on the economy have also made things more difficult for people, who want to find others to blame. The 'others' tend to be people of color.	12/11/2020 9:03 PM
404	There were only 2 black children at my child's elementary school	12/11/2020 9:02 PM
405	It's something that's not talked about in my circle. People are people.	12/11/2020 9:02 PM
406	I am fairly new here and I am repeatedly surprised about how little LatinX presence there is in government. There are very real trust issues with the LatinX community. I've never lived anywhere where there were so few Blacks. Its pretty weird.	12/11/2020 9:00 PM
407	I don't know the issues that some people may have, so I can say they are okay from my point of view	12/11/2020 8:59 PM
408	We are an homogeneous town. We're too white and our living environment caters to middle class and upper class. We need to make it more affordable to live here. The community has implicit racism and classism.	12/11/2020 8:56 PM
409	Gfergh	12/11/2020 8:50 PM
410	In my experience Petaluma is an open and welcoming city	12/11/2020 8:45 PM
411	Granted, my experience is limited, but from this experience, and also observations, the Petaluma Police Department handles issues with professionalism, care, thoughtfulness, sensitivity and, it is clear, training. The only thing I would note is that the department is all	12/11/2020 8:44 PM

white. Are there any black or brown employees? I would suggest diversifying your department in an effort to sincerely help you reach your goals.

412	Because the percentage of racial minorities are so low here (compared to where I have lived in the past), there are fewer opportunities for interaction and observing interactions.	12/11/2020 8:40 PM
413	Police have a difficult job to do.	12/11/2020 8:37 PM
414	Race is not talked about very much	12/11/2020 8:31 PM
415	I have never known of any.	12/11/2020 8:27 PM
416	Petaluma is characteristic of The United States of America, the most tolerant nation in the world, bar none.	12/11/2020 8:25 PM
417	Everybody is treated fairly and equitably	12/11/2020 8:23 PM
418	I see no issue	12/11/2020 8:19 PM
419	I have never had an issue in Petaluma nor do I see race as an issue	12/11/2020 8:09 PM
420	I have seen few people of color and no actual behavior toward them that seemed disrespectful. With Covid, I'm not out in public much, so my perspective is limited.	12/11/2020 8:05 PM
421	I feel Petaluma is an open and diverse community that is accepting of all people and races.	12/11/2020 8:03 PM
422	I have witnessed or heard of anyone or any situation that would make me think otherwise. Yes I have diverse exposures within our community	12/11/2020 8:01 PM
423	I experienced racial discrimination at work here in Petaluma. I was told that my accent, my cultural background, the way I looked made it difficult to work with me. I had never experience this before when I lived in the Bay Area	12/11/2020 8:01 PM
424	It seems that there are certain organizations that take race relations seriously and are doing the work publicly. Yet it's not happening cohesively throughout the city, nor does it seem like a priority.	12/11/2020 8:01 PM
425	people are generally friendly and seem to care about our community. General sense of happiness pervades most interactions	12/11/2020 8:00 PM
426	As a community member we had lived in other communities I have found that Petaluma is a thoughtful, compassionate, and caring community regardless of anyone's gender, race, or sexual orientation. Petaluma should be considered a model for how to actually treat people.	12/11/2020 7:58 PM
427	I really don't have the ability or the necessary viewpoint to describe such a large topic. I have good relations with my black,Hispanic, and other neighbors.	12/11/2020 7:53 PM
428	Because they are	12/11/2020 7:53 PM
429	Personally I've had no issues,except occasional rude drivers	12/11/2020 7:51 PM
430	I've never been a criminal or subjected to a police investigation, but I've never thought of my interactions with PPD as something that was influenced by my race. Give respect, get respect. I think this racial sensitivity thing is a waste of police resources. If you're doing this to satisfy BLM or others, I've got relatives that have been through when people riot, burn, loot, & destroy while the police just watch. We deserve better. If there's a known issue within PPD, fire those involved. If there's no problem, don't go looking. Make it clear that racism or profiling is not gonna fly, and good luck. Be safe before being sensitive. Get bodycams & dashcams and get it to the public ASAP, hosted on PPD' YouTube so the full version can be seen.	12/11/2020 7:50 PM
431	We have a 1-2% black populace. Maybe 10-15 other (Hispanic/asian). I have yet to witness inequality.	12/11/2020 7:50 PM
432	Yes, it is. Would you like to talk about it?	12/11/2020 7:50 PM
433	I really do not know how to describe race relations in Petaluma.	12/11/2020 7:48 PM
434	Racist and anti racists do not get along. Businesses are afraid to post blm posters due to harassment and loss of business (which has happened to several who post blm signs). Blm signs are often torn from yards. Anti racists band BIPOC are threatened pretty regularly.	12/11/2020 7:47 PM
435	Petaluma has had outreach to be fair and equitable.	12/11/2020 7:46 PM

436	Our community does not have much if any diversity.	12/11/2020 7:45 PM
437	The police department should spend its limited resources on other things rather than sending surveys out to the public about nonsense. The police officers are good people that should not be subjected to this.	12/11/2020 7:45 PM
438	There is a lot of lofty virtue-signaling in Petaluma by people who just want attention, like just about everyone who runs for public office. I feel so embarrassed for them.	12/11/2020 7:44 PM
439	Because, currently it is peaceful and calm, but peace can always be interrupted. On the surface citizen's see for the most part a calm town. But the reality is a little different. Violence at night, when the bars are open, not enough police protection at any hour, but definitely not at night. The criminally inclined know this and crime will go up. Unfortunately gangs, minority gangs are always waiting for opportunities and with that race relations will become an issue of the violence.	12/11/2020 7:40 PM
440	No issues	12/11/2020 7:34 PM
441	Because we all see race relations from our own personal perspective, those in our ecosystem and media we choose to digest.	12/11/2020 7:32 PM
442	Living with a black man and mixed children, I've seen the inequalities. I've seen how my white privilege benefits them.	12/11/2020 7:31 PM
443	We are working towards inclusivity. There is an dominant portion of the older generation and agriculture community that is holding us back and holding us hostage.	12/11/2020 7:30 PM
444	From friends who live in the county and refuse to visit Petaluma because of the toxic and racialized environment, to my friends who have lived or live in this town and constantly feel like an outsider in their own city, all these people have taught me that my hometown is not safe for many in my community. People consider Petaluma to be one of the more racist towns in the county. I hear it a lot. Growing up as a white Jew in this town, even I experienced feeling like an outsider and made to feel bad for my differences. My BIPOC friends have a million detailed stories like this. Where teachers, coaches, police officers, random people on the street or working at Safeway have made them feel as though they are not welcome and they are under specific speculation because they are not white.	12/11/2020 7:27 PM
445	It's just not a diverse community. It's sad for our community that we have racists in our community and they target our minorities. I've heard of bad examples of high school students on up. We need to be better at accepting, loving and celebrating everyone	12/11/2020 7:25 PM
446	I have not observed any interactions of the police dept. with people other than my family	12/11/2020 7:25 PM
447	I haven't heard of any racial discrimination in my personal experience in all the years I have lived in this city.	12/11/2020 7:24 PM
448	Becausue it is. More than one section being offended. It's also reverse-discrimination, divisive. Petaluma politics has been polarized so long, not fixing the issue.	12/11/2020 7:21 PM
449	I believe Petaluma is a very inclusive community. I'm originally from Eastern Europe and speak with accent and I have never been in any way discriminated or excluded. I never witnessed and don't know anyone who experienced any sort of racial injustice. I believe this focus on race and inclusivity is putting race on the foreground and drawing more attention to skin color rather than. human behavior and achievements.	12/11/2020 7:18 PM
450	From what I've observed.. there are very few families of different ethic groups	12/11/2020 7:17 PM
451	Do not witness disparity or racial challenges often. I think of Petaluma as a blue collar town. Diversity seems balanced.	12/11/2020 7:14 PM
452	I have never seen any form of racial issue in Petaluma, other than people (wrongly) accusing the police department of racism. Other than imagined racism, there is none in Petaluma.	12/11/2020 7:10 PM
453	Many aggressive verbal attacks, some assaults - directed at BiPOC in my short time in this town. Tons of vandalism of signs and art celebrating Black lives. Police misconduct against minorities, and vastly over armed with military grade rifles and assault vehicles.	12/11/2020 7:09 PM
454	Because I've witnessed it	12/11/2020 7:07 PM
455	Because everyone is respectful, and gets along with each other ... I wish we had more	12/11/2020 7:01 PM

opportunities to interact with with the few minorities (African Americans) who live here - and that there were more ways to interact with the Latin-X population ... but for the interactions I am having, they are positive experiences.

456	Everyone gets along.	12/11/2020 7:01 PM
457	Races are pitted against one another by politics.	12/11/2020 6:58 PM
458	All people are treated the same way.	12/11/2020 6:56 PM
459	We are grown older adults who can form our own conclusions, have our own opinions and live without harming others- regardless of race or any other differences we might have. We measure people on their CHARACTER. Anyone who earns my respect has it. What we don't respect are these issues being pushed in our face by our city and police department. We resent not getting to vote on the BLM mural downtown. Why didn't we? Because then we would be labeled racist. Truth is, many of us live in Petaluma and CANNOT share our political preferences nor need to NOT engage in these conversations as WE then are not included. What inclusivity means is letting those who do not want to participate feel as free as anyone else. Anyone of any race can feel oppressed, discriminated against or abused. We are for police never being brutal of course and just want to live our lives in peace. We moved to Petaluma 2 years ago and loved it until this political pushing started. Now we are so disappointed. WE are the ones who have to not announce ourselves, not display our feelings, political preferences or thoughts or we are automatically judged and morally scorned. WE have to hide. We agree there shouldn't be oppression or discrimination but why force us when you have no idea what our own views and relationships with others are? Everything being politicized is really a shame.	12/11/2020 6:53 PM
460	It should be obvious	12/11/2020 6:53 PM
461	People appear to accept each other despite their differences.	12/11/2020 6:49 PM
462	I think that people in Petaluma mostly just stick within their own race. Plus almost everyone is white,	12/11/2020 6:49 PM
463	There are serious disparities between brown(latino) and the white privileged with Very very few African Americans who I know several who have "fit" in.	12/11/2020 6:49 PM
464	Because Petaluma is very caucasian	12/11/2020 6:47 PM
465	I mostly see white people around. I know the numbers say different but it's just what I see	12/11/2020 6:46 PM
466	Our community has always demonstrated we are better together and I see most community members want to work towards a community that makes everyone feel safe, equal, and included.	12/11/2020 6:41 PM
467	My belief is that people who have never even been involved in or affected by this issue are now making it an issue. People are bored as they stay at home on lockdown and are coming up with ways to bring drama into their lives	12/11/2020 6:40 PM
468	I am new to town, so I don't know much yet. But I can see there is tension based on the Indivisible Petaluma Facebook page, and also I'm impressed that the Petaluma PD participated in "Uncomfortable Conversations with a Black Man." So I see the situation as "evolving."	12/11/2020 6:38 PM
469	this community has limited experience with people of color	12/11/2020 6:36 PM
470	Racism is not an issue within the city, especially not the police department.	12/11/2020 6:33 PM
471	I've not aware of any issues	12/11/2020 6:32 PM
472	I do not see problems. However there is such a small population of minorities, especially black, that I would not expect there to be significant issues.	12/11/2020 6:32 PM
473	I was married to a black man for 25 years. We ALWAYS felt welcome in the community and still do.	12/11/2020 6:25 PM
474	Have not seen or experienced problems related to ethnic relations	12/11/2020 6:25 PM
475	Could be better.	12/11/2020 6:22 PM
476	Because prior to black lives matter protests everyone lives were good here in Petaluma. Now	12/11/2020 6:18 PM

everyone if afraid if they are out spoken about BLM and not put a flyer in their store window or car they may not get business. Very SAD.

477	While neighboring ethnicities seems to be "cordial", each group primarily operates within like kind. As far as I know there are no community events that focus on integration. A continuing key barrier is language.	12/11/2020 6:18 PM
478	How do you expect anyone to explain something as complex as race relations anywhere in the united states, 21st century with one word? What would James Baldwin say about this?	12/11/2020 6:18 PM
479	No accountability within police, city or city leaders on the city council for results regarding race relations, and almost everything else.	12/11/2020 6:17 PM
480	I have not personally experienced or personally witnessed conflicts stemming from a difference in races between people	12/11/2020 6:14 PM
481	Stop pandering. Petaluma is a majority white city and that's OKAY. Stop this white guilt. Don't hate your own people. Reasonable citizens just want you to enforce the law. Blacks need to follow the law like everyone else. Petaluma has not had a race problem, but you and the media are creating a fake one.	12/11/2020 6:13 PM
482	I don't see any racial problems in the community	12/11/2020 6:06 PM
483	Peaceful people!	12/11/2020 6:03 PM
484	I don't think most Petaluma residents think there is a problem because they don't experience it.	12/11/2020 6:01 PM
485	I am not aware of any issues, and with COVID 19, life and Petaluma are not normal.	12/11/2020 6:00 PM
486	The attitude is "just doing my job"	12/11/2020 5:57 PM
487	could be better.	12/11/2020 5:56 PM
488	I have little or no contact with other races, when I have all parties were polite and friendly.	12/11/2020 5:56 PM
489	Cause some cops are good and some can be assholes. Not sure if racist or just an asshole.	12/11/2020 5:53 PM
490	because it is as far as I'm concerned	12/11/2020 5:53 PM
491	I don't usually use many other races in Petaluma. I would say it's majorly white.	12/11/2020 5:53 PM
492	Not bad,not great	12/11/2020 5:52 PM
493	Whites are very concerned about Black Lives Matter and latinx rights and safety in working conditions. Much more then Central Valley towns	12/11/2020 5:45 PM
494	Because it needs work there are things that need to be accessed	12/11/2020 5:42 PM
495	I am not aware of race issues, although we are not a diverse community so that's part of the reason!	12/11/2020 5:42 PM
496	Many in our community seem to be ignorant of the problems and issues faced by those not within the social and work groups they frequent. Strangers are perceived by many to be a threat.	12/11/2020 5:42 PM
497	Never heard of any predujice talk	12/11/2020 5:39 PM
498	My son attends McKinley Elementary. His friends are (were)* a tight-knit and dedicated group that included boys from Mexican, Cambodian, Filipino**, Italian, and other European backgrounds. Their dedication to one another has charmed the parents who have also formed a social bond where we share in the joys of life and each other's culture. *I use "were" because the kids are no longer gathering at school thanks to the cowardice and lack of creativity on the part of the School Board, City Council, and Teacher's Union. **I refuse to use the "X" for gender specific languages and nationalities. Once a majority of these folks use and insist I use such a term, then I will. Until then, I will not allow to tumble out of my mouth some crooked term cooked up by guilty white elite liberals in L'Academie. The city would do well to ask its Latino, Chicano, Mexicano, Filipino, et al. residents if they'd prefer an X behind their nationality. Data suggests they would not.	12/11/2020 5:39 PM
499	The subtle nature of race relations in Petaluma has, for years, been delicate balance between a large Hispanic labor force & the white middle-class eager for that Spanish speaking labor	12/11/2020 5:31 PM

without providing proper housing.

500	Because we're sick of government and SJW's race-baiting BULLSHIT. It needs to stop. IMMEDIATELY.	12/11/2020 5:27 PM
501	I don't find Petaluma to be a racially diverse place therefore I find racial relations to be benign / neutral. The few negative incidences of race relations I have seen are micro-aggressions from white civilians towards the Hispanic community, (though not overwhelmingly prevalent)	12/11/2020 5:26 PM
502	There are no "race relations" in this town. There are racists and white supremacists and then there are the rest of us. And one look around at the Trump, Blue Lives Matter, All Lives Matter, Confederate flags, etc. here and it is obvious.	12/11/2020 5:24 PM
503	I've recently heard of several incidents of racial slurs and concerning interactions with non-white community members. Also, this community tends not to have many black folks. I'd like to know why.	12/11/2020 5:22 PM
504	I CHOSE THAT WORD BECAUSE THE NARRATIVE THAT INDIVISIBLE PETALUMA HAS SPUN IS IN FACT A LIE AND MOST RESIDENTS KNOW. WE ARE FULLY AWARE OF THE IMPACT OF CRIMINALITY IN OUR COMMUNITY AND KNOW THAT POLICE AS WELL AS THE CITY ARE GOING ABOVE AND BEYOND TO ENSURE THAT ALL RESIDENTS ARE REPRESENTED EQUALLY AND FAIRLY. MOST OF THE ANGER SPEWED BY A SMALL AND SELECT GROUP OF COMMUNITY MEMBERS IS BASED ON HALF TRUTHS TO OUTRIGHT LIES. THE CITY SHOULD DO MORE TO ADDRESS THIS ISSUE AND BE MORE TRANSPARENT WITH THE DATA OF CRIME IN OUR COMMUNITY INCLUDING PUBLISHING DATA ON ETHNICITY AS WELL AS DETAILED CALLS FOR SERVICE. ITS PAST TIME FOR THE CITY TO ADDRESS THE ISSUES CREATED BY A FEW SOCIAL MEDIA KEYBOARD WARRIORS AND DROP THE FIGURES IN A WEEKLY BULLITEN VIA NIXLE IN MY OPINON. PUBLISH THE ZONES FOR CALLS, PUBLISH THE CRIMES REPORTED, PUBLISH THE ARRESTS AND THE CRIMES COMMITTED, PUBLISH THE ETNICITY OF OFFENDERS, AND DO IT IN A WEEKLY DATA REPORT	12/11/2020 5:21 PM
505	People here are friendly regardless of race	12/11/2020 5:21 PM
506	I think economic realities/status keep folks from different races from organically interacting with each other. I think many minorities are focused on survival and given the understandable mistrust of government it's hard to bridge that gap.	12/11/2020 5:20 PM
507	Petaluma voters just rejected the only candidate of color in the city council elections. The challengers dragged him through the mud and failed to acknowledge him as a BIPOC gay man (and with 10 years experience as a council member). For the next two years our city council will have white married inexperienced council members and a white mayor.	12/11/2020 5:17 PM
508	Ive lived here over 45 years and I have never felt unsafe or not included. I feel people who are raising issues have lived here a short time, do t live here at all, and have had zero engagement with our police department!	12/11/2020 5:15 PM
509	I have not heard of racial problems among our citizens.	12/11/2020 5:15 PM
510	There are very few POC in Petaluma to get an accurate representation but black people are arrested at a higher rate then the resident percentage	12/11/2020 5:09 PM
511	never given or received any negative racial feelings	12/11/2020 5:09 PM
512	Petaluma is mostly whites	12/11/2020 5:09 PM
513	I think the police here are courteous and thoughtful. But they are still more likely to stop a black or latino person for no reason than to stop a white person. Racism has been so ingrained in police that they are often not even aware of it.	12/11/2020 5:06 PM
514	Because I believe United States is the most non racist nation currently in the world	12/11/2020 5:05 PM
515	The interactions that I have with people of different ethnicities have been kind, respectful and cordial.	12/11/2020 5:05 PM
516	I used to work for Petaluma city schools. There's no attempt to teach the students. Many of the old west side families raise kids who are racist and feel free to say terrible things. It's accepted and not questioned. My tenant is black. People in my neighborhood give her a double take simply walking or unloading groceries. It's sad.	12/11/2020 5:03 PM

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517	I have not experienced/seen any racial discrimination.	12/11/2020 5:01 PM
518	I work in the school system and the PPD have always been supportive.	12/11/2020 4:58 PM
519	I do not live in Petaluma. I only worked in a school there for two years. During that time I did not face overt racism but subtle disregard by shop keepers and with some of the families where I worked. Not a warm and fuzzy place.....	12/11/2020 4:57 PM
520	I think relations are broken because of hostility and fear that exists in the community regarding BLM. My neighbors believe that there is an acceptable other side to BLM, that is Thin Blue Line. The only other side to BLM is hate. The Blue Line flags that are presented in my neighbor demonstrate how broken understanding about race relations are.	12/11/2020 4:55 PM
521	Thing I witnessed seem to be okay	12/11/2020 4:53 PM
522	Like with other 'ism's, we do not have these conversations.	12/11/2020 4:51 PM
523	I don't get the sense that much attention is paid to it but being new to town, am just unsure, so it's an unknown to me.	12/11/2020 4:48 PM
524	I want to leave this town due to the unchecked white supremacy and racism on display here. It's insane and sickening. The roots of racism are deep here and go unchecked. The schools do not do enough to help break this cycle (speaking as the parent of mixed race children in the public school system here). I'm a white person and have feared for my safety many times while being an ally to BIPOC here. The vitriol displayed by many "prominent" families in town is shocking. There is so much to love about this town but the racism is unbearable and I'm sad I chose to raise my kids here. Luckily our family and friends are very diverse so they have a bigger perspective than the small minds allowed to spew hate in the name of defending the police or America. Shameful.	12/11/2020 4:48 PM
525	In my experience I have never seen anything that has separated any race from another	12/11/2020 4:47 PM
526	from my perspective all Petaluma residents on a whole seem to get along	12/11/2020 4:46 PM
527	There are few African Americans, a few more Asians, many Latinos and predominately white...too white. Not enough diversity.	12/11/2020 4:46 PM
528	Not a good thing, tolerance is an action that imbues effort in order to demonstrate it. It is not acceptance, in an organic fashion but a "face" most folks put on to be in compliance with a social norm. I would not say the majority of Petalumans are comfortable with race relations as a whole. I do feel Petaluma is way ahead of some regions in the bay area but too isolated from real mixed race issues	12/11/2020 4:45 PM
529	I have not witnessed any racism or negative race relations in Petaluma.	12/11/2020 4:42 PM
530	Because there aren't any racial problems in this city. Why are you idiots going down this path?	12/11/2020 4:42 PM
531	All of my friends of every race get along great the Media is by far the biggest problem we have.	12/11/2020 4:41 PM
532	There are hidden behaviors and observed racism among the PPD and some residents, though I think the populace as a group is actively trying to work against this problem. I've been part of a group that described numerous racist incidents perpetuated on people of color by Petaluma police officers. Most of these were non-violent.	12/11/2020 4:40 PM
533	Have witnessed an all white police dept. over respond with 5 officers, plus K-9 leashed close to suspect, guns drawn, and laser on chest of an obviously mentally ill or person in crisis which all seemed extremely traumatic to the suspect. I find it would be more helpful to have a diverse race police force in a town with an increasingly diverse population.	12/11/2020 4:40 PM
534	A recent Black Lives Matters incident involving Daniel Stolz at Leghorn Park did not seem to be effectively handled or fully investigated.	12/11/2020 4:38 PM
535	I see how people are treated as individuals, and hear how groups are sometimes talked about in general and they don't always mesh. I have never seen old school, White Southern racism in person, but there are some lingering generalizations.	12/11/2020 4:38 PM
536	I didn't see any racial issues here until recently. With all the drama regarding police use of force and BLM/ANTIFA in the press and political arena the narrative has been about identity politics which does nothing but divide society, making some groups more 'equal' than others.	12/11/2020 4:37 PM

As a white male I feel I'm being marginalized by out-of-towners (BLM supporters) who march down the Blvd spouting hate tinged with an empowered and self-assured moral-superiority that demands citizens kowtow and pledge their subservience to the cause. This simply lowers the whole tone of what equality is really all about. We have never been more divided as a society as we are right now and it truly sickens me to see the rioting, looting and arson/vandalism. It's a sick transformation of our society and I'm fed up with it. I am planning on leaving the state and go someplace where folks don't feel they have to wear their "woke" membership on their sleeves and be openly disrespectful of others simply because they may not share the same views. Absent outsiders roiling our city with self-serving demonstrations I think we're doing just fine.

537	Because I believe that the race relations are probably good.	12/11/2020 4:36 PM
538	I have never seen or experienced any racial issues in our City.	12/11/2020 4:35 PM
539	Unequal. Lots of discrimination. Not always on the surface because we pretend to be a polite society but it's definitely there. Among individuals and families, and in institutions at all levels.	12/11/2020 4:33 PM
540	There is a clear divide in Petaluma mostly white, Latinos in service positions little to no Black/African-Americans or Asians. Downtown businesses are predominantly white and what I've seen of the police department it is heavily white.	12/11/2020 4:33 PM
541	There are many Petalumans who are culturally and civilly advanced and sufficiently progressive to begin to make a safe and maybe even healing community for people of color. There are so obviously still more Petalumans either oblivious to the challenges a person-of-color faces here as everywhere in our country, and a small but very vocal minority of folks who proudly and brashly display their racisms and white supremacy, and our failure to NOT tolerate these latter and work harder with the middle group continues to make Petaluma feel unsafe for persons-of-color.	12/11/2020 4:31 PM
542	I have had no experience myself regarding race relations so the only word to describe is unknown.	12/11/2020 4:31 PM
543	Our small city is well represented by the Petaluma PD. I have witnessed nothing but courtesy and politeness	12/11/2020 4:31 PM
544	I have had several interactions in the past with the Petaluma Police regarding my teenage son and they have always been fair in his treatment and not overly punitive and I felt they wanted to help in resolving the issues fir a positive outcome.	12/11/2020 4:30 PM
545	The City is generally not enthusiastic about interaction that they do not initiate themselves.	12/11/2020 4:30 PM
546	Petaluma reflects its Norcal progressive mentality in that we think things are largely fair and equitable, and they are more so than much of the country, but there is still much to be done to address the cultural racism that has been a component of the US since its beginning. Changing people's mind sets is a long process.	12/11/2020 4:29 PM
547	There are more people here who are racists than I had imagined. As an example, the continual destruction of the BLM murals and neighborhood yard signs	12/11/2020 4:29 PM
548	As a legal immigrant from a country infamous for its segregation and racism,(The main reason I chose to leave) I can speak from a wholly different perspective when it comes to the topic of race.	12/11/2020 4:29 PM
549	They don't seem to be either horrible or great.	12/11/2020 4:27 PM
550	I chose good because Personally and witnessing others interactions relationships seem to be easily integrated.	12/11/2020 4:27 PM
551	I believe our pd have the highest ethical standards.	12/11/2020 4:26 PM
552	I have witnessed multiple instances of racism that were talked about, but no action was taken. I feel like we as a community tend to talk the talk, but not walk the walk. We want to be inclusive, but when we see inequality in our midst, we don't take action to correct the problem.	12/11/2020 4:23 PM
553	I do not see or experience racism here	12/11/2020 4:23 PM
554	I haven't lived here long enough to see any problems that might occur. All I have seen has been enough to say Good.	12/11/2020 4:22 PM

555	We have very few black folks in our town and I therefore have little occasion to see discrimination openly or even nuanced or systemic. The few black folks I know in town are heavily involved in our community and seemingly very happy living here. My wife and I do a lot of volunteer work and are very involved in our community so I would think, if there was racism, it would be apparent in the numerous activities we are regularly involved in. I do see and hear discrimination/racist remarks against latinx folks especially when there is political discussion. I believe most of what I hear is related to fear of losing a job to the obviously hard working latino men in our community. I'm a veteran and it upsets me to hear the occasional foul yell from wanna-be-patriot driving a pickup truck with a giant tattered American flag in the back.	12/11/2020 4:20 PM
556	We are a Bedroom community with a Suburban feel.	12/11/2020 4:20 PM
557	Because sadly, there is so very little Diversity in Petaluma. This Survey doesn't even let you Select More than on Race. There a a few Latinos (I personally loathe LatinX (Gender Free) I respect that Latin languages, including Spanish (my first language) have masculine & feminine. I think only younger generation likes LatinX. Most Latinos in Petaluma seem to be poor.	12/11/2020 4:19 PM
558	I have been a part of the Petaluma community since 1996. I moved to Marin in 2005 and then back to Petaluma in 2014. In 2007, I adopted my son. He is of African American descent and originally from Marin City. We met when he was 5 yrs when I tutored him out of the Baptist church there. I am college educated, well travelled and have lived or spent time in many parts of this country and have been very vocal about my beliefs regarding this very topic of police relationships w/ minority communities. Many towns/cities in this country are in need of great assistance & education. (Including Marin) However, Petaluma stands out as extraordinary in this area. When I moved back to Petaluma with my son in 2014, I became very alarmed after seeing on a few occasions trucks displaying big confederate flags. I inquired of the police who assured me they were aware of the situation and were handling it. I have also seen Petaluma officers interact with minority teens including african American kids and was proud of their professionalism and compassion displayed by those officers. My experience has been on more than a couple of occasions, but enough to feel my son is safe in Petaluma and I am very proud and fortunate to be a part of this community. Petaluma has always been a special place. Petaluma is a model of what all other cities/towns should strive for. In fact, I have told certain police depts in Marin to call you and learn about PPD exceptional ways.	12/11/2020 4:19 PM
559	I do not see any issues first hand. Everyone in town is non -judgmental and supportive of all people. it is a great place to be.	12/11/2020 4:18 PM
560	Petaluma residents are focused on genuine people, not fabricated problems.	12/11/2020 4:18 PM
561	???	12/11/2020 4:17 PM
562	Latinos appear to be the main offenders with gangs and drug related incidents in town and even in the county	12/11/2020 4:17 PM
563	I have witnessed downtown business people who talk crap about trump and the conservatives, only to alert upon a non white enter their store and follow them around to intentionally make them uncomfortable and feel out of place.	12/11/2020 4:16 PM
564	I haven't had any negative experiences with any Petaluma police officers. I live across the street from a PPD officer who's always been kind and open with me . I'm a gay woman and I've never felt any discrimination.	12/11/2020 4:16 PM
565	I have not found a dfference in attitudes towards one another regardless of race, I have owned a store here for !8 yearsand have loved the warmth and generosity towards all in our community.	12/11/2020 4:15 PM
566	When I taught elementary school back in the '70's through the early '90's, I did not notice any discrimination against races of "color" at all - either in the classroom or on the playground. In fact, certain policies were already in place to protect the feelings of Black children especially - such as certain books were forbidden to be used or read aloud to the classes, etc. We had a lovely Black teacher on our faculty, and I put my son in her Second Grade class due to my respect and admiration for her and her teaching. I realize that my classroom experiences were quite long ago, but I've also noticed little or no discrimination against minorities in other settings in Petaluma - such as when the two Black families moved onto our street. In fact, one couple was particularly beloved, for many reasons. I can't speak much for how our Police Dept. treats Petalumans of "color", but I've never read or heard of any cases where a Petaluma police officer disrespected the rights of a person of color - especially any Black	12/11/2020 4:15 PM

Petalumans. In fact, sadly, during the past twelve years or so, I've noticed that it's the police officers who have been treated unfairly in many ways! Their job is extremely difficult and dangerous, and their actions are often misunderstood and/or misrepresented as they interact with or attempt to arrest possible criminals.

567	I get along fine with members of all races. I grew up in Petaluma and my father was in the navy and brought home his shipmates and the were of many races.	12/11/2020 4:14 PM
568	The people complaining are jumping in a band wagon.	12/11/2020 4:14 PM
569	not much integration can be seen nor much discrimination either just formal	12/11/2020 4:14 PM
570	I never hear of any racial problems with the police and I read the police logs	12/11/2020 4:13 PM
571	Why is question number 1 necessary when "embrace and model diversity, equity, and inclusion" is needed. We are being put in separate catagories, by your question, which is not inclusive.	12/11/2020 4:13 PM
572	Because you can't describe race relations in one word. It's a ridiculous concept that reinforces positive/negative divisiveness. Race relations aren't just good or bad. They are multifaceted and situational and sometimes conflicting	12/11/2020 4:11 PM
573	I've been racially profiled and followed in my car for several blocks by police. I have no tickets or legal issues just driving while black or brown is not a crime. Shopping in retail stores and being a person of color is very uncomfortable. I have money to purchase items and should not feel uncomfortable just because I'm a person of color.	12/11/2020 4:11 PM
574	The City and the community are working hard to be equitable and inclusive	12/11/2020 4:09 PM
575	Petaluma is very white.	12/11/2020 4:08 PM
576	There seems to be an even amount of progressive, opened minded people and their narrow minded, discriminatory counterparts.	12/11/2020 4:04 PM
577	Limited exposure	12/11/2020 4:01 PM
578	Because there is no small amount of racial tension or racism but so many people pretend it isn't there. Petaluma could be more honest about it's own journey. Many of the progressive left as well as conservative right are duplicitous in their approach.	12/11/2020 4:00 PM
579	Police are horrible, people are racist. There is no equity.	12/11/2020 3:58 PM
580	I see white - and very little brown	12/11/2020 3:58 PM
581	The majority time, I feel the community is safe yet segregated in some areas.	12/11/2020 3:58 PM
582	We have very distinct culture/class lines.	12/11/2020 3:58 PM
583	The city is "white" in two ways. The gentrification of downtown in to a "cookie cutter" in this way I mean bland, lacking individually. It relays on being a wine country spot to go for out of towners looking for that ritzy dining experience, or eclectic antiques, what makes Petaluma different than Windsor, or Downtown SR? Nothing really. Does this reflect our "roots" as a agriculture based town like Sebastopol, a lively yet not stuffy atmosphere like downtown Cotati. Petaluma just doesn't have a reflection of it's own self it trys to be a bit of everything and is thus "white" as in bland. Now look at the make up of Petaluma. Mostly white and Latino that is visible by who you pass on the street or in the stores. But also look at those that run it too. From city council mostly white, look who is in the police cars and fire engines mostly white (there are sevral mixed race or minorities but mostly white). My point is race really should not affect who is or is not qualified but rather in this case it is a litteral reflection. Petaluma is mostly a white or Latino city.	12/11/2020 3:57 PM
584	Because there has always been fairness in the treatment of other races and religions in this city. It makes Petaluma a city many people of all races and creeds want to live in!!	12/11/2020 3:56 PM
585	Inclusiveness does not look at the skin color . It is blind to it and loves the person.	12/11/2020 3:56 PM
586	It's confusing because 1. We mostly consist of white peoples and Hispanics and I see lots of racism between both in our schools. When it comes to African Americans, I haven't had a chance to view relations because of the ridiculous amount of white people.	12/11/2020 3:56 PM
587	I don't see a lot of intermixing of various ethnicities. I think people tend to stay in their ethnic	12/11/2020 3:55 PM

	circles.	
588	I see prejudice, experienced it and I see too much White privilege from white people who think by putting up a sign BLM makes their guilt goes away. Not the police it's the people who live here in Petaluma and that's why I'm leaving, hypocrisy at the highest level.	12/11/2020 3:55 PM
589	friendly neighbors , colleagues and community	12/11/2020 3:54 PM
590	It's what I see.	12/11/2020 3:54 PM
591	Some of my friends of color moved to Petaluma from less desirable locations to explore better living opportunities such as better schools, employment opportunities, housing and community.	12/11/2020 3:54 PM
592	Because people of color are NOT oppressed, nor are people with an ethnicity other than white oppressed. Everyone has the same opportunities to enhance his or her life if they CHOOSE to do so.	12/11/2020 3:53 PM
593	There seems to be a real racial divide based on city geography.	12/11/2020 3:51 PM
594	I do not see specific actions being taken to address equity issues in Petaluma and see very little representation of minorities in formal spaces. Seems like leadership expects these groups to start showing up now that they say "Black Lives Matter" when they have been systematically excluded from city government, home ownership and economic opportunities forever	12/11/2020 3:50 PM
595	Seems like people only show up for it when there's a protest. Not on a daily basis	12/11/2020 3:50 PM
596	I dont have a single black friend who lives here. I do have friends of other ethnicity. I would like to have folks from various ethnicity visible, involved, and comfortable.	12/11/2020 3:50 PM
597	Because it's true	12/11/2020 3:50 PM
598	Petalumans pride themselves in being conscientious about non discrimination	12/11/2020 3:49 PM
599	Seems most media is one sided. They need to concentrate on the real stories. Look at school sports, clubs, positive events supported by all races.	12/11/2020 3:49 PM
600	We are an accepting community.	12/11/2020 3:48 PM
601	Latinx community underserved	12/11/2020 3:48 PM
602	We could do better but are t doing poorly	12/11/2020 3:47 PM
603	Because I don't see racial tension or other racial issues as a problem in Petaluma.	12/11/2020 3:47 PM
604	I do not believe that there is any significant or systemic racism in our city. People of all races seem to be treated fairly.	12/11/2020 3:46 PM
605	I haven't seen or heard of any problems. But, I have seen several 'Black Lives Matters' yard signs.	12/11/2020 3:46 PM
606	I have not seen or heard of any actual race issues - only issues that others fabricate.	12/11/2020 3:46 PM
607	The Petaluma Police Department has very professional officers and treat everyone with respect	12/11/2020 3:46 PM
608	Petaluma has historically been a divided community, both in terms of class and race. In particular, the Latinx community has been marginalized and underrepresented in spaces of power and authority.	12/11/2020 3:46 PM
609	Seems similar to other places I lived in CA, which were also predominately white.	12/11/2020 3:46 PM
610	Never seen anything that has caused me concern .	12/11/2020 3:45 PM
611	no interaction	12/11/2020 3:44 PM
612	Because it's never been about the color of someone's skin, and it shouldn't be about it.	12/11/2020 3:44 PM
613	I have no personal knowledge of difficult race relations here, but recognize my exposure is very limited as an older white woman.	12/11/2020 3:42 PM
614	Over all people are respectful.	12/11/2020 3:42 PM

Petaluma Community Survey

Attachment 9

615	People here generally seem like good people	12/11/2020 3:42 PM
616	We haven't seen or experienced many race related issues, although, we present as white (we are a family with Irish/Hispanic background) There was an incident during the Black Lives Matter time frame when a member of our circle who was born and raised in Petaluma and of Indian heritage was harassed in the Old Lucky supermarket by a man who said since she didn't "look like she was from around here" He thought he should step in and interrogate her while she was grocery shopping to make sure she wasn't up to something criminal.	12/11/2020 3:42 PM
617	The word "equal" best describes my dealings with the city	12/11/2020 3:41 PM
618	I have never observed any egregious racial conflict.	12/11/2020 3:41 PM
619	Because of the incidences that happened at Leghorn park BLM fence. Youths and adults tore down artwork and signs over and over sometimes in broad daylight, it was hard to witness and scary for the children who witnessed these occurrences.	12/11/2020 3:40 PM
620	While there is always room for improvement, it does not feel like there is a great amount of racial tension in Petaluma (at least not until earlier this year) when the BLM movement seems to come to the fore .	12/11/2020 3:40 PM
621	I think people would rather look the other way here in Petaluma rather than look at the ugly truth. There's so little diversity here when it's seen in an ugly way, people would rather look away.	12/11/2020 3:40 PM
622	Petaluma lacks cultural and racial diversity.	12/11/2020 3:39 PM
623	Can't	12/11/2020 3:39 PM
624	I believe Petaluma embraces people from all walks of life.	12/11/2020 3:39 PM
625	The city and citizens of Petaluma seem to be far more accepting of other races and cultures than many other places that I have lived. There also seems to be a greater responsibility to try and fix the problems of racism and prejudice. As a person of color in this community, I typically feel very accepted and respected by other Petalumans.	12/11/2020 3:39 PM
626	I find no problem with various races in town	12/11/2020 3:39 PM
627	I have lived in Petaluma for nearly 25 years. The city does not seem particularly diverse and I do not see many multiracial neighborhoods. Though diversity has increased over the years, I wonder how it feels to be living in such a white town where the presence of non-whiteness in many neighborhoods is noticeable.	12/11/2020 3:38 PM
628	.	12/11/2020 3:38 PM
629	Not only is there a lot of segregation by color, wealth, and work but also race creates a feeling of separation. Sometimes language plays a role in this.	12/11/2020 3:38 PM
630	I feel that good is an appropriate word because we always can improve but I don't feel that we are delinquent with our race relations.	12/11/2020 3:38 PM
631	I have not experienced or seen other cultures being disparaged. However, it is very possible. I know PPD strives to treat the community with fair enforcement of the law. If arrest or corrections are warranted action will be taken.	12/11/2020 3:38 PM
632	I'm not familiar with either major controversy or peace	12/11/2020 3:37 PM
633	I have nothing to go by. I've never seen anything to the contrary.	12/11/2020 3:37 PM
634	There is little diversity in Petaluma	12/11/2020 3:36 PM
635	Petaluma is pretty white.	12/11/2020 3:36 PM
636	I have never experienced racial injustice in my community; I have always been treated with dignity and respect.	12/11/2020 3:36 PM
637	People are especially vigilant and supportive of race & cultural differences - outpacing even the country.	12/11/2020 3:35 PM
638	The different cultures in Petaluma don't mix.	12/11/2020 3:35 PM
639	our leaders do not reflect the diversity of our community. we have no people of color on the	12/11/2020 3:34 PM

City Council or in positions of leadership in City government, police, fire, health district, hospital

640	Don't have any experience with race relations	12/11/2020 3:34 PM
641	Percentage of Blacks in the local population is disproportionately lower than regional averages. This is possibly due to the legacy of redlining of home loans going back decades.	12/11/2020 3:34 PM
642	I appreciate that the PD took the initiative to contact Emmanuel Acho. I think making that move demonstrates awareness that change is needed.	12/11/2020 3:34 PM
643	We have such a beautiful mix of people in our town. I have never felt out of place being of middle eastern background.	12/11/2020 3:33 PM
644	Because I have no idea about that. Shouldn't everyone be treated the same? Acts 10:34 At this Peter began to speak, and he said: "Now I truly understand that God is not partial,	12/11/2020 3:33 PM
645	I know people of all races that live here and I have never once seen or heard about any racist incidents in the 37 years that I have lived here.	12/11/2020 3:33 PM
646	The population here is not as diverse as other cities. But I do think Petaluma is becoming more open to diversity. The economic structure here is limited to a higher income population, which is probably a reason for the lack of options for those in a lower income bracket.	12/11/2020 3:32 PM
647	Because that's what I have dealt with. Great people	12/11/2020 3:32 PM
648	Because it is normal, we have wealthy and poor people of all races in our town.	12/11/2020 3:32 PM
649	We are a community of acceptance of all people, races, nationalities, religions, and preferences. Thank you for being awesome keepers of the peace in Petaluma.	12/11/2020 3:32 PM
650	I have not heard bad stories about people's experiences	12/11/2020 3:31 PM
651	I've not read about Petaluma PD race relations problems. Santa Rosa, Sebastopol I have. I know many Hispanics are arrested here, but not heard of systemic problems.	12/11/2020 3:29 PM
652	i have friends of all races.	12/11/2020 3:25 PM
653	Always has been a diverse community . Neighbors of all ethnicities. Why this focus on our "differences"?	12/11/2020 3:25 PM
654	My neighborhood on the west side now has Mexicans and African Americans who socialize.	12/11/2020 3:23 PM
655	It's very white	12/11/2020 3:22 PM
656	Good for the people who teach their children to be courteous and giving to others. Good for citizens who uphold the law and are good neighbors.	12/11/2020 3:21 PM
657	In my experience, whiteness is the most seen and the most served race in this Petaluma. I see communities, neighborhoods, and schools quite segregated. I see little attempts by the city to welcome, include, know, and celebrate non-white races. I see little evidence of race relations or representation in institutions, government, businesses/restaurants, communities, etc	12/11/2020 3:20 PM
658	I feel that people of different coexist and live in this town in harmony and with respect for one another.	12/11/2020 3:19 PM
659	I have not experienced any problem or heard of my friends or family having any problems either. Petaluma has been a fair city.	12/11/2020 3:17 PM
660	I see more Caucasian people making an effort to be more understanding.	12/11/2020 3:14 PM
661	Geography , history , stability, climate and growing diversity all contribute.. WE CAN DO better.	12/11/2020 3:12 PM
662	Petaluma founding has great roots, fighting against the confederacy settlers to the north. However, it has always been white dominate, including the consolidation of power and land by a few, mostly Italian, families through agriculture business. Those white founders created the power structure and white dominate culture we see today. Those families, and their friends, disproportionately represent Petaluma in municipal, police and fire departments. While leadership diversity has improved, the culture of white supremacy and white culture prevails and creates an exclusive environment preventing further diversification and representation.	12/11/2020 3:11 PM

Things are improving, including visibly changes in leadership and transparency, like this survey.

663	We have a relatively small non-white population and it's easy for people to feel there's no race problem here. But it's easy to not "see" the Other, and problems are hidden just below the surface. I see very little meaningful interaction between white residents and the Latino and Black communities. The conversations that have emerged as a result of the Black Lives Matter movement are a positive thing, even if people feel uncomfortable talking about these issues. To deny their existence will not make the problems go away. This problem is not unique to Petaluma, of course, but we should address it at the local level. We are each other's neighbors.	12/11/2020 3:10 PM
664	I do not see issues on the surface and feel that a majority have good intentions regarding racial justice. The lack of much exposure to "the problems" faced by racial minorities means the issues here in Petaluma stay in the background.	12/11/2020 3:08 PM
665	Have not heard or seen anything that would make me think otherwise	12/11/2020 3:06 PM
666	there is not much diversity here	12/11/2020 3:01 PM
667	Kinda racist, really depends on the individuals. I would bet 25 percent racist.	12/11/2020 3:01 PM
668	I have not had the chance to participate in or learn about opportunities for low-income, or underserved communities. Admittedly I am not aware of the ethnic breakdown in Petaluma but the community strikes me as very white. I don't often see representation of minorities in everyday life, as staff for the city, and certainly not on council.	12/11/2020 3:00 PM
669	Most positions of power are still very much White-dominated, although that's slowly starting to change	12/11/2020 2:58 PM
670	I perceive white as the dominant race seen and served in Petaluma. I see little evidence of including, welcoming, knowing, supporting, or celebrating non-white races. I would love to see more representation in residents, businesses (i.e. restaurants), events, etc. Schools and neighborhoods are too segregated.	12/11/2020 2:58 PM
671	Face it - we live in a white town populated with people with above average income. That may or may not be factually correct, but it is the way we are certainly treated by the police and even by each other. I'm not saying we do it consciously, but it is the way it feels to someone who is not white and doesn't look upper middle class. When I was a successful CFO I looked like one and was treated like one. I never got a ticket - a polite warning was enough. When I dined out or went to the bank, the managers often stopped by to check on things. When I retired I grew a gray pony tail, a beard and wear Levi's almost everyday. Now I can't get the time of day from a cop and when I try to point out a problem, I am made to feel like I am the problem. Managers at the restaurants and banks no longer pay me any attention. I am in fact, a multi millionaire but treated like some sort of homeless immigrant. I once felt like a valued member of my community. Now I often dream of moving somewhere where I might be treated better.	12/11/2020 2:57 PM
672	It takes time to move forward in an ever changing world	12/11/2020 2:54 PM
673	Residents of Petaluma are, for the most part, homegrown and unaware of any cultures but that of Petaluma. Large city centers with social, equity, law enforcement, financial, anti-social behavior, etc. are unknown to Petaluma residents. Petaluma residents expect everyone to be just like they are and with the same ethics and values. In the military, skin color is not what people are graded on. Petaluma amazingly maintains that same outlook. All this can and will end unless the people become educated into Who and what "ism" is behind BLM and ANTIFA.	12/11/2020 2:52 PM
674	Needs much improvement. Pockets of discrimination exists in various governing bodies and community service organizations.	12/11/2020 2:50 PM
675	Although some people try or aren't openly racist I have been surprised to see many who still are.	12/11/2020 2:50 PM
676	City leadership, school leadership, police leadership is all white	12/11/2020 2:49 PM
677	No major problems	12/11/2020 2:49 PM
678	I am white and realize now after George Floyd and a lot of reading how I was unaware of the magnitude of advantage with privilege provides. And what extreme burdens of discrimination	12/11/2020 2:46 PM

BIPOC face on a daily basis. Petaluma is probably better than many communities with regard to outright racist behavior but probably like most communities in failing to offer equal opportunity to all. Discrimination often goes hand in hand with poverty. And clearly most of the BIPOC and LatinX people in Petaluma are disproportionately lower in one.

679	Lack or respect for selfs and others and not being willing to accept responsibility for their own actions is prevalent in Petaluma. Looking for someone else to blame things n creates a hostel community. So it is complex and requires many small changes in attitudes .	12/11/2020 2:45 PM
680	I'd have said, "well intentioned but wanting." if you'd given me 4 words. The majority means we'll but can be gone deaf. I've lived in the south where racism is truly explicit, though lacking in diversity, compared with the us south and towns of similar size in Europe, petaluma is far more generous.	12/11/2020 2:45 PM
681	I feel that my ethnic identity is being used as a shield to push a narrative that this town is racially unjust and I am being oppressed. That is a false narrative.	12/11/2020 2:44 PM
682	I have had very few issues living in Petaluma.	12/11/2020 2:44 PM
683	We have so many racist folks that we can't even begin to heal.	12/11/2020 2:37 PM
684	I have never heard of race relation issues in Petaluma. If there was an issue I'd think that we would have heard about it. Plus, Petaluma is probably the whitest town in Sonoma County which doesn't provide a lot of opportunities to have racial inequality issues. If the City is so concerned about racial issues, maybe it should make more of an effort to diversify the city.	12/11/2020 2:37 PM
685	Petaluma is a predominantly white community. Relationships with other races are usually in a business or client-customer setting. Social interactions are uncommon in my experience.	12/11/2020 2:36 PM
686	Petalumans are unaware of other races and oblivious of their situation	12/11/2020 2:34 PM
687	I grew up here in Petaluma. When I went to elementary, Junior high, and high School there was only a few different nationalities most petalumens appeared to be Caucasian. I watched throughout the years of welcoming any ethnic groups and families. we fit together quite well in our welcoming town of Petaluma.	12/11/2020 2:34 PM
688	As much as I love to see all the Black Lives Matter signs throughout my neighborhood the sentiment rings hollow with so few people of color actually here.	12/11/2020 2:34 PM
689	Lots of lip service paid to equity in race relations, but no evidence of any real change initiatives being put into action.	12/11/2020 2:33 PM
690	I don't believe there's been much to be inclusive	12/11/2020 2:32 PM
691	Not having been aware for many years, it has become apparent to me after the events of Summer 2020 that racism runs deep and free among the white population of this town.	12/11/2020 2:32 PM
692	No headlines, mutual respect generally rules the day, but still a normal distribution of knuckle heads who need to learn to get along.	12/11/2020 2:31 PM
693	Non-white people are underrepresented in the general resident population, and overrepresented in the poorly paid service and trade occupations	12/11/2020 2:29 PM
694	It feels like we are not one community, but a collection of groups, latinx, white-in-town-liberals, white-rural-conservatives, and others. There is not a lot a mixing of these groups.	12/11/2020 2:29 PM
695	I don't see any racial issues here. Talking with minority friends and family (including my wife and her family), there is nothing that they see or have experienced other than their own insecurities that have been exploited in the media.	12/11/2020 2:29 PM
696	Not enough diversity in our city.	12/11/2020 2:28 PM
697	As a white person, I've not had the experiences positive or negative that another race would have. I've welcomed all races in any activity that I'm a part of. (dance classes, gardening, volunteering.)	12/11/2020 2:27 PM
698	In moments I feel very welcome and safe. In other moments, I feel like my safety may be at risk.	12/11/2020 2:27 PM
699	I am hopeful the city can make itself a model for an integrated diverse community. It has a danger of becoming a segregated community with parallel worlds that don't interact except in	12/11/2020 2:27 PM

	limited ways.	
700	i see no problem	12/11/2020 2:23 PM
701	Petaluma is a great town, there is inclusion and love. Stop making an issue out of nothing.	12/11/2020 2:20 PM
702	There is definitely a tendency to have primarily Spanish speaking residents and primarily English speaking residents interacting as two different social groups.	12/11/2020 2:09 PM
703	Everyone I have associated with are good people and are not prejudiced. Very excepting of everyone.	12/11/2020 2:08 PM
704	When I was bringing my children up in this community the one thing I felt it lacked was diversity of cultures and thus we all have very limited experience with people who are not white.	12/11/2020 2:07 PM
705	Since I moved to Petaluma I found that everyone IS nice, and I haven't observed any people of color who were being treated badly or talked about badly either.	12/11/2020 2:06 PM
706	People who behave within the confines of civility seem to have no problems with law enforcement. However, there are demographics that drive drunk, take drugs and misbehave that rightly are detained and punished.	12/11/2020 2:05 PM
707	I don't break the law so there for the police are not a problem	12/11/2020 2:01 PM
708	its self explanatory	12/11/2020 2:01 PM
709	I see no reason to limit the Police presence or modify it's interaction in this city.	12/11/2020 2:00 PM
710	we are all human its unfair to use diversity to get better treatment	12/11/2020 2:00 PM
711	better than elsewhere- more inclusive community	12/11/2020 1:59 PM
712	Because they seem to exist separately, not as a melded group.	12/11/2020 1:57 PM
713	I've encountered few non-"white," non LatinX folks in Petaluma. Interactions with LatinX people have been congenial and drama-free.	12/11/2020 1:57 PM
714	I think everyone gets along but there is a group of liberal white people that seem to call anyone that disagrees with them racist. So maybe the biggest problem is between people of the same color.	12/11/2020 1:57 PM
715	There appears to be two economic spheres that don't integrate. There are language and citizenship barriers as well.	12/11/2020 1:57 PM
716	In my daily interactions living in Petaluma, I have seen harmony. As a mixed race couple, we experience no issues whatsoever.	12/11/2020 1:57 PM
717	I have found some people are very tolerant, some are not	12/11/2020 1:56 PM
718	These surveys are ridiculous, insulting pablum for the issued in our city. Our police force is not proactive, it is reactive. It responds to crimes only. Why is there no downtown beat cop? Why is there no relationship with our minority community? Why, if they care about our community, did they insist on the purchase of new rifles & guns? Which don't actually age and were not necessary, by the way. And yet the council greenlit those purchases without a second thought. The city budget is almost half safety & yet council always approves it as is & the city gives away even more at the bargaining table with these groups & then sounds out a survey to take our temperature. How about you actually do something about our police department and it's funding instead of asking for community input. This is absurd.	12/11/2020 1:56 PM
719	obvious	12/11/2020 1:56 PM
720	I don't see many mixed ethnics groups. I don't have any friends who are brown or black. - this is because I don't see the opportunities to get to know people of other races.	12/11/2020 1:55 PM
721	Because there is a large contingent of overt bigots in the city. I've witnessed racial confrontations that I wouldn't expect in the Bay Area here in Petaluma.	12/11/2020 1:55 PM
722	Our community generally seems open minded and welcoming but we are not a very culturally or racially diverse community.	12/11/2020 1:54 PM
723	I lived in Oakland and San Francisco most of my adult life, and was surprised to see how few	12/11/2020 1:53 PM

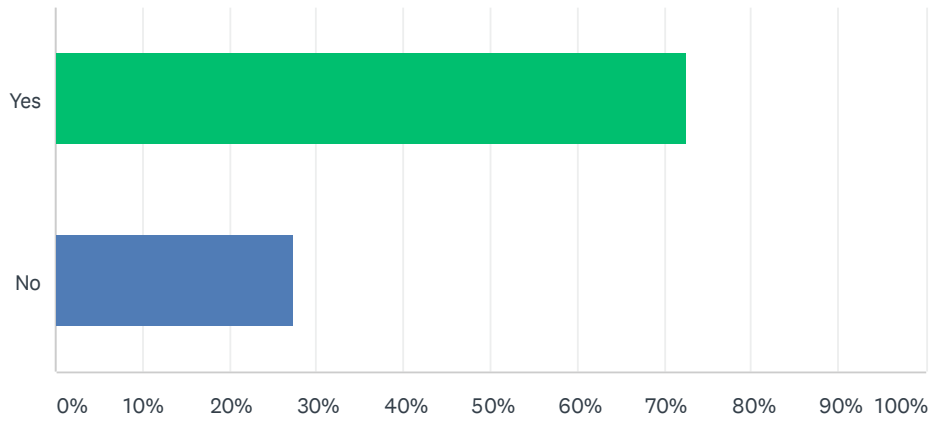
people of color make up the City of Petaluma staff, and especially the police department (which is sorely lacking in both women and African Americans.)

724	Meaning I grew up white here and have not known any racial issues. I am aware that there are and always want us to "get along" and be respectful of one another and not generalize.	12/11/2020 1:52 PM
725	I chose the word "uncertain" for several reasons. First, because my personal experience regarding race relations in Petaluma is limited; I'm white, so am probably unaware of tensions others may feel. Second, since most of Petaluma's residents are also white, it's likely that relatively few are fully cognizant of what people of color in our town are encountering day-to-day. Third, since we have so little diversity in our town, I suspect that our common experience of multi-racial interactions is so limited that we have no real idea of how well or poorly we handle ourselves in regard to race relations...thus, "uncertain".	12/11/2020 1:52 PM
726	Because whenever racism or race relations are brought up, people say things like "well, there are only 1% Blacks here in Petaluma, so why even discuss it?".	12/11/2020 1:51 PM
727	only been here 6 months	12/11/2020 1:50 PM
728	No major crime, good schools, friendly neighbors	12/11/2020 1:49 PM
729	I have no idea of the state of race relations in Petaluma. In other cities I see it's been bad but I don't know about Petaluma.	12/11/2020 1:48 PM
730	Race isn't an issue, doesn't play any role when I interact with other citizens in our city. It's all about the individual person. So in terms of race, the relationship is relaxed.	12/11/2020 1:47 PM
731	Don't see it here	12/11/2020 1:47 PM
732	I never see any race relation issues, never in the 50+ years I have been living here.	12/11/2020 1:47 PM
733	I still see racial bias, but I also see Petaluma working to be more inclusive	12/11/2020 1:47 PM
734	I feel like race relations are largely ignored in Petaluma. I'm a white woman, living in a neighborhood near downtown Petaluma, with mainly white neighbors. I feel like the brief George Floyd protest near Town Hall was the only visible protest in numbers and that local issues of inequity happen all the time in terms of who lives where in Petaluma: it is sneaky though, not explicit. Take the "Slow Streets" movement for example, and the neighborhood by Oxford Court near Helen Putnam Park. You can't park on the street nearest that entrance of the park now, and parking fills up on Windsor. So for all the non-white families that don't live in that more expensive neighborhood abutting the park, where are they supposed to park now? This is a very minor of sneaky racist behavior that happens in these predominantly white neighborhoods. Cars who do park on Oxford Court are likely to be harassed by residents, as happened to me and my friend when we didn't know first we could park here -- and we're both white. I've talked with a friend of color about this, and they said how that would have been a "game over" reason to visit Helen Putnam, with that subtle not-so-subtle NIMBY (not-in-my-backyard) behavior. More explicit racist moments: the segregated classrooms, segregated neighborhoods, white silence, and a downtown scene that caters to wealthy white people.	12/11/2020 1:47 PM
735	my friends who are people of color have been subjected to racist comments and threats and tell me they don't feel safe living here	12/11/2020 1:47 PM
736	I have not seen anything that would make me feel one way or another.	12/11/2020 1:46 PM
737	Schools are segregated. Housing is, one may argue, also segregated. There is an unspoken redlining in the community. Black people I know are not made to feel welcome even if they were born and raised here. Black and brown friends have told me they've experienced numerous harassment by the law enforcement and businesses around town. Petaluma as a city portrays itself as a white community, as it is reflected in marketing material, political representatives, leaderships among community groups, etc.	12/11/2020 1:45 PM
738	No diversity, racists	12/11/2020 1:45 PM
739	Think we have a very split constituency in Petaluma from far right to left. The more conservative people follow the Trump model (that includes the majority of our police department) which is focused on white privilege.	12/11/2020 1:45 PM
740	We love all people in petaluma	12/11/2020 1:44 PM
741	There is a problem with racism in this town. People don't want to admit it and push back	12/11/2020 1:43 PM

	against evidence to the contrary.	
742	Police have approximately 50 percent of the city budget. This money should be going to programs for homeless people, which are often people of color.	12/11/2020 1:42 PM
743	Very little ethnic diversity in Petaluma, the LatinX community lives in a parallel world here in town, even in the school system.	12/11/2020 1:42 PM
744	Extreme left leaning Liberals that shut down any conversation that does not fall in line with their lock step thought process	12/11/2020 1:42 PM
745	not much diversity here	12/11/2020 1:42 PM
746	the racists who came out to the recent BLM protests and the posters being pulled down, it is scary how many blatant racists there are in this town	12/11/2020 1:41 PM
747	as bigots and racists have been emboldened by trumpers, it's clear emotions have gotten more raw in Petaluma. It's still a town of kindness and decency and acceptance, but it's as if someone has poured just enough poison in the water to make things unsettled.	12/11/2020 1:41 PM
748	No problem	12/11/2020 1:41 PM
749	Too many whites and not enough people of color	12/11/2020 1:41 PM
750	Because of the fact there has been numerous acts of hate against BIPOC in this town, the fact that myself a black woman has experienced racism in this town from PPD, as well as my black farther, the fact that the event at St Vincent's was allowed to happen and cops did nothing,	12/11/2020 1:39 PM

Q5 Have you had experience with the Petaluma Police Department?

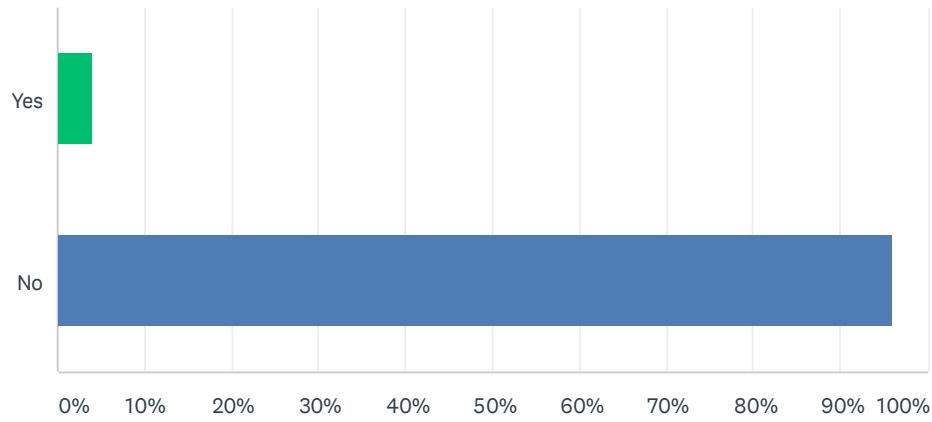
Answered: 844 Skipped: 12



ANSWER CHOICES	RESPONSES
Yes	72.51% 612
No	27.49% 232
TOTAL	844

Q6 If no, have you had a need but didn't reach out?

Answered: 229 Skipped: 627



ANSWER CHOICES	RESPONSES	
Yes	3.93%	9
No	96.07%	220
TOTAL		229

Q7 Please share why you didn't reach out (no character limit)

Answered: 70 Skipped: 786

#	RESPONSES	DATE
1	No need.	1/7/2021 12:00 PM
2	Not there yet	1/7/2021 12:41 AM
3	You are making up an issue	1/6/2021 7:53 PM
4	I checked Nexile and didn't see any problems	1/5/2021 10:38 AM
5	N/A	1/2/2021 8:47 PM
6	NA	1/2/2021 10:50 AM
7	I can work out my own personal problems	1/1/2021 6:30 AM
8	DNA	12/23/2020 11:12 AM
9	No need	12/20/2020 7:53 PM
10	I'm not blond and my children don't have precious blue eyes	12/19/2020 10:25 PM
11	Never took the time I can take care of myself	12/18/2020 12:02 PM
12	I feel like they don't care about the "small" things. Would they even come out to a call? I don't know.	12/15/2020 2:27 PM
13	N/A	12/14/2020 4:41 PM
14	no need	12/14/2020 10:25 AM
15	No need. I also stay away from groups or settings where fights or embezzlement could break out. I've been held up 15 times while living or business traveling in Cleveland, NYC, NJ, and Dallas. All were done by folks from one ethnic group. But that's an 'after dark' thing, not racial.	12/13/2020 10:49 PM
16	We behave ourselves and respect law and order	12/13/2020 7:08 PM
17	N/A	12/13/2020 7:03 PM
18	When it comes to police and people of color relations I have not had any encounter where my race has defined the trajectory of the conversation with an officer. I cannot speak for others and their experiences but based on my personal experiences they have been neutral.	12/13/2020 5:33 PM
19	no need	12/13/2020 4:25 PM
20	n/a	12/13/2020 3:19 PM
21	No real reason to reach out	12/13/2020 1:22 PM
22	They came just out of town, when a girl was. in car on our property, passed out. Only time they ever came. Sheriff came very soon.	12/13/2020 1:22 PM
23	n/a	12/13/2020 8:02 AM
24	I try to avoid the police. Police of color are getting killed in other communities. Police officers here are not diverse. I have never seen a Latino or black police officer in Petaluma.	12/12/2020 10:21 PM
25	Have never had a need. Only heard one local neighborhood police officer speak once at a home owners meeting. A minor police experience.	12/12/2020 6:35 PM
26	outside city limits	12/12/2020 4:57 PM
27	I can't even reach for a can of tuna from my pantry. I have no arms. I was born without appendages.	12/12/2020 4:45 PM
28	Not applicable.	12/12/2020 4:13 PM
29	na	12/12/2020 2:58 PM
30	NO PROBLEM TO REACH OUT TO.IM SURE IF I NEEDED THEM,THEY WOULD RESPOND.	12/12/2020 11:07 AM
31	no need	12/12/2020 11:06 AM

Petaluma Community Survey

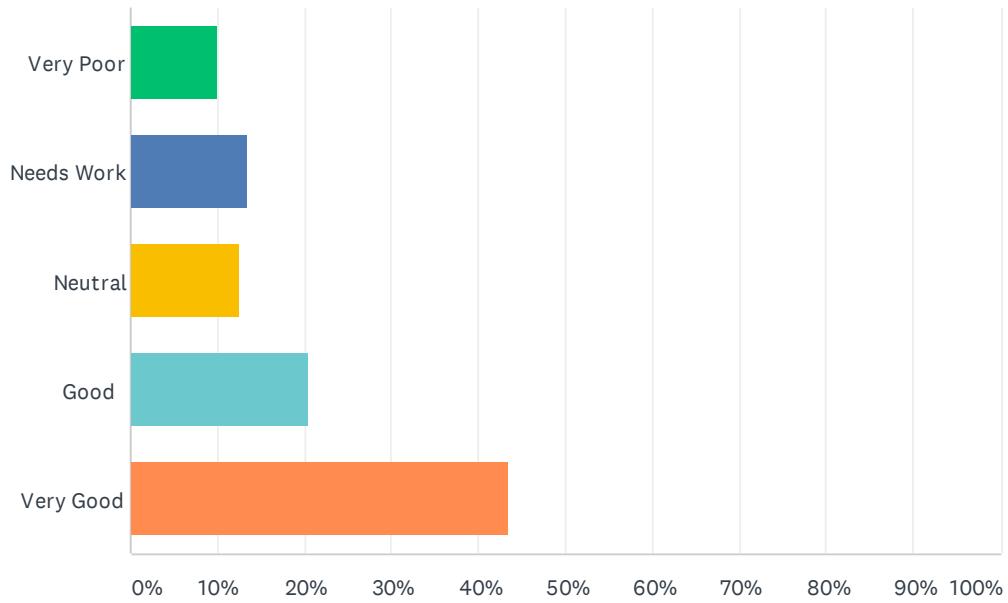
Attachment 9

32	I did not reach out as I did not have a need.	12/12/2020 9:45 AM
33	Not applicable. Though just visually have not seen any non-white officers.	12/12/2020 9:12 AM
34	The situation worked out on its own	12/12/2020 8:08 AM
35	Did not have a need...	12/12/2020 7:08 AM
36	N/A	12/12/2020 3:36 AM
37	When I reached out, I received no response.	12/12/2020 12:18 AM
38	I felt like its going to be waste of time. They aren't going to do anything.	12/11/2020 11:55 PM
39	I'm a grandparent with an uneventful life that has never required help from any police department.	12/11/2020 9:11 PM
40	There was no need to reach out.	12/11/2020 9:05 PM
41	Have no it needed to call them due to no issues	12/11/2020 6:47 PM
42	No need!	12/11/2020 6:04 PM
43	No need at this time	12/11/2020 6:01 PM
44	I have not had a need but would reach out.	12/11/2020 5:27 PM
45	No need. I know folks (most a white woman) who have had interactions with the department and felt that they were not taken seriously - dismissed for being a 'crazy female"	12/11/2020 5:22 PM
46	I wasn't present so therefore not a witness to certain situations.	12/11/2020 4:32 PM
47	Did not need too.	12/11/2020 4:26 PM
48	Haven't needed to reach out. No problems where I live.	12/11/2020 4:23 PM
49	Not needed	12/11/2020 4:16 PM
50	Because I don't care about the elites in this town and know who I am. I have the utmost respect for the police and the crap they have to put up with. This town is too vanilla for my taste.	12/11/2020 3:56 PM
51	Because I don't break the law and choose my friends carefully	12/11/2020 3:51 PM
52	no need	12/11/2020 3:45 PM
53	I am a law abiding citizen and have not had the need to contact law enforcement.	12/11/2020 3:39 PM
54	I would not reach out to a police department that I know would not help me	12/11/2020 3:36 PM
55	It was a noisy neighbor next door was trying to sleep. I heard that this was not a police matter.	12/11/2020 3:33 PM
56	I have had no need.	12/11/2020 3:32 PM
57	I haven't required an interaction or need with the Petaluma police department	12/11/2020 3:20 PM
58	N/A	12/11/2020 2:38 PM
59	n/a	12/11/2020 2:29 PM
60	No need to	12/11/2020 2:00 PM
61	No need.	12/11/2020 1:57 PM
62	I don't see how or why they would help me	12/11/2020 1:55 PM
63	No need	12/11/2020 1:51 PM
64	Didn't need to.	12/11/2020 1:49 PM
65	Have not had a need	12/11/2020 1:46 PM
66	I did not have a need	12/11/2020 1:46 PM
67	No reason	12/11/2020 1:45 PM

68	No need	12/11/2020 1:42 PM
69	no instances needed	12/11/2020 1:42 PM
70	No need	12/11/2020 1:41 PM

Q8 How would you rate the experience?

Answered: 594 Skipped: 262



ANSWER CHOICES	RESPONSES	
Very Poor	10.10%	60
Needs Work	13.30%	79
Neutral	12.46%	74
Good	20.54%	122
Very Good	43.60%	259
TOTAL		594

Q9 What was the nature of that experience? (no character limit)

Answered: 546 Skipped: 310

#	RESPONSES	DATE
1	Calling in to report incidents. Coffee with a Cop events. Police town hall meetings	1/11/2021 9:36 PM
2	DUI check point	1/10/2021 3:31 PM
3	I was hit by a car while crossing Oak St. It was clear that the dispatcher was trying to dissuade me from having an officer respond to the scene.	1/9/2021 3:14 PM
4	Worked with them when I was a school counselor. Helpful when I needed support with troubled kids.	1/8/2021 1:14 PM
5	Business matter related to trespassing by homeless	1/8/2021 10:10 AM
6	A no seat belt ticket Attendance at a police information session. Response to a robbery Response to a burglar alarm going off accidentally. Telephone call to the Chief and to a Sergeant.	1/8/2021 7:29 AM
7	Car accident	1/8/2021 2:27 AM
8	I have been arrested three times in my life. Officers were, at all times, respectful and professional. it's not supposed to be a pleasant experience to be arrested. I've also been cited for moving violations within the City of Petaluma on a number of occasions. Never have I had an issue with an officer. Additionally, I have two, mixed race, teenagers. They have had encounters with police. There's never been any unacceptable behavior from the PPD.	1/7/2021 11:12 PM
9	Speeding, calling the police for assistance. Seeing officers go above and beyond the call of duty	1/7/2021 9:10 PM
10	Was stopped a few times for different reasons. Well not me but my boyfriend at the time. I was in the car with him though. All of which were reasonable to be stopped. I've called them a couple of times for help. Once I asked an officer to drive me home as I was in my early twenties and drank a little to much "embarrassing". And Being pulled over always sucks but it was rightfully so. Both times my boyfriend got a ticket by the way. But both officers were professional and did their jobs.	1/7/2021 8:50 PM
11	Car accident. Young cop showed no empathy. Luckily an older came and he at least was Pleasant and friendly.)I was rear ended and my car Was totaled) I was in shock and if it wasn't for the woman who got hit in front of me, I may have had a break down.	1/7/2021 7:34 PM
12	A variety of experiences.	1/7/2021 7:11 PM
13	I have had many experience with the police in Petaluma Very respectful and attentive	1/7/2021 6:41 PM
14	I was unfairly targeted by police officers on the east side of town, and was told that I was being singled out. It's hard to have an inclusive town when our local police force is unfairly targeting residents that may not see the world through the same lens. I ended up filing a report with the sheriff, and that experience was fruitful. I believe the officers on patrol should be taking more instruction on diversity.	1/7/2021 4:45 PM
15	Every 15 - program put on my the police for our high schools. My son was chosen as a volunteer, and thus I became quite involved with many officers. As a member of the Friends of Lynch Creek Trail, we invited members to our community meeting, and on more than one occasion they spoke, and listened and helped with the overflow of homeless on the trail. As a member of PBAC, we have had police to speak to us regarding collision data, etc. I know at least one policeman and his family, and watched him/them grow up and become members of the department.	1/7/2021 4:41 PM
16	There was an incident at my child's daycare.	1/7/2021 2:20 PM
17	As a former high school administrator in town, contacting police for various student-related issues.	1/7/2021 12:59 PM
18	I was in an accident, the police officer who arrived was amazing.	1/7/2021 12:37 PM
19	My son was self medicating and used the system to his advantage where he had many problems with life and run in's with the police. They supported me and him where we could take action to halt his crimes. The police where professional and hard at the same time, which helped my son to relearn respect and look at what he was doing to destroy his life. The police helped keep my son alive and his mom.	1/7/2021 11:23 AM

Petaluma Community Survey

Attachment 9

20	My mother was the victim of elder abuse. Caregiver stole her identity and paid for a wedding. I am a white woman accusing a woman of color, they still did nothing. I was able to give them her full name, address and information about her exact location. They didn't do anything and seemed annoyed that I kept following up and sending additional info. Lots of people think the issues with the petaluma police are about race. I think maybe they are just a bit on the lazy side. They need public interest as a push to actually do work. It's unfortunate and I'm sure race is an issue at times.... but I think the problem is bigger than that.	1/7/2021 10:22 AM
21	Reporting unruly neighborhood pets. I felt that the police department handled everything fairly. I was also watched the November 2020 "Uncomfortable Conversations with a Black Man" with Emmanuel Acho and the Petaluma Police Department. I was very pleased to see that the department is working to build bridges of racial understanding and fight white supremacy.	1/7/2021 10:19 AM
22	Planning Safe route to school activities like bike rodeos and participating in Bike to work day over many years. Advising and implementing many pedestrian and bicycle safety improvements.	1/7/2021 9:36 AM
23	A Petaluma police officer made me cry after I unwittingly dialed 911 at the age of 5. At Casa Grande, we had a police officer who would often target my Hispanic friends. As an adult, police were respectful when there were BLM protesters outside the police department. As you can see, my interactions with the police are limited, but I am also a white female who has not been raised to fear police; however, I do see the discrepancies in interactions with different races and homeless populations.	1/7/2021 9:29 AM
24	There is white supremacy located at St. Vincent de Paul high school and around the city. They seem to believe that they are above the rules and law, because sports (or their views and actions) are so important to their school. And they can gather, have contact sports, large gatherings with fans, etc etc. Of course many, many people do the same, but the others are not part of a religious school and church community that should symbolize honesty, stopping lawlessness, and following health orders.	1/7/2021 9:09 AM
25	Sought help from Dept when son was teenager and got involved with drugs. Police were supportive.	1/7/2021 8:18 AM
26	Traffic stops by police have always been appropriate and professional. Police interactions I have seen in public have also been exemplary. Officers are kind, calm and actively diffuse tensions.	1/7/2021 7:42 AM
27	Working with Joe Garcia on a pot house in Petaluma for one of our clients.	1/7/2021 6:42 AM
28	I came home from work early one day to be with my wife. She was going through Chemo at the time and the drugs were having many effects. I tried to be quiet because I thought she would be asleep, but she heard me come in and called 911. I waited by the front door, knowing that the police would arrive soon. To my amazement, they took my wife aside and told her that she did the right thing, trying to calm her down. Understand, they had no knowledge of what she was going through. I was so impressed with their professionalism. They did not know that she was going through chemo, and the effect that the drugs were having. I do have to question if it would have played out the same if I was colored? I will never know, but I do think we have some wonderful first responders,	1/6/2021 10:27 PM
29	I have called the police to report crimes in our downtown area, or suspicious circumstances. The police have usually been able to respond in a timely fashion and have followed up with me. I have attended protests where we as community members were harassed by aggressive counter protestors and our constitutional right to assemble was interrupted. I feel that a police presence would have been helpful.	1/6/2021 9:46 PM
30	Some late night interaction over reporting kids swimming unauthorized in a public pool while it was closed.	1/6/2021 9:31 PM
31	Theft at construction site & commercial property.	1/6/2021 9:26 PM
32	Knocked on my door to report identity theft.	1/6/2021 8:58 PM
33	It was a home health issue years ago. I was treated very badly	1/6/2021 8:44 PM
34	I called the police for help. They were acting like I was the guilty one and I did not deserve any help.	1/6/2021 8:38 PM
35	Not applicable	1/6/2021 8:17 PM

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36	- Dropping off a found item. - Attended community outreach meetings	1/6/2021 7:51 PM
37	report thievery	1/6/2021 7:50 PM
38	They are very nice and helpful	1/6/2021 7:40 PM
39	I'm biased because I am a PPD volunteer.	1/6/2021 6:41 PM
40	I bought an officer a cup of coffee	1/5/2021 8:27 PM
41	My husband (who has dementia) was struck by an illegal immigrant driver (in a borrowed vehicle) while riding his bike, the PPD took no action. When I followed up a day later after taking him to the ER after the accident, I was told by PPD that my husband was at fault, so no action was taken. Since when does and unlicensed get pardoned for striking a bicyclist? My husband suffered 2 spinal fractures as a result of that accident. Thankfully, we have 100% insurance coverage or I would have taken legal action against the city and the driver and owner of the vehicle.	1/5/2021 5:35 PM
42	I was pulled over, and treated well. The officer actually have me a break on my ticket.	1/5/2021 3:14 PM
43	I'm a white, female, over the age of 60. My only interaction with police is an occasional phone call to report crimes in progress. The responses have been suitable and appropriate in my opinion.	1/5/2021 12:40 PM
44	There is not enough time for me to adequately describe the number of times that I have been stopped, searched, questioned, handcuffed, abused, and harassed by Petaluma Police Officers over the last 25 years.	1/5/2021 10:45 AM
45	I have had experience with Petaluma Police Department on both ends of the spectrum. I have had to call 911 before due to accidents and car break-ins, as well as being pulled over for a traffic stop before. All of my experiences with PPD have been pleasant and professional.	1/4/2021 10:00 PM
46	I work for the school system and have reported sexual assault to the PPD. They were very slow to respond, asked such insensitive questions about the situation (so much so that I quite literally had a hard time believing I was on the phone with a professional and was worried that it was the perpetrator calling in effort to get information), and did not seem to be taking the alleged crime nor potential threat seriously.	1/4/2021 2:24 PM
47	Interaction with PD at social events such as HS football games and I've received a fix-it ticket that was signed off by an officer. Additionally I've gotten a hands free cell phone ticket and was treated fairly by the PD. And yes, I did receive the ticket	1/4/2021 10:07 AM
48	Parking; response to disturbance	1/3/2021 5:54 PM
49	I was threatened with arrest for hit and run at the scene of an accident after I called to report it and the other person left. In another incident, I was treated with hostility and suspicion when I wanted to turn in ammunition that a former roommate had left at my house.	1/3/2021 5:15 PM
50	I was on a party bus coming home from SF. Two drunk guys starting fighting and the bus driver called the police, who were waiting when we arrived. We all had to show ID and sit on the curb while they investigated the incident.	1/3/2021 2:24 PM
51	Casual.	1/3/2021 2:19 PM
52	My 15yr son was falsely accused of assault. The police department worked well with dealing with the situation to find out that there was no truth to the assault.	1/3/2021 1:19 PM
53	Pulled over for using a phone. I had my window down, hands on my steering wheel. I was cordial, he was cordial. No issues.	1/3/2021 12:47 PM
54	They didn't speak Spanish and couldn't communicate	1/3/2021 11:45 AM
55	Calling regarding an abandoned car	1/3/2021 8:30 AM
56	Pulled over for traffic stop	1/2/2021 9:16 PM
57	Gang activity eventually brought a police officer onto campus. He was well liked and helped dispel a negative image of cops.	1/2/2021 2:46 PM
58	Son was on drugs and I had several encounters with the police to help me	1/2/2021 12:10 PM

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59	I was a witness to a crime	1/2/2021 7:14 AM
60	The police assume people of color are criminals.	1/1/2021 11:47 PM
61	Officers pulling guns on teenage skateboarders at nighttime.	1/1/2021 10:33 PM
62	My dad had once gotten locked out of our house and my uncles were with him and PPD was driving by and I guess it looks suspicious but one thing lead to another and the cop threatened to kill my puppy because she wouldn't stop Barking	1/1/2021 9:52 PM
63	Various pull overs, including twice in one night.	1/1/2021 7:09 PM
64	My then teenager snuck out and was caught. The police handled in such a way that we, the parents could address the situation.	1/1/2021 5:47 PM
65	Response to burglar alarm, being a passenger while pulled over. (I am white, my husband and child are latinx)	1/1/2021 4:52 PM
66	I was arrested while in uniform (I was an active duty EMT at the time) trying to assist what I was led to believe was a citizen in crisis. The report of a citizen in need was a lie intended to entrap me and others like me who were out trying to help during a period of rightful civil unrest.	1/1/2021 2:00 PM
67	Several calls about relative with dementia. We are in general, a community not particularly supportive of difference.	12/31/2020 11:53 AM
68	A friend of mine was body slammed to the ground because the Petaluma police "mistook" him for another Hispanic male (who we found out later didn't even fit the description) and then proceeded to try to arrest him anyway for "resisting". Petaluma PD are also known throughout Sonoma county as being some of the most racist, second only to the sheriffs department, and FREQUENTLY perform "traffic stops" on POC (there's a saying, don't get caught driving while brown in petaluma) that are not only illegal but unconstitutional.	12/31/2020 9:58 AM
69	I went out for drinks (2019) with my friend and her husband, who is a member of PPD, tagged along. Within just a few minutes of knowing him he talked about how he loved his weekend night shifts because he got to "harass" (his words) people who were out drinking. I didn't even ask him about his job he just shared that opinion without being promoted Hee also talked about wanting to hunt endangered animals, which I guess technically isnt illegal to talk about, but still super weird and a poor indication of the quality of character of the people PPD hires.	12/31/2020 9:46 AM
70	I have had many experiences, none ended in a ticket because I know my rights and am prone to calling a lawyer if I have a police altercation in either Petaluma, Cotati, or Marin (the absolute worst). It makes me want to leave this always predominantly white area and surround myself with black excellence instead. This constant doubt that I am a good person exhausts me to the core.	12/31/2020 9:44 AM
71	I was a victim of a theft. The officers went beyond the necessary steps to retrieve my stolen property. I was stopped for a traffic violation (this officer was surly). I consulted with some of the officers in the youth diversion program (many years ago).	12/31/2020 9:02 AM
72	I think that PPD are professionals. I have been in law enforcement for over 20 years now for a large East Bay City so I can be a bit more critical of other law enforcement agencies and Officers without being biased. My experience was pretty simple with PPD but the Officer was friendly to my kids and completed his duty professionally. Other interactions I've seen here during incidents in Petaluma were more of the same. The responding Officers were professional and had the community care function down to a science. I honestly feel that we are lucky to have an agency like PPD that does well in the community with their interactions and their pursuit of criminals. I think they do a great job overall. I've seen very progressive departments in turmoil (past & present) with department vs. community issues and PPD is far from that. They seem to embrace progressive change while still doing their jobs with courage & integrity. Being a Police officer in another city I'm used to always caring for my own safety when the time comes but living in Peteluma I do feel safe having PPD in the community and leaving my family's safety to them.	12/31/2020 8:16 AM
73	issues with neighbors	12/31/2020 8:10 AM
74	getting pulled over in a car, being stopped MULTIPLE times ON FOOT with friends walking downtown. the neighborhood meetings with an officer. police have come to my job multiple times to help train the dogs over the years. I have had to call the police for work issues you have helped us with. I volunteered and cook burgers for the department at a car show? or	12/30/2020 2:49 PM

American graffiti police food both. I participated in a citizens academy. I have gone through multiple dui checkpoints over the years as well.

75	Recently after a group of young make cyclists that have been terrorizing the community for months and harassed and instilled fear in two 10 year old children were confronted- when the police were called their message to the kids so relaxed that after a short convo the police were asking the boys what sport they were planning on doing in the upcoming year. The boys came back several times to threaten ans the ongoing g. Uber bullying has escalated ten fold	12/30/2020 8:07 AM
76	Reporting suspicious & suspected break in attempts at my home.	12/29/2020 7:29 PM
77	Home alarm system alerted someone on the property, police came very quickly to investigate	12/29/2020 1:33 PM
78	My experience was from 20-30 years ago, so I would not give a rating. They seem more responsive and helpful now days.	12/28/2020 8:04 AM
79	Pulled over, apparently it took back up. Insinuating I was under the influence because I veered away from a swerving car and they continued to try and provoke and push their assumed scenario.	12/26/2020 6:02 PM
80	They came to my daughters birthday party and again to our home after she was diagnosed with cancer. Very kind officers.	12/22/2020 8:21 AM
81	This is from back in the 90's but my experience was so awful I wrote to the police chief who invited me in to talk and who promptly disciplined the only woman involved (probably the only woman on the force at the time). I spelled out the cascade of errors and flubs and offered suggestions for improvement, none of which involved disciplinary procedures. Very briefly, I had been targeted by someone who came onto my property and slashed tires 3-4 times; I went on vacation and alerted neighbors and the police. Someone broke in, we fixed the window, the next day they broke in again and cleaned me out. And slashed tires included my 10 yo son's bike. The police did escort me through the house upon return which was nice. But pushed back that there was further risk or anything to be done. A week later, the neighborhood dogs are barking like crazy and I got scared. I called the police. Guy sat in his car and never contacted me. My neighbors finally came over with bats. We asked him are you here for me? Yeah, I got news that rabid dogs were here. Are you aware that I've been robbed and had tires slashed over the last 2 months. Wow, really? Anyway, that is just part of the nightmare; our son's teacher's husband was subject to harassment after he, a teacher at PHS, expressed support for the gay community. For months kids probably would drive by in the night throw rocks and eggs. Police did nothing; friends ended up sleeping in shifts in front of their house. And of course the abject failure of the force to communicate the abduction of Polly Klass to the sheriff's department. Have never quite shaken the Barney Fife reputation they so richly deserved from that time. Based on the "uncomfortable conversations with a black man" video, I came away non-plussed. The conversation wasn't terribly uncomfortable, and despite one officer's discussion, they clearly see BLM as threats. I was at the St. Vincent's rally where the Trumpers were spouting crazy conspiracy theories (BLM is racist, marxist, they want to take your farms and burn down city hall....) We asked for help before they rushed us without masks. I'm telling you, the police should have maintained the division. One protester hit by a car or one rock (thrown by anyone) through the window of St. Vincents and this town would not recover for a decade. They did provide traffic control at some of the impromptu protests, which is good. Overall, not feeling so warm and fuzzy about the police. Oh, now you got me started. When de-escalation of a mental health scenario (which did involve a gun) required the swat team and vehicle.	12/22/2020 1:38 AM
82	I was a Petaluma Police Officer for 13 years	12/21/2020 7:17 PM
83	Officers spend too much time at the (Sub)station and with the windows rolled up in their cars and not enough time getting to know people on the street. They seem to be afraid as they never go to a call until more than one can show up at the same time. I have been told this was the policy by a retired officer. I've also heard that the federal authorities don't trust the Petaluma police which is why the raid on McNeil Ave. a couple of years ago came as a surprise to the PPD.	12/21/2020 3:56 PM
84	We have had multiple experiences with Petaluma Police - as victim/complainants and with our teenager. As one would expect, some of the experiences were positive, supportive, in fact exceptional; some others' left us hoping we had had more support and follow-through. Overall, we understand the monumental task of service involved in policing, and support and appreciate our Petaluma Police Department.	12/21/2020 1:56 PM

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85	Pulled over for going 7 mi over speed limit on Adobe Road, then ticketed me for not changing my address in a timely manner.	12/21/2020 10:29 AM
86	parking issues, general law enforcement questions	12/21/2020 7:18 AM
87	Many years ago I was surveiled by the now Chief. On a Saturday he parked near me, observed and waited for me to leave the premises. As I was about to exit city limits he pulled me over and detained me & my employee for nearly half an hour questioning my actions. Had he approached me when he first observed me we could have both walked to the office onsite where he would have been told my activity had been requested by an ad in the AC. On Monday I returned to the business, related my experience and was given a letter attesting to the legitimacy of my activity which I then took to PPD where I was met with open hostility. I waited outside on the sidewalk where I was approached by several officers one at a time asking my purpose for being there. Finally a Sargeant came out and he was just nasty. During our exchange I mentioned what I was doing was important to me since I did not want a cloud of suspicion over me and I thought it friendlier than filing a PC. The Sgt said "Well, if you did, it wouldn't go anywhere because I'm on that committee". The cops considered me a threat because I was on a public sidewalk armed with a document to right a misperception. What a crock!	12/20/2020 6:44 PM
88	Traffic stop. Another was mutual assistance of a female undocumented unlicensed motorist who crashed into an elevated curb on Lakeville hwy by the carpool parking lot on a rainy and foggy night. He even kept in text contact after my departure in case he needed further Spanish interpretations assistance. I am now a retired SF police commission (DPA) investigator. So far all have been positive.	12/20/2020 4:18 PM
89	Neighbor was being abused- we called. The police seemed to be respectful of the parties involved (they were people of color). Another incident we were asked to lower our music. They were kind and friendly. (I present as white). I've personally not witnessed inappropriate police behavior.	12/20/2020 8:09 AM
90	Traffic	12/19/2020 3:24 PM
91	Just stopped an officer to ask a question.....	12/19/2020 1:08 PM
92	Traffic accident reports as a white person.	12/19/2020 11:53 AM
93	I answered "yes" so I could give feedback on this. I haven't had direct experience with the police because I am a white woman who drives an expensive car and they leave me alone. However I see them pulling over people of color in older model cars all the time. I also watched the Difficult Conversations video and have been participating in city council meetings and listening to the police chief and there is more work to be done. Black Lives Matter is not simply a campaign slogan.	12/19/2020 11:30 AM
94	Neighborhood meet and greet. And 2 calls to my house.	12/19/2020 10:04 AM
95	Traffic stop	12/19/2020 9:58 AM
96	The marshalls incident with the Latinos accused of attempted kidnapping by the Petaluma police was ridiculous	12/18/2020 8:50 PM
97	With a black male friend in his car. They pulled up behind us and questioned if he was the owner of the car, suggesting that they believed it was stolen. Turns out they were looking for someone with the same name who was a regular criminal suspect in town. But because of my friends race and the quality of his car, they assumed it was stolen and that he might be the man they were looking for.	12/18/2020 8:13 PM
98	Been stopped by PD, have attended neighborhood beat meetings, DARE program, school resource officers	12/18/2020 7:14 PM
99	Public interaction	12/18/2020 6:50 PM
100	I have had coffee with Police talked with the Chief and Officers. I was able to ask them lots of questions and they were very friendly and responsive as well as professional.	12/18/2020 6:25 PM
101	I was involved in a rollover accident on N. McDowell. The officers that responded to the scene were very professional and cordial. At no time during the interaction did I feel any hostility from them whatsoever.	12/18/2020 4:07 PM
102	I have had many interactions with the Petaluma Police Department. All of them have been	12/18/2020 1:57 PM

positive. Yes, even when my son got a ticket, still positive. He should not have run the red light. They have been out to investigate prowlers as well and did a great job. They have even gone above and beyond helping a neighbor out in need during Christmas.

103	I sought advice regarding a extortion problem. The officer wasn't very understanding, receptive, or accommodating.	12/17/2020 12:43 PM
104	I was incoherent and going through a manic/pychosis episode. This has happened two times where the police were involved, and both times I was treated with respect while being delivered to nearby hospital for treatment.	12/17/2020 12:11 PM
105	Community involvement with officers in kid sports.	12/17/2020 5:51 AM
106	I got pulled over for speeding, the officer was so kind, EVEN while giving me a ticket, that I cried after the experience of relief.	12/16/2020 12:29 PM
107	As a religious leader in our community, I have had direct communication with Chief Savano and patrol officers. ALL of these experiences have been exceptionally positive. THANK YOU!!	12/16/2020 11:32 AM
108	The community relations officer responded. My experience with her was unsatisfactory. She reports that with "no video" nothing could be done. She just left.	12/16/2020 11:24 AM
109	No comment	12/16/2020 1:29 AM
110	Car accident in front of our home	12/15/2020 4:44 PM
111	I have driven past police officers in military tank like vehicles on 6th street responding to some incident, which seems like a gross misuse of funding. I have been pulled over and was given a warning (I'm white). I requested assistance with an online stalker and was told to just keep a look out as there was nothing they could do unless the person showed up at my door or continually harassed me for a longer period of time. I was trying to de-escalate a situation with a white, homeless man and the officers allowed me to do so without intervening and eventually left. I stopped to record officers arresting a woman of color who was homeless, she was resisting being hand cuffed and the officers got violent and tackled her to the ground. She calmed down when she saw several onlookers watching, perhaps because she knew she was no longer being handcuffed alone with 4 large men. During COVID it seems like homelessness being a crime when it's increasingly affecting more people and treating human beings with such little respect is so unnecessary. We should have compassionate advocates dealing with vulnerable populations who are simply criminals because they have no home rather than with human weapons (police officers). I viewed a post by the Petaluma PD on Nextdoor where they posted the mugshots of alleged thefts who were POC, I checked all the other posts they had posted within months and didn't see a single mugshot of another suspect, person caught or otherwise. This negligently stoked fear of POC in Petaluma residents as was obvious in the comments.	12/15/2020 3:39 PM
112	I've not had a lot of experience with the local police, but my impression from living here for so long is that we have a very young and fairly inexperienced force comprised of mostly non-worldly men.	12/15/2020 3:13 PM
113	They don't always know the correct laws and don't always have the most current and up to data information.	12/15/2020 2:50 PM
114	Emergency response very good in neighborhood re noise complaints and accidents. Officer behaviors professional. Respectful with homeless folks	12/15/2020 1:58 PM
115	A small issue with my child. A neighborhood issue.	12/15/2020 12:42 PM
116	Family dispute	12/15/2020 12:32 PM
117	Respond to my home for stolen property (recently) Respond to my home for erroneous 911 call - no issues what so ever. (years ago)	12/15/2020 10:11 AM
118	I was being harassed and followed and the police department went above and beyond to ensure I was safe.	12/15/2020 9:44 AM
119	my car was broken into and the police came to my home. they couldnt do muhc but admitted it. they were nice and it turned out one of the officers was a coach for my son. small world	12/15/2020 6:18 AM
120	Turned in some found property. Was treated well.	12/14/2020 11:31 PM

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121	I've been pulled over. The officer was very professional and courteous.	12/14/2020 3:14 PM
122	My minor son committed vandalism.	12/14/2020 3:04 PM
123	Pulled over for ticket, called 911 once for a neighbor domestic disturbance, and dui checkpoint point.	12/14/2020 3:00 PM
124	I was pulled over for an apparent traffic violation. The officer was very polite and professional and found after interviewing me that I had not been drinking or had I made any violation of the law.	12/14/2020 2:27 PM
125	We had to call once when our tires were slashed, and once when my place of business was broken into.	12/14/2020 12:39 PM
126	Traffic violation , officer was courteous and respectful.	12/14/2020 11:26 AM
127	Two traffic stops that were ticketed (I rolled a stop sign in the parking lot in front of Trader Joe's (there was no traffic at the time) and a speeding ticket for going 35 mph in a 25 mph school zone on the Bodega Hwy. Both could have been ticketed as warnings and been effective. However the officers involved seemed more intent on creating a revenue stream for Petaluma than not.	12/14/2020 10:39 AM
128	I am a 290 registrant for the past 6 years and have been shown respect from the detectives with which I have dealt, especially Detectives Parnow and Shoemaker.	12/14/2020 10:25 AM
129	Some partnering with them through work, which has been mostly positive. Other time was pulled over twice in the same week, by the same officer, for window tinting.	12/14/2020 9:26 AM
130	Ticked signed off last week by Officer McGovern. Earlier in the year, after calling the Petaluma police station, we were dealt with rudeness from the dispatch. One of the dispatchers heard the conversation and reported it. A very kind women (have her name at home) who was in charge of all dispatch called and asked if there had been a problem. We had a productive conversation and an apology for the improper attitude of the dispatch that day. She also followed up with a nice letter.	12/14/2020 8:37 AM
131	I work for the Mary Isaak center and have had the privilage to work in unison with the PPD to solve crisis. Very professional, caring, smart helpful.	12/14/2020 8:23 AM
132	Break in; responses to firearms discharged by neighbors.	12/14/2020 8:13 AM
133	Traffic Stop	12/14/2020 6:58 AM
134	I was involved in a car accident. The young cop was cold and not friendly. I was rear ended and a little empathy would have been nice. A veteran cop came and he at least was nice	12/14/2020 5:26 AM
135	figured out the name of person who stole m-i-i's identity. they followed up and arrested the suspect. responded to burglary of my home. no follow up. no communication.	12/13/2020 11:27 PM
136	Very good now. Twenty years ago, not so good. Thank you for your service.	12/13/2020 11:18 PM
137	Traffic stop. I was speeding this I got stopped. Complied no big deal. People need to learn to follow directions and there wouldn't be issues	12/13/2020 10:08 PM
138	Two encounters. One a young, snotty officer and two, an older professional and nice officer, both female. And a righteous stop, also professional.	12/13/2020 9:06 PM
139	Unwilling to stop right wing counter demonstrators who were shouting death threats, carrying/brandishing knives, swerving toward pedestrians while shouting racist insults at them, etc. They stated there is nothing they can do to stop this behavior.	12/13/2020 8:45 PM
140	The officers don't respect people of color - they treat us worst than second class	12/13/2020 7:50 PM
141	PPD has helped me several times, once with my son and another time when my wife had a auto incident. I think highly of them.	12/13/2020 7:07 PM
142	No comment.	12/13/2020 6:41 PM
143	Death of my son in 1997. Death of a good friend in my home 2018.	12/13/2020 5:55 PM
144	They stopped me for a "non working brake light." Both brakelights worked. They yanked me out of my car without any warning (Jason Lechlightner) then asked to search me, I said "No"and they searched me in handcuffs anyway. They said I wasn't under arrest then arrested	12/13/2020 4:59 PM

me for contraband seized in an unlawful search and seizure. They do not care about one's civil or constitutional rights. At hearing they lied and said the contraband was seized subsequent to arrest. They lie and violate people's civil rights.

145	Work related	12/13/2020 4:17 PM
146	We were victims of a home burglary.	12/13/2020 4:06 PM
147	because of a mistake, driving, that was unknown 2 me, had rude one police's attitude, towards me. And i am white, otherwise, ,most of the police office R great.	12/13/2020 3:54 PM
148	Although I've had several good or very good experiences with PPD, because this is survey about racial equity and inclusion I refer here to the aftermath of the demonstration/counter protest at St Vincent's.	12/13/2020 3:35 PM
149	The police have been extremely helpful, kind and willing to help everyone. I am not a criminal and have never done anything that would require the police to detain me. If I were asked to do something by the police, I would comply without argument. I respect their authority. They are well trained and would not use any type of force unless a person caused them to do so.	12/13/2020 3:17 PM
150	Homeless on private property	12/13/2020 3:08 PM
151	I have spoken to policemen in my neighborhood and been stopped for traffic violations!	12/13/2020 2:58 PM
152	School help.	12/13/2020 2:02 PM
153	they have a history of harassing and ticketing unnecessarily. my only traffic violations happened here, when I "didn't stop long enough" at a stop sign (with no traffic in sight for the entire ticket period)	12/13/2020 12:58 PM
154	Police pulled me over while driving northbound on Ellis Street at Martin Circle alleging I was on my mobile phone. I assured the officer that I was not utilizing my phone while operating a motor vehicle. He insisted that I was "positively identified" as the perpetrator of the traffic infraction. I demonstrated that my phone was inaccessible, put away down in the depths of my center console/armrest. The Police officer continued to argue with me until I assured him that I had captured the footage on my dash camera and we can review it together. At this point he finally decided to "let me off with a warning." When the police department receives funding for "click it or ticket" or "distracted driving" campaigns, how about enforcing speed limits instead of imagined traffic infractions? The Petaluma police are the epitome of ineffective law enforcement.	12/13/2020 12:57 PM
155	Watching a PO giving a ticket to a homeless (and possibly mentally challenged) person for J-walking.	12/13/2020 12:46 PM
156	We had a terrible neighbor (Steve Carney, the tree trimmer) and relied on the police and CSOs to keep him in line. We almost had to move, it was so bad, but we could count on the police to diffuse a situation and get him back on track. We had lots of interactions with the police. Also, at PHS we've had officers on campus who made me feel safer.	12/13/2020 11:00 AM
157	Called about some late night noise	12/13/2020 10:56 AM
158	Traffic Ticket for expired registration.	12/13/2020 10:46 AM
159	Typical encounter with law enforcement.	12/13/2020 10:19 AM
160	I ran a stop light and was pulled over by PPD, and the officer was very polite and professional.	12/13/2020 10:04 AM
161	Police have been volatile, unprofessional, and inconsistent rather than stabilizing in emergencies and normal daily life. I no longer feel safe having any police involvement whatsoever.	12/13/2020 9:35 AM
162	pulled over, house call	12/13/2020 9:06 AM
163	Nothing major but they were always cordial and helpful	12/13/2020 8:51 AM
164	My bother was a victim of domestic violence and was killed 12/07/08. Instead of helping him they harassed him There one sided	12/13/2020 8:42 AM
165	Break in at my office.	12/13/2020 8:34 AM
166	Simply interacting in the community	12/13/2020 7:54 AM

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167	stopped while driving in early morning hours	12/13/2020 7:19 AM
168	Traffic violation	12/13/2020 5:21 AM
169	My sister had a friend come visit from NY. Because he had mental issues and became a nuisance, among other reasons, we had several visits from the PPD. One of the visits, an officer came to the front door, asking if we had any firearms in the house. I did not, and told him so, so he asked to speak to my sister. She told the officer she had 2 registered to her, a handgun and an AR-15 style rifle. The officer said he wanted to take them to the station for 'the time being, until things cool down' with her visitor. The officer was very clear - she could get her weapons back by simply asking for them as soon as things were deemed safe. Two other officers told her not to worry, she could get the weapons back no problem, no hassle. A few weeks go by, her friend is finally on his way back to NY state. She went to the PPD to get her weapons back, and learned that she had not been told the truth. She was going to have to pay, potentially hundreds of dollars for background checks, paperwork, and fees. And it could take weeks or months, and may not even be approved. The directly contradicted everything that we had been told by multiple officers about the process. I had personally emailed the Chief and Mayor to commend the officers that came to help calm things down, and prevented serious issues several times. The same officers had lied to my sister and myself, and she has so far been unable to get her lawfully registered weapons back.	12/13/2020 3:59 AM
170	Officers attempted to help me deal with vicious neighbors on several occasions.	12/13/2020 3:20 AM
171	I have worked with SROs and gang officers in Petaluma for 25 years	12/12/2020 10:20 PM
172	Random over the years	12/12/2020 9:19 PM
173	Minor traffic incident	12/12/2020 8:54 PM
174	Minor traffic violation	12/12/2020 8:31 PM
175	Neighborhood watch set up	12/12/2020 8:30 PM
176	I have interacted with PD in a variety of situations and each time have experienced professionalism and empathy from all involved parties whether it be dispatch or officers.	12/12/2020 8:28 PM
177	Heavy homeless population where my husband and I own our home. They have come to assist with said matters. Plus, overall, kind hard-working individuals that work at the Petaluma Police Department. Thank you Petaluma Police Department for your protecting our beautiful our city.	12/12/2020 8:28 PM
178	I just went to a community meeting at Casa Grande a few years back. The police were answering questions from the community.	12/12/2020 6:10 PM
179	Had an issue with a neighbour and I needed to know my options (rights, legal, etc) in dealing with him.	12/12/2020 5:49 PM
180	I received a "no seatbelt" ticket but had a seatbelt on. He was having no convincing. It happened to be during a statewide seatbelt awareness week.	12/12/2020 5:10 PM
181	Well ness check after my security system went off at 3AM. I was a mistake and happened a few times before I removed the system but the times the officers came they were kindness it's self as well a doing a good job checking my house before they left.	12/12/2020 5:08 PM
182	Witness to the difficult, diverse and incredible job that the Petaluma Police have done in the community.	12/12/2020 5:02 PM
183	Parking	12/12/2020 4:54 PM
184	Called them for help w/ property damage	12/12/2020 4:40 PM
185	My daughter who was a new and nervous driver was pulled over for hesitating at a light and treated like a criminal. The officer had her sitting on the ground, would not let her speak, the officer friends/coworkers dropped by and they breath tested her and tested her in every way for an hour. It was humiliating and demeaning and the last thing my daughter who deals with anxiety needed. I observed the entire thing because I was in the car behind her helping her to find her way to her babysitting job for the following day. I couldn't believe she was pulled over in the first place and I was abhorred at how she was treated, a new driver and her first interaction with the police. It was devastating.	12/12/2020 4:21 PM
186	traffic stop	12/12/2020 3:50 PM

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187	I did the Citizens Academy, was in Leadership with Chief Savano and have interacted with him and others in the department. I have found Nancy, his assistant, and the Chief very accessible.	12/12/2020 3:44 PM
188	Passing by	12/12/2020 3:06 PM
189	Some officers have been great others not so much.	12/12/2020 2:54 PM
190	Got pulled over for speeding. Everyone was respectful. Got a ticket, went on my way.	12/12/2020 2:14 PM
191	Basically public harassment, at a local gas station where I am a regular patron.	12/12/2020 2:09 PM
192	Arrogant officer.	12/12/2020 2:02 PM
193	Domestic violence in the early 1980s. I left home in a night gown in a car with a small puppy. I was returned to the home of the husband abuser who had violently attacked and beat me after he had been drinking. They asked what he did for a living. (I actually had a job that outranked his.)	12/12/2020 2:02 PM
194	Personal assault by neighbor. Good conclusion. Called about disturbances on Lynch Creek Trail. Good response. Personal call and conversation with chief of police.	12/12/2020 1:53 PM
195	Calls for service in my neighborhood, seeing them relate to public, website and public announcements	12/12/2020 1:23 PM
196	Drunk driver check point. No issues, good communication.	12/12/2020 1:20 PM
197	Community out reach, enforcement stop, and collision report.	12/12/2020 1:15 PM
198	A few experiences-getting a friend out of jail at night after he was arrested on a dui, a very fast response to an unresponsive person call made to 911 on our street, and a friend works for the PPD.	12/12/2020 1:07 PM
199	I have had a lot of experience with the PPD and because I am indentifiably White, older and middle class, my personal experiences have been by and large positive. It is incredibly painful, however, to see how the police relate to my friends who are people of color! I have direct experience of the explicit bias of the police in their dealings with Latinx community members. I have also seen on video and heard directly from Black friends the implicit bias/racism of the police in dealing with Black people.	12/12/2020 1:00 PM
200	Traffic stop.	12/12/2020 12:57 PM
201	Road traffic accident.	12/12/2020 12:53 PM
202	Accidental iPhone emergency call for help.	12/12/2020 12:44 PM
203	My 67 year-old husband with a brain injury was dragged out of our house, resulting in him falling on the concrete and being tased for not rolling over. They knew he had a brain injury, they didn't want to speak to me, they had no warrant and didn't explain what they wanted except "come with us." He thought police were not allowed to do that, which is why he didn't comply, and was subsequently charged with 3 felony counts of resisting arrest! They definitely need training in this regard!	12/12/2020 12:40 PM
204	Miss identification	12/12/2020 12:33 PM
205	Traffic violation	12/12/2020 12:11 PM
206	Reporting a neighbors family violence. Having been stopped for an illegal turn.	12/12/2020 12:08 PM
207	traffic stop	12/12/2020 12:06 PM
208	we filed a noise complaint	12/12/2020 12:03 PM
209	Assistance with vandals.	12/12/2020 12:02 PM
210	They were very helpful and professional when dealing with some issues at our rental home on the east side.	12/12/2020 12:01 PM
211	I will mention 3. 1. Several years ago I walked into the station with a toddler that I found walking across Petaluma Blvd. North. I was completely stressed because the child was in danger and no parent or guardian could be found. The staff in the station was calming and wonderful. 2. In the spring/summer I participated in 3 Black Lives Matter events in Petaluma.	12/12/2020 11:54 AM

The Petaluma Police were out there to keep us safe. Fortunately, they seemed to understand that the BLM movement was not DIRECTED at them. This community gathering showed black and brown residents of Petaluma that WE see them and support them in this time where the rights and plight of black and brown people is important to discuss and embrace. 3. I saw the Petaluma Police interviewed on Uncomfortable Conversations with a Black Man. I was SOOOO impressed and proud. It is NOT easy and they were ROCKSTARS!!

212	They answered a security alert in our home.	12/12/2020 11:53 AM
213	Alarm set off accidentally at a client's house, quick response by two officers, both very professional.	12/12/2020 11:45 AM
214	1. A traffic stop with a very cordial and professional officer. 2. A visit to my house for what turned out to be a false alarm when my daughter, who was alone at home, thought she heard an intruder and called the police for help. Very speedy response and very professional performance from the officers who responded.	12/12/2020 11:42 AM
215	Two police officers searching a residential neighborhood for a hit and run suspect. The officers had their weapons drawn and they were yelling into people yards, "Police. Identify yourself." Then they would go into back yards to search. I was unsure if I should come out of my house to identify myself, which I ultimately did before the officers came into my back yard. It was very scary. They told me to go inside, but did not inform me of the situation, the danger/risk, or what to do going forward (stay indoors, wait for further instructions, contact the police if I see anyone, etc.). It seemed an example of excessive force and high risk to residents if they suspect had simply fled a car accident. If there was something more dangerous going on, then I should have been warned, informed, and instructed about what to do if I saw the suspect. As a resident I did not feel safe, protected, or respected by the officers, but instead just someone in their way as they hunted down someone who was most likely an undocumented person who didn't want to confront the police.	12/12/2020 11:29 AM
216	Rather not share	12/12/2020 11:28 AM
217	Responded quickly to two different calls about intruders. Police were courteous and helpful.	12/12/2020 11:14 AM
218	auto accidents	12/12/2020 11:10 AM
219	Attended citizen academy. Donated meals to employees.	12/12/2020 11:04 AM
220	They came into our backyard with their guns drawn. They never explained why though we later found out that they were trying to find someone who had left the scene of a traffic accident. They treated us suspiciously even though it was 7 am and my husband and I were both in our pajamas. They never explained themselves or said if we were in danger or not, or if we should be on the look out for anyone. It was somewhat terrifying, though I can imagine how it would be more terrifying if I was a person of color. I once experienced the police packing the council chambers to protest some proposed cut to their budget. They were intimidating. Other than that, I sometimes see the police poorly pulled over blocking traffic. Generally my impression of Petaluma police is of rude bullies.	12/12/2020 10:52 AM
221	I try to avoid them because police are thugs. However, I've called them a few other times to complain about noise. They were very rude and snotty on the phone. Once I saw a police officer give a parking ticket to a man helping a disabled person in a wheelchair get into a car, which is the kind of unreasonable, heartless behavior that makes people hate police.	12/12/2020 10:39 AM
222	Death of daughter at home..	12/12/2020 10:37 AM
223	I am on the phone or contacted by PPD many times a month, I have always found them Fair, Respectful.	12/12/2020 10:35 AM
224	Had a felony robbery at my residence, police were very polite and understanding, the police treated all of my family (different skin colors) with respect. In my opinion there's not a problem with our police dept and Petaluma has many other issues needing attention.	12/12/2020 10:28 AM
225	House break in	12/12/2020 10:09 AM
226	Hit and run accident. Called police, did a drive along to identify driver. Police very professional and kind. Racing on our street. Called police. They did a follow up call to tell me how the issue was resolved.	12/12/2020 10:08 AM
227	Neighbor problem involving use/sale of drugs	12/12/2020 10:04 AM

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228	witness	12/12/2020 9:51 AM
229	Traffic	12/12/2020 9:49 AM
230	We had them called to our neighborhood after some vandalism to place.	12/12/2020 9:47 AM
231	A young Haitian man was living at my house and chose to have a parties while I was out of town. The parties got out of hand, and police who were called contacted me.	12/12/2020 9:35 AM
232	Traffic ticket	12/12/2020 9:22 AM
233	Loud, unruly neighbors in the wee hours of the morning. I called the police when they were getting into a car. They seemed high and driving did not seem like a good idea. Police came and checked it out and all was fine.	12/12/2020 9:20 AM
234	Unofficial interactions mostly. Know someone on the force. Decades ago filed a report when car was broken into.	12/12/2020 9:16 AM
235	The negative portion of the experience was that when I went to the police department mid-day during the week, the front door was locked - that sends a negative message...	12/12/2020 9:04 AM
236	May sons got into trouble as teenagers	12/12/2020 9:01 AM
237	Relative arrested for drunk driving.	12/12/2020 8:53 AM
238	PETALUMA POLICE is an amazing group of men and women that work very hard to protect, help and serve our community. I know many of them personally and everyone of them is an amazing giving person. WE ARE BLESSED TO HAVE EACH AND EVERYONE IN THE DEPARTMENT	12/12/2020 8:51 AM
239	Responses to home security alarm and illegally parked vehicles in my neighborhood.	12/12/2020 8:38 AM
240	Called to complain about neighbor and they neutralized a situation that could have escalated if handled differently.	12/12/2020 8:17 AM
241	I	12/12/2020 8:08 AM
242	I've had multiple experiences. Been pulled over, called the police for neighborhood disturbance, and witnessed an arrest.	12/12/2020 8:05 AM
243	assistance with a cycling accident. assistance with a mentally ill son.	12/12/2020 8:02 AM
244	When my husband needed life saving help. They were there to help with notifying my 2 children who are fireman and policeman at the time .They would not allow me to drive to the hospital because of the state I was in. They were kind and understanding. They were great.	12/12/2020 7:54 AM
245	Only vehicle code enforcement. Pleasant and understanding. Resolved easily.	12/12/2020 7:30 AM
246	As a protector, as a partner, as a leader.	12/12/2020 7:21 AM
247	I've had times where I've had to reach out to them for help and they've always done everything thing they can to help. I've also been pulled over and they've always been respectful and fair. Ive been a witness on some crimes and even incidents with the police and have only seen positive appropriate interactions. I've seen them come to my children's school and do class presentations which the children love. Their community outreach is one of the best. They really try to make positive connections with the community.	12/12/2020 7:16 AM
248	Traffic	12/12/2020 7:14 AM
249	We were witness to a car accident on a downtown sidewalk that involved a paraplegic. Luckily the tree came between my kids and the car. The officer who responded was very kind and handled everything with compassion.	12/12/2020 7:11 AM
250	No follow up on police report. Recently had a theft at my home and filed a report and heard nothing back, no follow through, no investigation, no returned phone calls nothing. We have footagetoo. Very disappointed.	12/12/2020 7:06 AM
251	I took there citizens class. Plus I got a speeding ticket.	12/12/2020 7:04 AM
252	Chat with officer at gas pump. Pick up lock at police station. Pulled over for expired license tag. All friendly and professional.	12/12/2020 7:04 AM

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253	Sloppiness	12/12/2020 7:01 AM
254	Got a ticket for being on my cell phone. my rating would have been very good if i just got a warning but ended up with a ticket. the cop was nice enough and explained everything. couldnt be upset for him just doing is job. having grown up in town i know some of the cops from high school and they are nice enough people.	12/12/2020 6:54 AM
255	Unnecessary traffic stop	12/12/2020 6:43 AM
256	Petaluma: biased toward the criminal for monetary benefit of the police department. Indifferent. The PPD is always tooting its own horn instead of really stepping up to address change. The only real stories you hear are from the relatives or friends of police officers to protect the officers' benefits and reach. If you are going to advertise use testimonials that utilize a good cross-section of people not related to the police department. The stories have to be REAL for the public to buy in.	12/12/2020 6:40 AM
257	I was living in a small apartment complex where the great majority of my neighbors were Latino. The only other white tenets lived across from me. The young man there would frequently get extremely drunk and cry and yell about how horrible it was. He lived with a young woman and a two year old girl. One night the diatribe seemed more violent so I called the police. I gave description of a young, overweight man with blond hair. When the officer came, he did not find or interact with the young man or his household. Instead he accused one of my Latino neighbors of having climbed out of a window. I have no idea of what could have led him to think this, as he was just going about his business. So all that happened is that my peaceful neighbors were messaged to that they were under surveillance.	12/12/2020 6:38 AM
258	Experience personally has been personal need of medical nature and after a theft to which the response by police was pretty positive (I am a white female) however I have heard many a report in community where POC have NOT received the same care	12/12/2020 6:35 AM
259	As a professional mental health provider. As a resident	12/12/2020 6:23 AM
260	Mental I'll adult son in severe psychosis but playing music in bedroom called to have him taken for evaluation, they sent 4 cars and canine unit guns drawn!	12/12/2020 5:57 AM
261	I work with them everyday	12/12/2020 5:37 AM
262	Fine, would be good to see more polls and writing subjects.	12/12/2020 4:21 AM
263	I was in a hit and run and they were so kind. Helpful	12/12/2020 3:28 AM
264	Out and about in the city, ticket sign off and for professional matters	12/12/2020 2:39 AM
265	Was stopped for no apparent reason, late at night(close to home), and was rudely forced to take multiple "cognitive" tests when I, clearly, was breaking NO law. The older officer seemed to be using me as a 'training tool' for his young partner. They finally let me drive home after about a half hour of "testing". However, I have had other more 'positive' interactions with Pet.police over the years.	12/12/2020 12:16 AM
266	Many things, as a kid (10 - 13) I used to be out beyond the then curfew as I kept score at the bowling ally for money and a certain officer, later Sargent of the PPD would give me and my bicycle a ride home to the east side should he come upon me before I made it home to the same east-side neighborhood he and I lived in. Later into my extensive adulthood and construction and development management, I worked with the PPD and the Fire department on safe design practices for neighborhoods, commercial safe zones, the downtown Theatre District and many, many other developments.	12/12/2020 12:11 AM
267	Cell phone ticket, officer was perfectly respectful and professional - just doing this job.	12/11/2020 10:53 PM
268	I'd been burglarized	12/11/2020 10:42 PM
269	Tried some CB brownies. Had bad reaction. called 911. Police responded and were very kind and understand and helped me get through that evening. Never tried that again!	12/11/2020 10:41 PM
270	I know several Officers as neighbors and mutual friends. I have found Officers within the Petaluma Police Department to be highly involved in the community in a positive way. For one example, I have seen them involved in our youth as mentors and coaches.	12/11/2020 10:39 PM
271	Traffic stop and crime victim	12/11/2020 10:30 PM

272	I am a retired school administrator. I've had to call on the PPD to help with student/family situations. The officers of the PPD always responded with professionalism and compassion.	12/11/2020 10:28 PM
273	I called with a question and an officer took the time to give me the answer I needed to complete a form. He was knowledgeable and very helpful.	12/11/2020 10:26 PM
274	Very good	12/11/2020 10:04 PM
275	A very long time ago a friend and I were assaulted by two officers in street clothes for riding on a skateboard. At the time the city was having problems with skateboarding kids and the officers just tackled us to the ground, I guess because they thought we may run and they were severely out of shape. We were in 8th grade and my skateboard was my means of transportation to Petaluma Junior High School. The officers did not announce they were police and I felt as though my friend and I were being attacked by strangers. Only after we were tackled, elbowed, struck, handcuffed and made to lay on the asphalt face down did they bother to identify themselves. They then commenced berating us using profanity I hadn't even heard before. Our skateboards were taken and we were issued tickets to appear in court. They actually used our student body cards to verify our names. My mother (a registered nurse at PVH) and my father (a retired Lt. Colonel in the Marines and doctor of Internal Medicine in Practice in Petaluma) were of course furious that I was bloodied and bruised. In court the judge threw out the infraction, after a couple months and threat of lawsuit my skateboard was returned...damaged. My father was a very strong disciplinarian. I was raised to respect adults, police, teachers etc and I followed his instruction. I would never think of running from the police and I would never lie or break the law knowingly. We weren't two punk kids, we came from good families that were respected in the community. So while this story may seem trivial and hardly worth mentioning 35 years later, I will tell you from that day forward I had little to no respect for police, instead I feared them and would avoid any place I would see them instead of feeling safer around them. That day caused me to have nightmares about being attacked and put in jail continuing all the way through high school. They took an opportunity to explain the law to a couple of young kids and turned it into a major event. I only take the time to write this note because I want officers to know what long lasting effects their actions have when dealing with kids. It wasn't until I was in my early twenties that I would even think of calling for their help if I was in trouble.	12/11/2020 9:55 PM
276	Officers who are involved in community sports and volunteer services	12/11/2020 9:43 PM
277	Local officer introduced himself, left his card in case we ever had any concerns. We did a few months later. Awesome responsiveness! I can stop them on the street with any community questions or concerns. My children know that policemen are here to help us and keep us safe.	12/11/2020 9:43 PM
278	Different occasions of communicating with the police department have generally been met with a lack of listening and a generous assortment of presumptions.	12/11/2020 9:43 PM
279	An officer ran over my dog. He seemed concerned and worried about the dogs health. It would have been better if he'd have followed up to check on the dog though.	12/11/2020 9:37 PM
280	30 plus years. How about the police support businesses who are subject to BLM protestors	12/11/2020 9:33 PM
281	Bringing a found item to the Police. Complaint to noise in the neighborhood. Attending workshop given by the Police Department.	12/11/2020 9:32 PM
282	I had theft at my home and the police dept and officer over seeing the investigation were committed to find the thieves and also kept updated as the case went on. Ultimately, the thieves were caught and prosecuted but Unfortunately my personal belongs never found.	12/11/2020 9:29 PM
283	Issues with a loved one with behavioral mental health challenges and drug abuse.	12/11/2020 9:12 PM
284	Our family was a victim in a case a few years ago, everyone we dealt with at PPD was so helpful & kind.	12/11/2020 9:07 PM
285	Traffic stop	12/11/2020 9:06 PM
286	Curt interaction when stopped by a policeman.	12/11/2020 9:03 PM
287	Pulled over for a brake light that was out. Also have called the non emergency number for neighborhood issues, suspicious activity/persons. Also communicated w 'Officer Dan' on the PHS campus.	12/11/2020 8:49 PM
288	Traffic stops and I've called for service related to a potential burglary	12/11/2020 8:47 PM

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289	Nobody likes to get a ticket for stupid shit like no seat belt.	12/11/2020 8:39 PM
290	Son with problems.	12/11/2020 8:28 PM
291	They responded to a domestic disturbance.	12/11/2020 8:26 PM
292	Traffic violation	12/11/2020 8:23 PM
293	Helped with a personal issue. They were kind, smart, compassionate and respectful	12/11/2020 8:19 PM
294	Noisy party next door that resulted in having the fire department ambulance help one of the party goers. Accident that involved another car	12/11/2020 8:10 PM
295	Asked for assistance with a problem person.	12/11/2020 8:04 PM
296	Porch pirate victim and the police initiated a decoy package operation that caught the suspect within days.	12/11/2020 8:02 PM
297	I asked for street location directions	12/11/2020 8:00 PM
298	Interaction with their officers in the community and overlap from youth sports and public schools where my children know their children.	12/11/2020 7:59 PM
299	Stopped for a motor vehicle driving error and once by an officer who thought I might be impaired. No problem with the interactions. I have found the police to be polite although being stopped can be a little scary especially when you don't know what you may have done wrong. I have on another occasion helped police find a contact for my neighbor who was in a bicycle accident with a car. Found police to be polite and concerned for my neighbor.	12/11/2020 7:54 PM
300	Responsive and very positive.	12/11/2020 7:53 PM
301	Roustering a drunk who passed out in my vehicle. He had nine knives on his person. The police disarmed him before giving him a sternum rub.	12/11/2020 7:53 PM
302	Assistance with an unknown person harassing a neighbor. The officers were prompt and professional.	12/11/2020 7:53 PM
303	Disturbance (fight) downtown at a shop. Transient inside believed the owner owed him money. Was not the case..	12/11/2020 7:51 PM
304	Needed support w racism	12/11/2020 7:47 PM
305	I attended high school in Petaluma and know a few of the officers very well. I am always relieved because I know and trust their character. I feel safe knowing they are patrolling our city.	12/11/2020 7:47 PM
306	They are highly professional, civil and friendly	12/11/2020 7:45 PM
307	I have worked with many of them and find most of them Professional to the highest level.	12/11/2020 7:42 PM
308	Overzealous enforcement of my kid riding his bicycle to school on the wrong side of the street resulting in a court date. Also- zero enforcement when we have made calls about known drug activity and squatters taking place across the street from our house.	12/11/2020 7:36 PM
309	Multiple	12/11/2020 7:34 PM
310	Husband harassed by police after an special event downtown while he was recording interviews of passersby for a PCA show. He was accused of being in possession of stolen property. The Chief of Police was on the board for PCA at the time. My husband asked that the officers call the Chief and inquire of my husband's authority to be in possession of the video camera, yet they would not to so.	12/11/2020 7:34 PM
311	Community service partnership, community engagement/education, traffic citation	12/11/2020 7:33 PM
312	Called PPD for an incident and they just worked hard to try to claim the event was the Sonoma sherrif's problem and not theirs. It had to do with a sexual assault and it was pathetic to watch them try to offload our case to the Sherrif's department. In the end, they were the ones who had it fall within their jurisdiction and then they were of very limited assistance. It left me with the sense that they are a boys club. I have friends who have been able to get out of DUIs because they know a cop in the PPD. That makes me loose faith in their moral authority.	12/11/2020 7:33 PM
313	They were overseeing the clearing out of a houseless community.	12/11/2020 7:29 PM

314	The officer who is no longer in the dept LIED on his report. It was reported to the Sgt. on duty and nothing was done. Being a active police officer at the time I did not carry the concern forward due to my friendship with the Sgt. That Sgt. Has synced retired	12/11/2020 7:28 PM
315	My daughter former boyfriend stocked her and then vandalized our house in retaliation for her rejections.	12/11/2020 7:27 PM
316	I worked for the city. My son is not white and has experienced racial preferences, stereotyping.	12/11/2020 7:22 PM
317	Call for domestic violence	12/11/2020 7:18 PM
318	Reporting a hit and run on my car	12/11/2020 7:17 PM
319	I have had three experiences with Petaluma P.D. In all three, the officers were rude and condescending. I once came in to report a crime and sat in the lobby crying for over 10 minutes. There were several officers there and not one even spoke to me, although they all saw me. I eventually had to go up and ask for help myself. Another time I was pulled over for having my high beams on. When I asked if that was illegal, the officer said; "No it's not but I want to see your I.D. and know why you have them on." The third time I was pulled over in the parking lot after leaving a bar. From what I understand they aren't supposed to do that. As I was the designated driver, I was completely sober. I asked if I could just do the breathalyzer, they said no because I might be high instead. They said something about my eyes wiggling about; which is one of my medical conditions. My friend was pretty drunk. They asked her for her I.D. and then kept asking me exactly how many drinks she'd had. After running her I.D., they discovered that she had been on probation in the past. They asked me if I had known this, and if so what crime had she committed. Keep in mind that she was the passenger and hadn't even spoken to them yet. Then, the male officer asked me about an anti-war bumper sticker. He said; "What's that supposed to mean?" and asked me where I got it. For some reason, he was also angry about a bumper sticker saying that I was good at playing Jeopardy. They kept us for 25 minutes in the middle of the parking lot by Staples. It was embarrassing and unnecessary. I do not know if any of these officers are still on the force, but I do know that I neither trust nor expect your officers to assist me when I need help. I do not think they have respect for the public at all; which is really very sad.	12/11/2020 7:17 PM
320	Reported a death threat from a violent vandal at a local petaluma park. The officer indicated "there is nothing we can do" because I did not see him brandish a weapon. The next experience- I had to call the police three times just to get them to accept my report of a threatening letter. I have since stopped reporting crimes to the police.	12/11/2020 7:12 PM
321	Reporting a crime	12/11/2020 7:10 PM
322	Dig in a HOT car	12/11/2020 7:07 PM
323	They have responded to incidents on my block, and handled each situation with care, concern, and professionalism.	12/11/2020 7:02 PM
324	Police called me concerning a crime I witnessed.	12/11/2020 7:02 PM
325	I have had several with different officers. All interactions were professional and the officers were polite. I couldn't help but have the feeling that their ability to protect me was limited due to the political climate of the town.	12/11/2020 7:00 PM
326	I witnessed a kicking and beating of a Latino man on the Street in front of The police substation and fast n go on pay ran across from Lucky at one or two in the morning. A police Officer noticed that I was looking over there, got in his car with his siren on and pulled me over in front of the Feed store. came up to my car and said oh you have too much tint on your windows. And started into a diatribe about how I was in violation of the law. Bullying me with threats. Very weak behavior.	12/11/2020 7:00 PM
327	False alarm	12/11/2020 6:58 PM
328	Called police to report child abuse allegations.	12/11/2020 6:58 PM
329	I was hit by a car while in traffic that was turning into a store parking lot. Two PD happened to be in that lot so they assisted with the accident and helping us with details. They were very helpful, professional and neutral	12/11/2020 6:54 PM
330	Someone I knew was murdered	12/11/2020 6:54 PM

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331	I have had numerous contacts with our officers in this community and they have always been respectful, compassionate, and professional. They are the reason we love this town so much and chose to raise our family here.	12/11/2020 6:43 PM
332	I have had several experiences from an attempted break in at my home to someone complaining that I was having a bonfire in my backyard.	12/11/2020 6:41 PM
333	prefer not to detail	12/11/2020 6:37 PM
334	Pulled over	12/11/2020 6:33 PM
335	Harassment of a family member; drunken driver on our property; reported armed person in a Petaluma parking lot.	12/11/2020 6:33 PM
336	I had an encounter of being pulled over for not having applied the registration sticker to the license plate. I was not arrested or even asked to step out of the vehicle so in this particular case I consider it somewhat lucky. In the neighboring town of Cotati however I experienced something which may have been nearly life threatening when I responded to a police request for my identification. That is, once I reached into my pocket he exclaimed "get your fucking hands out of your pocket!" Although I can't recall with full accuracy I'm near certain he was in the process of drawing his firearm. Not Petaluma but same vicinity.	12/11/2020 6:27 PM
337	Police willing to arrest an innocent man with valid proof he was innocent but because of political circumstances it was no issue for police to try and arrest a person they knew did zero wrong. After that, I finally understood how Petaluma works. Ken Savano does not care what's true. He cares about making his Petaluma city pals happy. That's corruption and there are no surveys, or public displays of "wait we really care about race, justice, and equity" when Savano and the crew serve the mayor and City leaders depending on what they need. Protect and serve the people. That's how it needs to go. Oh and when the cops are your muscle everyone eventually figures it out. I'm just saying.	12/11/2020 6:23 PM
338	Assistance with a fraud case on a checking account. They were very helpful.	12/11/2020 6:19 PM
339	Easy to approach, willing to take the time to discuss non-duty related interests.	12/11/2020 6:19 PM
340	Simple traffic stop. Pretty unremarkable. I did not feel in danger in any way because I'm not a violent criminal.	12/11/2020 6:14 PM
341	One time, I flagged down the police to discuss a robbery of property. Another time, my wife got pulled over for not fully stopping at a stop sign. At most, she did not fully stop, and slowly rolled as is common when no one is at the intersection. I thought that the enforcement was a bit stringent, but we paid the ticket and she did the training.	12/11/2020 6:14 PM
342	Suspicious activity/person acting strangely in my neighborhood	12/11/2020 6:07 PM
343	Cited for not stopping at a stop sign	12/11/2020 5:58 PM
344	Relationship with Bnai Israel has been very positive.	12/11/2020 5:58 PM
345	I knew the police Chief and several officers. An officer is a relative.	12/11/2020 5:57 PM
346	Report of gun shots	12/11/2020 5:57 PM
347	Working as a PI I was following a non Petaluma police officer on workers comp. she reported me to the PPD. They came in hot and heavy and were ducks to me. So I was an ass back. When pulled over for traffic violations they were cool.	12/11/2020 5:55 PM
348	Worked with and knew members professionally and personally	12/11/2020 5:55 PM
349	a driving ticket question	12/11/2020 5:54 PM
350	Fraudulently ticketed for running a red light that was yellow. Officer said it was my word against his if I went to court. Total BS.	12/11/2020 5:54 PM
351	First officer ignored me and didn't listen. His superior did listen and attempted to help me. The older officers seem not to be as open to listening and changing old attitude	12/11/2020 5:47 PM
352	Very limited contact and none resulting in any action. However I was approached with a question and it seemed they perceived me as a potential problem; BUT seemed to think, once we talked, that since I am white, educated and well spoken I somehow deserved respect which	12/11/2020 5:45 PM

would have been withheld if I were a person of color. I am not even sure they were aware (about 6 years ago) of the way their interactions could be misjudged.

353	It was a domestic violence call my boyfriend beat me someone called the police and they responded and told me to tell my boyfriend at the time he needed to beat me inside so they didnt have to waste time on this type of call	12/11/2020 5:44 PM
354	I was in an accident that was my fault (totalled my car) and I was also involved in a hit and run (not my fault)	12/11/2020 5:43 PM
355	I have picked up a friend from jail for a DUI; the police were polite and professional. I was stopped justifiably for lighting fireworks in a parking lot. They were polite and professional.	12/11/2020 5:41 PM
356	Break in to home	12/11/2020 5:40 PM
357	Walking home from bus stop at night, stopped by police, on three separate occasions over the course of 2 months. The reason for the stop given by police was suspicious behavior, which included walking & night time.	12/11/2020 5:35 PM
358	One that stands out -- My friend was racially profiled while we were together (I pass as white though I am mixed race) and it was demeaning, terrifying and humiliating for him and a real wake up call to me.	12/11/2020 5:26 PM
359	Traffic ticket	12/11/2020 5:24 PM
360	I had to call one time when there was a domestic violence incident taking place near my house.	12/11/2020 5:23 PM
361	I'VE CALLED TO REPORT CRIMES, BEEN PULLED OVER, HAD CHATS IN STORES, AND IN A MYRIAD OF COMMUNITY SETTINGS WHERE THERE WAS NO OTHER REASON FOR AN OFFICER TO BE THERE OTHER THAN TO SHOW SUPPORT FOR A FUNDRAISER, OR EVENT.	12/11/2020 5:23 PM
362	talked an officer to talk to him, he was so friendly and helpful	12/11/2020 5:21 PM
363	Very very good. I am a car free person who has had to call PPD on Lynch Creek Trail transient issues. I got good responses and good support from them.	12/11/2020 5:19 PM
364	I worked with school resource officers for several years in our public schools.	12/11/2020 5:16 PM
365	Came to my house because my 10 year old called them over an argument between me and her father. Nothing physical at all. I told them they had no reason for being there, things were not out of control, no laws were broken, and I wanted them to leave. They refused and one of them, they guy in charge, tall big guy, stepped very deliberately into my personal as space, touching my chest with his, that close!! He basically said he didn't have to leave my home, even though there was no law broken for him to remain there. I found them to be pushy, power hungry bullies. It's shameful the lack of respect displayed for my rights.	12/11/2020 5:16 PM
366	I was speeding. My fault!	12/11/2020 5:15 PM
367	Mandated reporting / ride along	12/11/2020 5:10 PM
368	Civil matters mostly and one criminal related to automobiles	12/11/2020 5:10 PM
369	House exterior vandalism.	12/11/2020 5:07 PM
370	Fix it ticket	12/11/2020 5:06 PM
371	I have requested assistance in getting neighbor to refrain from hosting parties with underage drinking and reckless behavior.	12/11/2020 4:57 PM
372	Trespasser	12/11/2020 4:54 PM
373	I was stopped for not stopping behind the white line at an intersection. The officer was kind and sent me off with a warning.	12/11/2020 4:52 PM
374	Multiple experiences. Some benign and some inexcusable. Some fantastic offers and some that should be fired immediately. The small town mentality is evident in the force.	12/11/2020 4:51 PM
375	I reported a scary situation happening on my street and they came very fast. Didn't catch the guy, but their response was good.	12/11/2020 4:49 PM

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376	Briefly greeted them when they were coming to help a neighbor. The neighbor had reported a theft. When I greeted them they didn't smile, responded to my greeting with a curt comment and kind of swaggered by. My reaction was that we have some cops with an attitude here.	12/11/2020 4:49 PM
377	Took part in a ride along. Also, needed assistance during a traffic collision (we were rear ended) and I felt safe and heard	12/11/2020 4:48 PM
378	To help with a drunk how was about to get on a motorcycle and drive away.	12/11/2020 4:46 PM
379	Reporting criminal activity that was addressed and solved promptly by the Petaluma Police.	12/11/2020 4:44 PM
380	noise complaint call at my house. officers were very cordial and did their job of telling us to keep it down.	12/11/2020 4:43 PM
381	As a senior, 75, a bus driver let me off at the last stop very far from my destination telling me another bus would come. It was 92 degrees and i was experiencing heat exhaustion and a police car stopped to inquire and drove me a mile ir so to my destination. Well done.	12/11/2020 4:43 PM
382	The Petaluma Police is as good or better than ever we need to show them more support through these tumultuous times.	12/11/2020 4:42 PM
383	Police failing to show up when I called at midnight after hearing what sounded like someone breaking into my house. Not following up on neighborhood complaints.	12/11/2020 4:41 PM
384	I have engaged with PPD while I'm at work, and also when I was homeless and unemployed. I NEVER had anything except the most respectful interactions even when I was the "perpetrator". No organization is 100% uniform in their treatment of everyone all the time, but I have always seen them do the best job at the time.	12/11/2020 4:40 PM
385	An assault that occurred in front of my house involving a neighbor last year. My neighborhood has been quiet otherwise.	12/11/2020 4:38 PM
386	A police woman came to my door inquiring about a relative.	12/11/2020 4:38 PM
387	A couple calls for service in our neighborhood, always responsive and polite.	12/11/2020 4:37 PM
388	I a white middle aged female and totally uninteresting and therefore never seem threatening to white police officers. I had expired registration stickers and got a fixit ticket, one police car. All very friendly. Another time, I observed a black family with very small kids in their car, pulled over, 4 police cars surrounding them. Ridiculous and frightening over the top.	12/11/2020 4:36 PM
389	Principally in interactions with Chief Savana as he navigates the growing local movement in support of local police citizen oversight, and the growing #defund movement	12/11/2020 4:32 PM
390	A relative had an issue as a minor.	12/11/2020 4:32 PM
391	Please see #4.	12/11/2020 4:31 PM
392	traffic stop	12/11/2020 4:30 PM
393	Several incidences of being tailed by police officers in patrol vehicles. On one incident, we pulled over to the side of the road to find an item in the car, and were then tailed for 10 minutes and 3 miles driving. On another incident a police officer parked in the middle of the intersection of Copeland and Washington Streets, as we waited to cross the road. There was no other traffic or pedestrians nearby. In both instances, we felt that the officer was attempting to intimidate us, potentially tricking us into accidentally breaking the traffic laws.	12/11/2020 4:30 PM
394	I was in clear violation of a traffic law and when pulled over by the police officer who witnessed it, he was cordial and polite and I am sure because I treated him with respect and followed his orders and supplied him with all the information he requested, he was kind enough to let me go with nothing more than a warning.	12/11/2020 4:30 PM
395	Attack on my person in parking area fairground July 4 2017	12/11/2020 4:28 PM
396	Traffic situation for failure to stop	12/11/2020 4:27 PM
397	The response was very good. The follow up was very good. We felt supported by the police.	12/11/2020 4:27 PM
398	I was doing something that I shouldn't have been doing and actions were taken against me that were necessary by the Petaluma police department.	12/11/2020 4:26 PM
399	I reported harassment from an ex boyfriend. It was followed up with.	12/11/2020 4:24 PM

400	In my fifty years in Petaluma, I reported a few incidences of dangerous and possible criminal behavior experienced by my children and/or myself. In every case, a policeman came to my home to hear and discuss my complaint or took my complaint carefully over the phone. On one occasion, I was consulted about how I wanted the policeman to respond to the quite serious complaint. I appreciated that very much, and the situation was resolved without further incident or recrimination from the neighbor involved.	12/11/2020 4:24 PM
401	Volunteer work with police and fire depts, observing police interactions with local citizens, occasional meetings and presentations by our police. Reading local news about our police.	12/11/2020 4:23 PM
402	My neighbors complained about weeds in my yard. I want to add that as a Chicana I find it extremely offensive that almost all the Police stops I see are involving an Hispanic. Clearly racist, not all of us are criminals.	12/11/2020 4:22 PM
403	I had an adult daughter that was asserting her right to stay in my house, but she was not invited to stay. I have two younger children and her refusal to leave was impacting our lives. The Petaluma Police came out and helped to mitigate the situation.	12/11/2020 4:21 PM
404	They were looking for a guy around our shop on Ross street. Someone said they saw them go in our place, which was true. We told the cop about the guy, it was fine. Another time my husband was riding his bike along D street, he was stopped by a police car, they realized he was not the person they were looking for, he thought they were nice and didn't mind the interaction.	12/11/2020 4:21 PM
405	I had an inquiry regarding movers that scammed me. the officer I spoke with was very nice and helpful. He told me I could file a report, but I didn't there are more important things the Police can focus on.	12/11/2020 4:20 PM
406	Assistance	12/11/2020 4:19 PM
407	Public town hall meetings. Request for assistance.	12/11/2020 4:18 PM
408	Quick and efficient when the needs arrive, pleasant towards everyone, even the homeless. Have never seen or heard of a negative experience.	12/11/2020 4:18 PM
409	I have taken the Petaluma Police Departments' Citizen Academy. All elected officials should be required to attend along with department heads.	12/11/2020 4:17 PM
410	Sat on a city board and there were members of the police department on it. I umpire LLBB and we have members of the department involved in all three leagues.	12/11/2020 4:16 PM
411	Dropping off medications , juveniles in trouble.	12/11/2020 4:15 PM
412	could not tell much since i look white although being latino	12/11/2020 4:15 PM
413	Had to report a problem at work and they responded quickly	12/11/2020 4:15 PM
414	Primarily being harassed as an adolescent and treated very poorly based on appearance rather than behavior.	12/11/2020 4:12 PM
415	They were kind, thoughtful and rational. They want to help.	12/11/2020 4:09 PM
416	A medical emergency.	12/11/2020 4:05 PM
417	Traffic, and reporting a theft.	12/11/2020 4:02 PM
418	A simple traffic accident, a vandalizum report, and a few other interaction. I felt like the PPD treated it like it was not a concern like just going through the motions not really engaging.	12/11/2020 4:02 PM
419	Noisy neighbors (teenagers) having parties with alcohol unsupervised by parents. Called police and they were right there to check it out. Also, when I called the police about a very loud homeless person by the creek near my home, they came and told that person to leave and find somewhere else to go.	12/11/2020 4:02 PM
420	Personal support but also professional support when working as a nurse at petaluma valley hospital. Interactions were all professional	12/11/2020 4:01 PM
421	My conversations with law enforcement have always been in casual settings (coffee shops, etc.). My experience with PPD has been polite, informal, and infrequent.	12/11/2020 4:00 PM
422	They were demeaning, awful, racist, verbally assaulting. And made me feel like trash.	12/11/2020 3:59 PM

423	I live in Petaluma Estates and the Police Dept. is wonderful to all of us .	12/11/2020 3:58 PM
424	My husband had a medical emergency while driving .	12/11/2020 3:58 PM
425	As a retired first responder, (Fire- EMT) I've gotten to know some of the personnel. They are all professional in their manner and represent the City well.	12/11/2020 3:58 PM
426	They are not very helpful. They are not trained in mental health and when a situation is serious between a family, they do a terrible job of helping the child. A majority of the police are kind and understanding but they can tend to exert their power in a threatening way towards men.	12/11/2020 3:57 PM
427	RV's parked on residential street for long period of time	12/11/2020 3:57 PM
428	Nothing special. Just normal stuff.	12/11/2020 3:55 PM
429	Have had pleasant interactions out in public, and with calls for service in my neighborhood.	12/11/2020 3:54 PM
430	Any contact for any reasons. They are very professional and personable.	12/11/2020 3:54 PM
431	Possible drug deal in front of home	12/11/2020 3:54 PM
432	They gave me a ticket for not moving my car in front of my house for more than 72 hours. I called to explain that in a global pandemic where everyone is quarantining, perhaps that rule was stupid, and they should focus their efforts elsewhere. The officer I spoke to was calm, but offered no real explanation. I commend him for taking my call, and not getting angry, but still feel like this is nonsense policing.	12/11/2020 3:53 PM
433	Various stages of involvement, pleasure & serious, have always left us amazed at the professionalism of our Petaluma Police Force! They are kind, brave, efficient, prompt & display sincere care in the endeavor of true protection of all innocent Petalumans.	12/11/2020 3:52 PM
434	Car accident	12/11/2020 3:51 PM
435	Was a volunteer in training. I dropped out became less interested.	12/11/2020 3:51 PM
436	Property damage, illegal parking.	12/11/2020 3:50 PM
437	Police generally reactive rather than proactive, seeking first to intimidate rather than seeking understanding	12/11/2020 3:49 PM
438	I am a retired Police Lieutenant from Marin County. I have had good interaction with members of PPD.	12/11/2020 3:49 PM
439	Called 911 for a drunk driver in Petaluma	12/11/2020 3:48 PM
440	Huge High School Party - Neighbor complaint - underage drinking. Very professional about resolving the problem.	12/11/2020 3:48 PM
441	Family disturbance	12/11/2020 3:47 PM
442	Speeding ticket	12/11/2020 3:47 PM
443	Traffic violation	12/11/2020 3:46 PM
444	Town hall meetings, Y2K meeting, traffic stops, dui checkpoints, a few 911 calls (one for a neighbor, a couple for my home), a few traffic accidents	12/11/2020 3:46 PM
445	Pulled over for making a left in an area where I couldn't	12/11/2020 3:45 PM
446	They were called out for issues at Leghorn park regarding the BLM fence. They spoke with some from the group but it felt unresolved and it appeared to be a nuisance to the officers.	12/11/2020 3:45 PM
447	Several times I had to call them for various reasons; both on the phone and in person. they have always been courteous.	12/11/2020 3:43 PM
448	Limited experience but regarding response on building alarm.	12/11/2020 3:43 PM
449	I was arrested for throwing about a tablespoon of white wine on my husband who was the actual abuser. Because my husband has had silver/white hair since he was 40 years old, they took him aside and asked him if he was afraid of me. Mind you, he's a foot taller than me and 100 lbs. heavier. Neither frail nor old. I had called the PD because he had pushed me to the floor. The PD put me in hand cuffs and were walking me around the side of their car so all of	12/11/2020 3:43 PM

the neighbors could observe me being arrested. Then they lied to me at the police station and told me that if I didn't take a breath test (I wasn't driving and wasn't inebriated, but I was not at all happy about how I was being treated/mishandled, as in putting cuffs on so tight they were hurting me.) They said that if I didn't take the test, they would take me to Santa Rosa. They took me to Santa Rosa anyway, where I was again treated disrespectfully. And they told me that they were entitled to do so since I had been arrested. A bunch of lazy, over weight, ignorant individuals. I'm "white" so I can just imagine how poorly they treat POC. Shameful.

450	Accident in entrance of my apartment complex - cops were very friendly and helpful	12/11/2020 3:42 PM
451	Police dog training exhibition	12/11/2020 3:42 PM
452	had to call for help after a business I managed suffered a theft	12/11/2020 3:42 PM
453	Routine traffic stop. Officer was clear, respectful and did his job. I, as a citizen like to think I also gave him (in this case) the respect he deserved as well. A professional encounter overall.	12/11/2020 3:41 PM
454	DMV tags	12/11/2020 3:40 PM
455	I was pulled over for making a phone call as I was leaving a parking lot.	12/11/2020 3:40 PM
456	Needed to talk to an officer and was refused	12/11/2020 3:40 PM
457	I have interacted with the Petaluma Police Department on a number of occasions. Once only in reporting a crime and participating in a criminal investigation. I have been pulled over and ticketed (or not, depending on the situation). I have contacted the police department repeatedly about activity in the park near where I live. I have contacted the police in a suspected domestic abuse case.	12/11/2020 3:40 PM
458	Ticket	12/11/2020 3:39 PM
459	Theft, suspicious circumstances	12/11/2020 3:39 PM
460	I was in a horrible car accident and had to get copies of everything for my lawyer	12/11/2020 3:39 PM
461	I called about suspicious activity. I always try to talk to police when they are around and not involved in an emergency	12/11/2020 3:39 PM
462	I volunteer for the police department and find a very cohesive staff and fair treatment .	12/11/2020 3:39 PM
463	.	12/11/2020 3:38 PM
464	Burglar alarm (false)	12/11/2020 3:38 PM
465	Called for help when BLM signs were being torn down at leghorn park. The responding officer didn't even try to find out what was happening before sending the offender on his way.	12/11/2020 3:37 PM
466	My daughter had a problem with a someone in the neighborhood.	12/11/2020 3:36 PM
467	Burglar alarm	12/11/2020 3:36 PM
468	Police came to my residence after my roommate reported a violent dispute with a contractor hired by a neighbor to tear down a shared fence without our consent. The officer discounted the violent nature of the interaction and suggested we treat this as a civil matter.	12/11/2020 3:36 PM
469	I was stopped for a suspect of DUI, but I had not been drinking, but then they thought I was on drugs. It was very confrontational. In the end, I passed the breathalyzer and went home, after standing on the side of the road for an hour. It took me talking to a supervisor to go home. The whole problem stemmed from a damaged eye and how it now reacts to light. Police do not understand the biology of the eye.	12/11/2020 3:36 PM
470	the police officer said they were looking for someone who fit my description - i guess all Latinos look the same.	12/11/2020 3:35 PM
471	Assistance when my purse was snatched	12/11/2020 3:34 PM
472	I did the citizen academy. Such a great bunch of people. I like that they do not puff their chests around the city. They truly feel like part of our community.	12/11/2020 3:34 PM
473	Would rather not say. Police lied and bullied themselves into my house.	12/11/2020 3:34 PM
474	I have had many encounters with Petaluma police in the past 37 years, all of which were	12/11/2020 3:34 PM

	handled professionally. The most recent occasion was turning in a gun.	
475	I was pulled over for registration and the officer was super nice and understood my tags hadn't arrived.	12/11/2020 3:34 PM
476	Call regarding neighbors	12/11/2020 3:33 PM
477	Helping with homeless and the meth raged outbursts that happen in front of our home	12/11/2020 3:33 PM
478	Shoplifters at work	12/11/2020 3:32 PM
479	A detective assisted me w a identity theft.	12/11/2020 3:30 PM
480	Speeding cars, cars illegally parked, child endangerment.	12/11/2020 3:26 PM
481	My experiences have been good. But in the mid-1990's my son, as a teen ager, had some negative experiences. One officer used crude language to intimidate him.	12/11/2020 3:25 PM
482	Several different experiences related to the hotel I used to manage.	12/11/2020 3:25 PM
483	We put in a call due to threats being made to our son	12/11/2020 3:23 PM
484	1) police searching the outside property i live on at 1 am. When asked what was happening, they said nothing to worry about. We would have liked a little more information to gauge that for ourselves. Had to look it up weeks later. 2) Police arrived to document and tow a car that had crashed through a fence on our property.	12/11/2020 3:21 PM
485	The policed have presented school programs, interacted with the community and personally when I was given a speeding ticket, the officer was polite and fair.	12/11/2020 3:18 PM
486	Traffic tickets - always professional. Temporarily detailed - Police aggressively detained and questioned myself and friends in a park while looking for a suspect. They approached us from a place of suspicion instead of as a citizen that is innocent until proven guilty. They ultimately realized we were not who they were looking for and left without issue, nor acknowledgement of the negative impacts of their actions.	12/11/2020 3:16 PM
487	I worked both as an intern and as contract support, all non-sworn. I have only had very infrequent needs for PPD support in a Law Enforcement role such as help or protection in an emergency.	12/11/2020 3:10 PM
488	I asked an officer sitting in a parked police car to ask the person flying a drone over my backyard pool, where my daughter and her friends were sun bathing, to stop invading my privacy. He told me that wasn't his job and drove away. On another occasion I simply asked for directions and was told to google it. And I'm constantly amazed at how many police cars it takes to stop a Mexican!	12/11/2020 3:06 PM
489	Petaluma Police came to my house when I called 911 for a medical emergency. My daughter was dying of complications of Cystic Fibrosis and the police treated my husband like he had probably committed a crime.	12/11/2020 3:04 PM
490	We've had varying experiences. Most are kind when we approach for assistance. There was one very scornful officer who barked at my kids at a National Night Out event a couple of years ago.	12/11/2020 3:01 PM
491	When recently I turned in a Driver ID card that I found on a sidewalk, to the counter, the young lady asked me to step aside. She instead helped a white couple that came after me. The couple mentioned to her that I was first. She however ignored that. I am East Indian. Her excuse when I asked the reason, was that my procedure would take more time. In reality their procedure took more time, it also had her going to the back to get stuff done. Mine was all wrapped up in minutes at the PC when she got to it. Mind you I remained courteous throughout the entire time. As a matter of fact the couple as they left apologized for her behavior.	12/11/2020 3:01 PM
492	A few years ago I saw from a window a bunch of teens making a lot of noise and getting in a car on Bodega Ave. A few minutes later 2 officers were banging at my door. It was around midnight. My husband was asleep. They said a neighbor complained and said noise was coming from our home. They questioned my husband and I separately. I had to go outside. Completely rude and inappropriate! Went on for a long time. When they left I said to my husband "Imagine if we weren't White. " I know many Policemen and have also have never experienced anything like this! I complained and finally let it go.	12/11/2020 2:59 PM

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493	Twice at our house: 1) there was a search/chase on our property at 1 am and when we went out to ask a cop if everything was ok they said "it's fine" and we tried to inquire more. They said "you are in no danger". We wished to have more context at the time to gauge that ourselves. 2) someone crashed into the fence on our property and the police came to take record and tow the car. They were pleasant enough	12/11/2020 2:58 PM
494	Loud parties by one neighbor which have been called in by several neighbors	12/11/2020 2:55 PM
495	Watched police beat a man Pacific Islander , who was non resistant, probably drunk, sitting on a curb. Police arrived and started trying to antagonize him then started beating him with baton	12/11/2020 2:52 PM
496	Two times. Once was a motor cycle policeman who saw me putting on my seat-belt while driving and ticketed me. What should have been a first time \$20 fine ended up a \$165 expense, a totally abusive amount. An astronomical sum for anyone on minimum wages. My subsequent encounters were a neighborhood outreach by the Police and I was very much impressed with their open expressions of their jobs and the statistics. It was refreshing to hear statistics without the medium of political dogma we find in city government.	12/11/2020 2:52 PM
497	My girlfriend's bike was stolen from our house. The police found it a day later and returned it back to us and seemed very nice about it. Never felt discriminated against or in danger. I also made a report to a police officer about a potential threat to me. Nothing to do with race. The officer took my report and calmed me down. Very nice interaction.	12/11/2020 2:48 PM
498	A simple traffic stop	12/11/2020 2:47 PM
499	At Kentucky and Washington, police stopped a large Hispanic man who was obviously (at lead to me it was obvious) deaf. The man didn't turn around, the officer grabbed and screamed at him. Pretty sad.	12/11/2020 2:47 PM
500	I was the victim of a theft.	12/11/2020 2:45 PM
501	I was pulled over once, when I was in my twenties and driving an older vehicle. It felt like profiling. Both my husband and I got pulled over more times in that one car (Mercury Lynx) than any other car we have ever owned. The message being "we're keeping an eye on poor folks." I have had other experiences with Officer Debaeke when he was doing homeless outreach and I invited him to my classrooms (at PHS) to help us understand the health implications of homelessness in our community. He is a good guy, however I question whether police is the correct solution to this challenge. I would rather see the city spend money on a housing support person (unarmed & not in charge of penalizing folks). One other experience I will mention is when my infant daughter was injured while at day care. An officer came to our home at 10PM, woke us up, and wanted to check in to make sure our home was a safe place for a child. This encounter was traumatic for me. I did not need an armed officer waking me up after a long, stressful day. It made me feel small, and like a really terrible person/parent. We shouldn't be traumatizing families, We should be supporting families. A visit, during the day, by a kind, unarmed, social worker would be preferable.	12/11/2020 2:40 PM
502	Every time I try to record an interaction I'm told to walk away. Once I say I know my rights and I'm just observing, they magically stop interrogating the person they stopped	12/11/2020 2:39 PM
503	It was many years ago. My house had been burglarized. The officers that responded were courteous and professional.	12/11/2020 2:37 PM
504	child with drug issue	12/11/2020 2:35 PM
505	Requests to eliminate people abusing the tennis courts at Luccchesi Park. Request for a police call report, asking for a response to people abusing the tennis courts at Lucchesi Park.	12/11/2020 2:34 PM
506	My first experience with the Petaluma Police department was at the Sonoma Marin fairgrounds. I remember walking out of the fair when I was a young girl around 12, and a police officer was laying at the entry area and he had been shot in the stomach. I understand the police need to watch their backs. I also witnessed certain ethnic groups being thieves and violent. Not all but some of the new residents that moved into Petaluma brought trouble with them. I understand why the police need to pay attention to these groups more. The Petaluma Police department has always been courteous and thoughtful throughout my life here in Petaluma. While raising my kids I had spoken with them about a few minor things every little kid does and gets in trouble for. they've always handled everything professionally and I've never felt anything but welcomed.	12/11/2020 2:34 PM
507	I got caught in a speed trap when the speed limit dropped 10 mph on the Blvd approaching the	12/11/2020 2:34 PM

new roundabout. Although the experience felt harsh I'm really glad to have gone to Traffic School as a result. Another experience (of my husband's) was at BevMo where he witnessed a staff member being abused by a customer and called the police. They came and left a good impression on him. The staff person expressed embarrassment at the attention for something she felt insignificant, but the officer said something really nice about how this community is better than the disrespect she was subject to.

508	Professional interaction	12/11/2020 2:32 PM
509	A well check by an officer due to a confusing call I made. He was polite and left once he satisfied himself that I was in no danger.	12/11/2020 2:30 PM
510	Pulled over for traffic offenses (twice in 20 years). They were professional.	12/11/2020 2:29 PM
511	I accidentally set off the alarm at my Dad's house and a police officer came by and wanted to check on the situation. I just explained what happened and he was satisfied and left, but I remember thinking would it of been the same way if I was black or a person of color? (that was just my own internal thoughts though and doesn't reflect on the officer). It was encouraging also to see the Petaluma police on the Uncomfortable Conversations with a Black Man YouTube show.	12/11/2020 2:28 PM
512	Pulled over for using cell phone	12/11/2020 2:20 PM
513	work related; partnering to support members of our community	12/11/2020 2:12 PM
514	At checkpoints, I work at Casa Grande and have had many occasions to meet and work with them at the high school level regarding students behavior.	12/11/2020 2:12 PM
515	after the fires in 2017, my daughter moved a tiny home onto my empty lot in the Petaluma City Limits and we were trying to get it fixed up so that she could live in it. We ended up getting fined for not moving it in time.	12/11/2020 2:11 PM
516	Various but all were the everyday stuff that happens in a community ... accidents, traffic problems, etc. Nothing serious or life threatening. Never in a position of fear.	12/11/2020 2:10 PM
517	All were in social situations, like saying hi to the Chief when he was sitting next to me in Della's, or nodding to police folks when I was in the car.	12/11/2020 2:09 PM
518	Police on the whole are very fair. One cop was a bit aggressive with a traffic stop, but I won the case in court. Another responded a bit aggressively (unnecessarily because I'm a law abiding citizen) when I reported a motorist had destroyed a tree on my property. other than that, I believe the police fulfill a very important role in maintaining peace and safety for its citizens.	12/11/2020 2:09 PM
519	There was drugs dropped off in my mail box.	12/11/2020 2:03 PM
520	Business protection and traffic.	12/11/2020 2:01 PM
521	concern s with transients	12/11/2020 2:01 PM
522	various	12/11/2020 1:59 PM
523	1) My bike was stolen. I called the police. They recovered my bike the next day and delivered it to me. The officers looked genuinely happy to do good. 2) I have also seen them outside in front of the house, seeming to expect an event near the train tracks. They said hello, apologized if they were any disturbance and wished me a good day. 3) I called the police about a wallet that went missing. They took my information and said they would keep a look out for me. My wallet was returned by a citizen.	12/11/2020 1:59 PM
524	Pulled over for a traffic infraction (my fault, no ticket)	12/11/2020 1:58 PM
525	Mixed depending on circumstance. Sometimes excellent. Sometimes chilly and once an overreaction leading to an arrest.	12/11/2020 1:58 PM
526	Called in an issue with my neighbor. They were helpful	12/11/2020 1:57 PM
527	Was helping at accidents and provided details of what I knew each time. Have also called in with general questions and was treated with respect.	12/11/2020 1:56 PM
528	I've engaged with the police on a number of levels, including having speakers at my organization, working with the police to establish a program and requesting service for	12/11/2020 1:54 PM

	neighborhood issues.	
529	Response to a robbery where the officer refused to take fingerprints because "they're messy ". Always see way more officers than needed at minor alterations and then they claim to have too few staff. Refusal to adhere to certain regulations including RV parking. Too conservative for words. Half should be fired and replaced with some more liberal and diverse (race, sex and political orientation) people. The officers using MY tax dollars to advance conservative candidates for office which proves a lack of honesty, ethics and knowledge of the Constitution. I could go on and on. Most appear to be Green Beret wannabes instead of community servants. War weapons? Tanks? For a little town like Petaluma? Give me a break (and you probably will, given a chance). Poor grammar and language composition in written material indicating ignorance, lack of intellectual rigor and potentially down right stupidity. Otherwise, they're fine.	12/11/2020 1:54 PM
530	Social	12/11/2020 1:53 PM
531	general neighborhood stuff.	12/11/2020 1:52 PM
532	Pulled over repeatedly and then let off with a warning. Treated differently than others who were around me.	12/11/2020 1:52 PM
533	Ticket	12/11/2020 1:49 PM
534	Different experiences over the years. Nothing major. Always polite and professional pretty much. Prolly would not say that during the early 1980s as high school was pretty fun so running into the PPD wasn't always great. :)	12/11/2020 1:48 PM
535	As a middleaged Asian American woman, I don't feel that I am the target. As a business owner, the police department has been courteous, professional and responsive. I understand that men and women of color are not treated the same way.	12/11/2020 1:48 PM
536	They were towing my son's truck that was in front of my house. It was reasonable that they did.	12/11/2020 1:47 PM
537	Follow up after police failed to follow up to harassment at a peaceful vigil	12/11/2020 1:47 PM
538	Traffic Stops-Was treated like a criminal and the policeman would not listen to anything I had to say.	12/11/2020 1:45 PM
539	I was a witness to several incidents of racial profiling that the police later denied in public. In the attempt to follow up they continued to gaslight those involved.	12/11/2020 1:45 PM
540	The only thing I've seen Petaluma police doing was arresting a homeless black man, who was confused and not doing anything wrong. Also, it doesn't make sense when you consider the city's needs as a whole, that the police should have an armored vehicle and semi-automatic weapons for every cop.	12/11/2020 1:45 PM
541	Was robbed at my store and the police were fast, thorough and made me feel safe	12/11/2020 1:42 PM
542	I have made calls and they were helpful	12/11/2020 1:41 PM
543	I work in retail downtown and have many interactions with them, all positive.	12/11/2020 1:41 PM
544	At 14 years old I was harassed by a cop accusing me of being a runaway teen they were looking for and after continually harassing me and acting hostile finally he just drove off	12/11/2020 1:40 PM
545	traffic violation	12/11/2020 1:39 PM
546	xyz	12/11/2020 9:49 AM

Q10 Please share ONE WORD that describes Petaluma Police Department interactions with people of color:

Answered: 696 Skipped: 160

#	RESPONSES	DATE
1	very poor	1/10/2021 11:28 AM
2	poor	1/9/2021 10:25 AM
3	Uncertain	1/8/2021 1:15 PM
4	good	1/8/2021 10:11 AM
5	Unknown	1/8/2021 7:29 AM
6	Cordial	1/8/2021 2:28 AM
7	Normal	1/7/2021 11:13 PM
8	White	1/7/2021 10:56 PM
9	Terrific!	1/7/2021 9:11 PM
10	Racist	1/7/2021 7:36 PM
11	Good	1/7/2021 7:12 PM
12	Respectful	1/7/2021 6:43 PM
13	Unseen	1/7/2021 4:47 PM
14	Concerned	1/7/2021 4:44 PM
15	Color-blind	1/7/2021 2:22 PM
16	Unknown	1/7/2021 1:00 PM
17	Unknown.	1/7/2021 12:37 PM
18	?	1/7/2021 12:01 PM
19	professional	1/7/2021 11:28 AM
20	I wouldn't know.	1/7/2021 10:22 AM
21	Unknown	1/7/2021 10:20 AM
22	reactionary	1/7/2021 9:41 AM
23	unknown	1/7/2021 9:37 AM
24	Biased	1/7/2021 9:37 AM
25	unknow	1/7/2021 9:20 AM
26	unknown	1/7/2021 8:19 AM
27	Respectful	1/7/2021 7:43 AM
28	Great	1/7/2021 6:43 AM
29	Unknown	1/7/2021 12:42 AM
30	Unknown	1/6/2021 11:41 PM
31	neutral-focused	1/6/2021 11:27 PM
32	unknown	1/6/2021 10:29 PM
33	I don't know.	1/6/2021 9:46 PM
34	unsure	1/6/2021 9:33 PM
35	Fraught	1/6/2021 9:32 PM
36	Questionable	1/6/2021 9:27 PM
37	Unknown	1/6/2021 8:59 PM

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Attachment 9

38	Scary	1/6/2021 8:40 PM
39	Good	1/6/2021 8:17 PM
40	What?	1/6/2021 8:14 PM
41	Fair	1/6/2021 7:54 PM
42	Neutral	1/6/2021 7:52 PM
43	none	1/6/2021 7:51 PM
44	Uninformed	1/6/2021 7:44 PM
45	good	1/6/2021 7:41 PM
46	Unknown	1/6/2021 6:42 PM
47	Good	1/5/2021 8:45 PM
48	Ignorant	1/5/2021 5:38 PM
49	Fair	1/5/2021 3:15 PM
50	Fair	1/5/2021 12:45 PM
51	Improving	1/5/2021 12:43 PM
52	Abusive	1/5/2021 10:48 AM
53	Uncertain	1/5/2021 10:41 AM
54	Dedicated, selfless	1/5/2021 7:42 AM
55	Impartiality	1/4/2021 10:09 PM
56	Outdated	1/4/2021 2:30 PM
57	Fair	1/4/2021 10:08 AM
58	I do not know	1/3/2021 11:57 PM
59	unknown	1/3/2021 5:55 PM
60	fearful	1/3/2021 5:26 PM
61	Unknown	1/3/2021 5:16 PM
62	Tense	1/3/2021 2:25 PM
63	untrusted	1/3/2021 2:07 PM
64	Normal	1/3/2021 1:22 PM
65	Tense	1/3/2021 12:48 PM
66	Bad	1/3/2021 11:47 AM
67	Fair	1/3/2021 8:31 AM
68	Suspicious	1/3/2021 12:38 AM
69	Brave	1/2/2021 9:17 PM
70	Unprepared	1/2/2021 8:52 PM
71	Great	1/2/2021 4:24 PM
72	No experience.	1/2/2021 2:46 PM
73	enabling	1/2/2021 12:15 PM
74	Improv game	1/2/2021 7:15 AM
75	Terrible	1/1/2021 11:48 PM

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Attachment 9

76	scared	1/1/2021 10:34 PM
77	Shit	1/1/2021 9:53 PM
78	Struggling	1/1/2021 8:36 PM
79	Poor	1/1/2021 7:10 PM
80	I	1/1/2021 5:47 PM
81	Prejudiced	1/1/2021 4:54 PM
82	Awful	1/1/2021 2:01 PM
83	No	1/1/2021 6:32 AM
84	Uneducated	12/31/2020 11:55 AM
85	Strained	12/31/2020 10:28 AM
86	White-centric	12/31/2020 10:18 AM
87	Dehumanizing	12/31/2020 9:48 AM
88	Unempathetic	12/31/2020 9:45 AM
89	Unsure	12/31/2020 9:03 AM
90	Unbiased	12/31/2020 8:22 AM
91	excellent	12/31/2020 8:11 AM
92	trying	12/30/2020 2:53 PM
93	Prejudice	12/30/2020 8:09 AM
94	Jaded	12/29/2020 7:31 PM
95	compliant	12/29/2020 1:34 PM
96	No idea	12/28/2020 8:04 AM
97	?	12/27/2020 8:03 AM
98	Racist	12/26/2020 6:12 PM
99	Fair	12/23/2020 8:25 PM
100	inept	12/23/2020 5:44 PM
101	?	12/23/2020 11:13 AM
102	Unknown	12/22/2020 7:08 PM
103	Unknown	12/22/2020 6:35 PM
104	Unknown	12/22/2020 8:21 AM
105	?	12/22/2020 1:40 AM
106	Fair	12/21/2020 7:19 PM
107	Scary	12/21/2020 4:07 PM
108	Uncertain	12/21/2020 2:02 PM
109	Complicated	12/21/2020 10:31 AM
110	unknown	12/21/2020 7:19 AM
111	Questionable	12/20/2020 8:49 PM
112	Acceptable	12/20/2020 7:53 PM
113	Uninformed	12/20/2020 7:00 PM

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114	unknown	12/20/2020 4:22 PM
115	Fair	12/20/2020 8:14 AM
116	Biased	12/19/2020 10:26 PM
117	Improving	12/19/2020 6:35 PM
118	Great	12/19/2020 3:25 PM
119	Poor	12/19/2020 1:34 PM
120	Uncomfortable	12/19/2020 1:17 PM
121	unknown	12/19/2020 1:09 PM
122	Outdated	12/19/2020 11:55 AM
123	concerning	12/19/2020 11:32 AM
124	Dunno!	12/19/2020 10:05 AM
125	Impeccable	12/19/2020 9:59 AM
126	Unknown	12/18/2020 10:55 PM
127	No experience	12/18/2020 10:10 PM
128	Prejudiced.	12/18/2020 10:08 PM
129	Discrimination	12/18/2020 8:52 PM
130	Very poor	12/18/2020 8:15 PM
131	100% fare	12/18/2020 7:15 PM
132	Fine	12/18/2020 6:50 PM
133	Professional	12/18/2020 6:28 PM
134	Unknown	12/18/2020 4:09 PM
135	Fair	12/18/2020 1:58 PM
136	Discriminatory	12/18/2020 12:04 PM
137	fine	12/18/2020 11:58 AM
138	Noncommittal	12/17/2020 12:43 PM
139	Expected	12/17/2020 12:15 PM
140	Fair	12/17/2020 5:52 AM
141	skeptical	12/16/2020 6:22 PM
142	Unknown	12/16/2020 12:31 PM
143	intentional	12/16/2020 11:33 AM
144	Unknown	12/16/2020 11:25 AM
145	?	12/16/2020 1:30 AM
146	Colorblind	12/15/2020 8:45 PM
147	Presumptuous	12/15/2020 7:20 PM
148	Unaware of police interactions	12/15/2020 7:06 PM
149	Unknown	12/15/2020 4:46 PM
150	Unknown	12/15/2020 3:53 PM
151	Inhumane	12/15/2020 3:40 PM

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Attachment 9

152	Unknown.	12/15/2020 3:14 PM
153	Unknown	12/15/2020 2:28 PM
154	Unknown	12/15/2020 1:58 PM
155	I wouldn't know	12/15/2020 12:42 PM
156	Trying	12/15/2020 12:41 PM
157	Good	12/15/2020 12:33 PM
158	Unknown	12/15/2020 10:11 AM
159	Good	12/15/2020 6:19 AM
160	impartial	12/14/2020 11:32 PM
161	N/A	12/14/2020 4:41 PM
162	Considerate	12/14/2020 3:17 PM
163	Fair	12/14/2020 3:05 PM
164	Biased	12/14/2020 3:01 PM
165	clueless	12/14/2020 2:34 PM
166	I have no experience with that.	12/14/2020 12:40 PM
167	Respectful	12/14/2020 11:27 AM
168	No idea	12/14/2020 10:39 AM
169	I have not observed any such interactions	12/14/2020 10:27 AM
170	unknown	12/14/2020 10:25 AM
171	Unknown	12/14/2020 9:27 AM
172	unknown	12/14/2020 9:03 AM
173	###	12/14/2020 8:41 AM
174	ongoing	12/14/2020 8:24 AM
175	Excellent	12/14/2020 6:59 AM
176	Hypermasculine	12/14/2020 6:44 AM
177	Lacking	12/14/2020 5:27 AM
178	unknown	12/13/2020 11:27 PM
179	I've not seen.	12/13/2020 11:22 PM
180	professional	12/13/2020 10:51 PM
181	Same	12/13/2020 10:09 PM
182	questionable	12/13/2020 9:36 PM
183	unknown	12/13/2020 9:06 PM
184	unknown	12/13/2020 9:02 PM
185	inadequate	12/13/2020 8:46 PM
186	Bad	12/13/2020 7:51 PM
187	Unaware	12/13/2020 7:11 PM
188	Fine	12/13/2020 7:09 PM
189	Careful	12/13/2020 7:06 PM

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Attachment 9

190	unacceptable	12/13/2020 6:49 PM
191	Positive	12/13/2020 6:42 PM
192	unknown	12/13/2020 5:55 PM
193	Neutral	12/13/2020 5:35 PM
194	NA	12/13/2020 4:59 PM
195	over-reaction	12/13/2020 4:27 PM
196	Neutrality	12/13/2020 4:19 PM
197	Unbiased	12/13/2020 4:09 PM
198	N/A	12/13/2020 3:55 PM
199	??	12/13/2020 3:51 PM
200	Respectful	12/13/2020 3:23 PM
201	n/a	12/13/2020 3:20 PM
202	unsure	12/13/2020 3:10 PM
203	judgement	12/13/2020 3:01 PM
204	Seperation	12/13/2020 2:08 PM
205	Fine	12/13/2020 1:23 PM
206	unknown	12/13/2020 1:22 PM
207	not good	12/13/2020 1:00 PM
208	Ineffective	12/13/2020 12:59 PM
209	complicated	12/13/2020 12:49 PM
210	Ignorant	12/13/2020 11:25 AM
211	unknown	12/13/2020 11:01 AM
212	Professional	12/13/2020 11:00 AM
213	unknown	12/13/2020 10:19 AM
214	nonbiased	12/13/2020 10:06 AM
215	Unknown	12/13/2020 9:36 AM
216	profile	12/13/2020 9:07 AM
217	No experience	12/13/2020 8:52 AM
218	Neutral	12/13/2020 8:44 AM
219	Typical	12/13/2020 8:37 AM
220	unnoticed	12/13/2020 8:04 AM
221	unknown	12/13/2020 8:03 AM
222	RACIST	12/13/2020 7:59 AM
223	Unknown	12/13/2020 7:21 AM
224	evolving	12/13/2020 7:20 AM
225	Good	12/13/2020 5:22 AM
226	unfortunate	12/13/2020 4:03 AM
227	Unknown	12/13/2020 3:21 AM

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228	Mixed	12/12/2020 10:26 PM
229	Tense	12/12/2020 10:22 PM
230	N/A	12/12/2020 9:19 PM
231	Kind	12/12/2020 8:54 PM
232	OK	12/12/2020 8:33 PM
233	Unknown	12/12/2020 8:32 PM
234	Friendly	12/12/2020 8:30 PM
235	Excellent	12/12/2020 8:29 PM
236	Fair	12/12/2020 8:25 PM
237	patterned	12/12/2020 6:38 PM
238	good	12/12/2020 6:10 PM
239	Unknown	12/12/2020 5:11 PM
240	Unknown	12/12/2020 5:09 PM
241	Fairness	12/12/2020 5:08 PM
242	Unknown	12/12/2020 5:00 PM
243	unknown	12/12/2020 4:59 PM
244	Excellent	12/12/2020 4:57 PM
245	Unaware	12/12/2020 4:45 PM
246	unknown	12/12/2020 4:41 PM
247	fair	12/12/2020 4:41 PM
248	unimaginable	12/12/2020 4:23 PM
249	Not applicable	12/12/2020 4:14 PM
250	Doing their best	12/12/2020 3:45 PM
251	fair	12/12/2020 3:44 PM
252	Good	12/12/2020 3:06 PM
253	unsure	12/12/2020 3:00 PM
254	Decent. Some officers could Use some work	12/12/2020 2:56 PM
255	Fine.	12/12/2020 2:15 PM
256	Confrontational	12/12/2020 2:11 PM
257	Fine	12/12/2020 2:05 PM
258	unknown	12/12/2020 1:54 PM
259	Careful	12/12/2020 1:27 PM
260	N/A	12/12/2020 1:22 PM
261	Exceptional	12/12/2020 1:20 PM
262	Unknown	12/12/2020 1:07 PM
263	Racist	12/12/2020 1:04 PM
264	Unknown	12/12/2020 12:59 PM
265	Unknown	12/12/2020 12:54 PM

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266	Excellent	12/12/2020 12:45 PM
267	Unknown	12/12/2020 12:40 PM
268	Undignafied	12/12/2020 12:34 PM
269	Respectful	12/12/2020 12:16 PM
270	N/A	12/12/2020 12:14 PM
271	insensitive	12/12/2020 12:12 PM
272	strained	12/12/2020 12:11 PM
273	Good	12/12/2020 12:09 PM
274	?	12/12/2020 12:07 PM
275	Minimal	12/12/2020 12:04 PM
276	Professional	12/12/2020 12:02 PM
277	unique	12/12/2020 11:59 AM
278	Good.	12/12/2020 11:54 AM
279	Unknown	12/12/2020 11:45 AM
280	unknown	12/12/2020 11:30 AM
281	Dignified	12/12/2020 11:29 AM
282	NA	12/12/2020 11:15 AM
283	Unsure	12/12/2020 11:12 AM
284	Fine	12/12/2020 11:11 AM
285	unknown	12/12/2020 11:07 AM
286	unknown	12/12/2020 11:05 AM
287	Terrifying	12/12/2020 10:52 AM
288	indifferent	12/12/2020 10:50 AM
289	I can't answer this	12/12/2020 10:39 AM
290	unknown	12/12/2020 10:38 AM
291	Fair	12/12/2020 10:36 AM
292	Good	12/12/2020 10:29 AM
293	Excellent	12/12/2020 10:22 AM
294	Fair	12/12/2020 10:19 AM
295	bias	12/12/2020 10:11 AM
296	Do not know	12/12/2020 10:10 AM
297	Unknown	12/12/2020 10:09 AM
298	Minimal	12/12/2020 10:05 AM
299	no opinion positive or negative	12/12/2020 9:53 AM
300	uneducated	12/12/2020 9:52 AM
301	Good	12/12/2020 9:49 AM
302	Positive	12/12/2020 9:48 AM
303	mixed	12/12/2020 9:43 AM

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Attachment 9

304	Unsure	12/12/2020 9:36 AM
305	Nuetral	12/12/2020 9:31 AM
306	Poor	12/12/2020 9:23 AM
307	Unknown	12/12/2020 9:22 AM
308	NoComment	12/12/2020 9:21 AM
309	Unknown	12/12/2020 9:17 AM
310	None	12/12/2020 9:13 AM
311	fair	12/12/2020 9:07 AM
312	???	12/12/2020 9:04 AM
313	good	12/12/2020 9:02 AM
314	Professional	12/12/2020 8:54 AM
315	AGAIN, RIDICULOUS to even ask the questions...	12/12/2020 8:53 AM
316	Unknown	12/12/2020 8:39 AM
317	wary	12/12/2020 8:23 AM
318	Ok	12/12/2020 8:09 AM
319	Professional	12/12/2020 8:07 AM
320	n/a	12/12/2020 8:03 AM
321	Unknown	12/12/2020 7:57 AM
322	Do not know	12/12/2020 7:55 AM
323	Unknown	12/12/2020 7:33 AM
324	two-sides	12/12/2020 7:23 AM
325	Meaningful	12/12/2020 7:22 AM
326	Unsure	12/12/2020 7:21 AM
327	Usual	12/12/2020 7:16 AM
328	Don't kniw	12/12/2020 7:05 AM
329	Fine.	12/12/2020 7:05 AM
330	Color doesn't matter. To me because everyone is equal	12/12/2020 7:03 AM
331	equal	12/12/2020 6:57 AM
332	Typical	12/12/2020 6:43 AM
333	Tolerant	12/12/2020 6:42 AM
334	challenged	12/12/2020 6:39 AM
335	Unsure	12/12/2020 6:25 AM
336	Unsure	12/12/2020 5:59 AM
337	Solid	12/12/2020 5:39 AM
338	Dangerous	12/12/2020 4:22 AM
339	Unknown	12/12/2020 3:36 AM
340	Racest	12/12/2020 3:32 AM
341	Neutral	12/12/2020 2:39 AM

Petaluma Community Survey

Attachment 9

342	unknown	12/12/2020 2:27 AM
343	N/A	12/12/2020 12:18 AM
344	Unknown	12/12/2020 12:12 AM
345	Never had one!	12/11/2020 11:56 PM
346	unknown	12/11/2020 11:20 PM
347	Equal	12/11/2020 10:46 PM
348	Effective	12/11/2020 10:43 PM
349	unknown	12/11/2020 10:42 PM
350	Neutral	12/11/2020 10:40 PM
351	Fair	12/11/2020 10:34 PM
352	Amazing	12/11/2020 10:31 PM
353	Fair	12/11/2020 10:15 PM
354	Equal	12/11/2020 10:05 PM
355	Positive	12/11/2020 10:05 PM
356	Fine	12/11/2020 9:56 PM
357	None	12/11/2020 9:44 PM
358	Unknown	12/11/2020 9:44 PM
359	Submissive	12/11/2020 9:39 PM
360	Normal	12/11/2020 9:33 PM
361	Positive.	12/11/2020 9:33 PM
362	Unknown	12/11/2020 9:30 PM
363	uncertain	12/11/2020 9:29 PM
364	Insensitive	12/11/2020 9:22 PM
365	Developing	12/11/2020 9:18 PM
366	suspicious	12/11/2020 9:14 PM
367	ignorance	12/11/2020 9:12 PM
368	Necessary.	12/11/2020 9:10 PM
369	unknown	12/11/2020 9:06 PM
370	Good	12/11/2020 9:06 PM
371	Unknown	12/11/2020 9:04 PM
372	N/A	12/11/2020 9:02 PM
373	bad	12/11/2020 9:01 PM
374	Unknown	12/11/2020 8:57 PM
375	?	12/11/2020 8:49 PM
376	Professional	12/11/2020 8:48 PM
377	I don't know	12/11/2020 8:41 PM
378	Unknown	12/11/2020 8:40 PM
379	Unknown	12/11/2020 8:32 PM

Petaluma Community Survey

Attachment 9

380	Invisible	12/11/2020 8:30 PM
381	Unknown	12/11/2020 8:29 PM
382	Exemplary	12/11/2020 8:27 PM
383	Good	12/11/2020 8:24 PM
384	Excellent	12/11/2020 8:20 PM
385	N/A	12/11/2020 8:11 PM
386	Origination	12/11/2020 8:07 PM
387	fair	12/11/2020 8:05 PM
388	Good	12/11/2020 8:04 PM
389	Unknown	12/11/2020 8:03 PM
390	Unknown	12/11/2020 8:02 PM
391	Compassionate	12/11/2020 8:02 PM
392	N/A	12/11/2020 8:01 PM
393	Indistinguishable	12/11/2020 7:55 PM
394	Unknown	12/11/2020 7:55 PM
395	Good	12/11/2020 7:54 PM
396	N/A	12/11/2020 7:53 PM
397	Fair	12/11/2020 7:51 PM
398	Ignorant	12/11/2020 7:50 PM
399	Cautious	12/11/2020 7:49 PM
400	Timid	12/11/2020 7:48 PM
401	Unknown	12/11/2020 7:47 PM
402	Equal	12/11/2020 7:44 PM
403	Trying	12/11/2020 7:36 PM
404	inconsistent	12/11/2020 7:35 PM
405	Unsure	12/11/2020 7:34 PM
406	Dangerous	12/11/2020 7:32 PM
407	Unknown	12/11/2020 7:30 PM
408	None	12/11/2020 7:29 PM
409	trying	12/11/2020 7:23 PM
410	Fair	12/11/2020 7:21 PM
411	Unsure	12/11/2020 7:18 PM
412	Rude	12/11/2020 7:18 PM
413	Uncertain	12/11/2020 7:15 PM
414	Poor	12/11/2020 7:15 PM
415	Appropriate	12/11/2020 7:11 PM
416	Prejudice	12/11/2020 7:09 PM
417	Questionable	12/11/2020 7:05 PM

Petaluma Community Survey

Attachment 9

418	Good	12/11/2020 7:04 PM
419	I've never seen them interact with people of color	12/11/2020 7:04 PM
420	Objective	12/11/2020 7:04 PM
421	Equal	12/11/2020 7:01 PM
422	Unknown	12/11/2020 6:59 PM
423	Huh?	12/11/2020 6:56 PM
424	Excellent	12/11/2020 6:55 PM
425	Ok	12/11/2020 6:52 PM
426	Rare	12/11/2020 6:51 PM
427	N/A	12/11/2020 6:47 PM
428	respectful	12/11/2020 6:47 PM
429	Normal	12/11/2020 6:44 PM
430	(not sure)	12/11/2020 6:44 PM
431	Non-issue	12/11/2020 6:42 PM
432	questionable	12/11/2020 6:39 PM
433	Equal	12/11/2020 6:35 PM
434	Professional	12/11/2020 6:33 PM
435	unknown	12/11/2020 6:33 PM
436	what.	12/11/2020 6:28 PM
437	Respectful	12/11/2020 6:27 PM
438	not sure	12/11/2020 6:25 PM
439	Don't know	12/11/2020 6:23 PM
440	Fail	12/11/2020 6:23 PM
441	(unknown)	12/11/2020 6:20 PM
442	FAIR	12/11/2020 6:19 PM
443	Normal	12/11/2020 6:15 PM
444	Unknown	12/11/2020 6:14 PM
445	Good	12/11/2020 6:09 PM
446	Unknown	12/11/2020 6:08 PM
447	fair	12/11/2020 6:08 PM
448	Unknown	12/11/2020 6:02 PM
449	Profiled	12/11/2020 6:01 PM
450	Unknown	12/11/2020 6:01 PM
451	conflicting	12/11/2020 5:59 PM
452	Fairly	12/11/2020 5:58 PM
453	unseen	12/11/2020 5:56 PM
454	very good	12/11/2020 5:55 PM
455	unknown	12/11/2020 5:50 PM

Petaluma Community Survey

Attachment 9

456	Good	12/11/2020 5:48 PM
457	Okay	12/11/2020 5:45 PM
458	Professional	12/11/2020 5:45 PM
459	Unknown	12/11/2020 5:43 PM
460	Fine	12/11/2020 5:41 PM
461	suspicious	12/11/2020 5:39 PM
462	FINE.	12/11/2020 5:28 PM
463	Unknown	12/11/2020 5:28 PM
464	Unclear	12/11/2020 5:28 PM
465	Racist	12/11/2020 5:27 PM
466	Lacking	12/11/2020 5:25 PM
467	THOUGHTFUL	12/11/2020 5:24 PM
468	professional	12/11/2020 5:23 PM
469	Unknown.	12/11/2020 5:22 PM
470	Ok	12/11/2020 5:21 PM
471	Equality	12/11/2020 5:21 PM
472	Unknown	12/11/2020 5:17 PM
473	Great	12/11/2020 5:16 PM
474	excellent	12/11/2020 5:11 PM
475	Unk	12/11/2020 5:10 PM
476	Suspicion	12/11/2020 5:08 PM
477	Equitable	12/11/2020 5:07 PM
478	Uncertain	12/11/2020 5:00 PM
479	Do not know have not experienced any3	12/11/2020 4:54 PM
480	Limited	12/11/2020 4:54 PM
481	Clueless	12/11/2020 4:53 PM
482	fair	12/11/2020 4:50 PM
483	Unknown	12/11/2020 4:50 PM
484	Professional	12/11/2020 4:50 PM
485	unknown	12/11/2020 4:49 PM
486	Fair	12/11/2020 4:48 PM
487	tolerant	12/11/2020 4:48 PM
488	Fair	12/11/2020 4:47 PM
489	Fair	12/11/2020 4:47 PM
490	Unknown	12/11/2020 4:46 PM
491	Fair	12/11/2020 4:43 PM
492	Overkill	12/11/2020 4:43 PM
493	Racist	12/11/2020 4:42 PM

Petaluma Community Survey

Attachment 9

494	Indifferent	12/11/2020 4:40 PM
495	Good	12/11/2020 4:39 PM
496	Bad	12/11/2020 4:38 PM
497	typical	12/11/2020 4:36 PM
498	Good	12/11/2020 4:35 PM
499	Unsafe	12/11/2020 4:34 PM
500	Unknown	12/11/2020 4:33 PM
501	I have not witnessed PPD interact with people of color.	12/11/2020 4:33 PM
502	Exemplary	12/11/2020 4:32 PM
503	Fair	12/11/2020 4:31 PM
504	vapid	12/11/2020 4:31 PM
505	Unknown	12/11/2020 4:31 PM
506	Unknown	12/11/2020 4:29 PM
507	Unkown	12/11/2020 4:29 PM
508	Good	12/11/2020 4:29 PM
509	NA	12/11/2020 4:28 PM
510	Fair	12/11/2020 4:27 PM
511	Cautious	12/11/2020 4:27 PM
512	BIASED	12/11/2020 4:25 PM
513	Fine	12/11/2020 4:24 PM
514	Good	12/11/2020 4:24 PM
515	Thoughtful	12/11/2020 4:24 PM
516	Unknown	12/11/2020 4:22 PM
517	?	12/11/2020 4:22 PM
518	respectful?	12/11/2020 4:21 PM
519	Colorblind	12/11/2020 4:21 PM
520	Respect	12/11/2020 4:20 PM
521	Unknown	12/11/2020 4:20 PM
522	Professional	12/11/2020 4:20 PM
523	Exceptional	12/11/2020 4:19 PM
524	???	12/11/2020 4:17 PM
525	Unsure	12/11/2020 4:17 PM
526	Fair	12/11/2020 4:17 PM
527	can't tell	12/11/2020 4:16 PM
528	Good	12/11/2020 4:16 PM
529	No	12/11/2020 4:12 PM
530	Apathetic	12/11/2020 4:11 PM
531	unknown	12/11/2020 4:08 PM

Petaluma Community Survey

Attachment 9

532	Neutral	12/11/2020 4:07 PM
533	Neutral	12/11/2020 4:07 PM
534	Fair	12/11/2020 4:06 PM
535	Clumsy	12/11/2020 4:05 PM
536	concerning	12/11/2020 4:04 PM
537	Adequate	12/11/2020 4:03 PM
538	Scant	12/11/2020 4:00 PM
539	Blind	12/11/2020 4:00 PM
540	Unknown	12/11/2020 4:00 PM
541	Dangerous.	12/11/2020 3:59 PM
542	Question???	12/11/2020 3:59 PM
543	unkown	12/11/2020 3:59 PM
544	Unnecessary	12/11/2020 3:59 PM
545	Fine	12/11/2020 3:58 PM
546	No experience with this	12/11/2020 3:57 PM
547	Inexperienced	12/11/2020 3:57 PM
548	Great	12/11/2020 3:56 PM
549	NA	12/11/2020 3:56 PM
550	FINE	12/11/2020 3:56 PM
551	Unknown	12/11/2020 3:55 PM
552	I don't know	12/11/2020 3:52 PM
553	Unknown	12/11/2020 3:52 PM
554	Respectful	12/11/2020 3:52 PM
555	Fair	12/11/2020 3:52 PM
556	Stale	12/11/2020 3:51 PM
557	Limited	12/11/2020 3:51 PM
558	N/A	12/11/2020 3:51 PM
559	Poor	12/11/2020 3:50 PM
560	Fair	12/11/2020 3:50 PM
561	Consistent	12/11/2020 3:49 PM
562	The same as white	12/11/2020 3:48 PM
563	Unknown	12/11/2020 3:48 PM
564	unknown	12/11/2020 3:47 PM
565	Unknown	12/11/2020 3:47 PM
566	Fine	12/11/2020 3:46 PM
567	Same	12/11/2020 3:46 PM
568	Unsure	12/11/2020 3:46 PM
569	unknown	12/11/2020 3:45 PM

Petaluma Community Survey

Attachment 9

570	None	12/11/2020 3:45 PM
571	Limited	12/11/2020 3:45 PM
572	Neutral	12/11/2020 3:45 PM
573	Good	12/11/2020 3:43 PM
574	Dunno	12/11/2020 3:43 PM
575	n/a	12/11/2020 3:43 PM
576	Puzzling	12/11/2020 3:43 PM
577	Unsure	12/11/2020 3:42 PM
578	Responsible.	12/11/2020 3:42 PM
579	Good	12/11/2020 3:42 PM
580	No coment	12/11/2020 3:41 PM
581	Unknown	12/11/2020 3:41 PM
582	Excellent	12/11/2020 3:40 PM
583	Great	12/11/2020 3:40 PM
584	Unknown	12/11/2020 3:39 PM
585	Unknown	12/11/2020 3:38 PM
586	Appropriate	12/11/2020 3:38 PM
587	Unknown	12/11/2020 3:37 PM
588	Unknown	12/11/2020 3:37 PM
589	Respectful	12/11/2020 3:37 PM
590	Insure	12/11/2020 3:37 PM
591	Aweful	12/11/2020 3:37 PM
592	uncertain	12/11/2020 3:37 PM
593	sparse	12/11/2020 3:37 PM
594	unknown	12/11/2020 3:35 PM
595	Unsure	12/11/2020 3:35 PM
596	unknown	12/11/2020 3:35 PM
597	unknown	12/11/2020 3:35 PM
598	no idea	12/11/2020 3:35 PM
599	Fair	12/11/2020 3:35 PM
600	Colorblind	12/11/2020 3:34 PM
601	Limited	12/11/2020 3:34 PM
602	N/A	12/11/2020 3:34 PM
603	Stellar	12/11/2020 3:33 PM
604	Good	12/11/2020 3:33 PM
605	Great	12/11/2020 3:31 PM
606	Unsure	12/11/2020 3:30 PM
607	Excellent	12/11/2020 3:30 PM

Petaluma Community Survey

Attachment 9

608	Dissatisfactory	12/11/2020 3:30 PM
609	unknown	12/11/2020 3:25 PM
610	Fine	12/11/2020 3:25 PM
611	Unknown	12/11/2020 3:23 PM
612	Fair	12/11/2020 3:21 PM
613	Fair.	12/11/2020 3:20 PM
614	Unprepared	12/11/2020 3:19 PM
615	Unconsciousbias	12/11/2020 3:17 PM
616	unknown	12/11/2020 3:12 PM
617	Biased	12/11/2020 3:07 PM
618	Poor	12/11/2020 3:07 PM
619	Good	12/11/2020 3:03 PM
620	NONE	12/11/2020 3:02 PM
621	variable	12/11/2020 3:02 PM
622	Patience	12/11/2020 3:02 PM
623	Dissatisfactory	12/11/2020 3:02 PM
624	Fine	12/11/2020 3:01 PM
625	Confused	12/11/2020 3:01 PM
626	Abusive	12/11/2020 2:55 PM
627	Professional	12/11/2020 2:54 PM
628	unknown	12/11/2020 2:52 PM
629	Strained	12/11/2020 2:51 PM
630	Suspicious	12/11/2020 2:49 PM
631	untrained	12/11/2020 2:48 PM
632	Good	12/11/2020 2:45 PM
633	bad	12/11/2020 2:40 PM
634	Unsure	12/11/2020 2:39 PM
635	Unknown	12/11/2020 2:39 PM
636	Tolerant	12/11/2020 2:37 PM
637	don't know	12/11/2020 2:35 PM
638	Unconditional	12/11/2020 2:35 PM
639	unknown	12/11/2020 2:35 PM
640	tense	12/11/2020 2:34 PM
641	retrograde	12/11/2020 2:34 PM
642	I don't know	12/11/2020 2:32 PM
643	Unknown	12/11/2020 2:32 PM
644	Unknown	12/11/2020 2:31 PM
645	Don't know	12/11/2020 2:30 PM

Petaluma Community Survey

Attachment 9

646	Uncertain	12/11/2020 2:30 PM
647	Good	12/11/2020 2:30 PM
648	Excellent!	12/11/2020 2:29 PM
649	BLANK	12/11/2020 2:28 PM
650	unknown	12/11/2020 2:23 PM
651	Excellent	12/11/2020 2:21 PM
652	Unknown	12/11/2020 2:17 PM
653	okay	12/11/2020 2:14 PM
654	Professional	12/11/2020 2:14 PM
655	Unknown	12/11/2020 2:12 PM
656	fair	12/11/2020 2:12 PM
657	nonexistence	12/11/2020 2:11 PM
658	Petaluma_Nice	12/11/2020 2:11 PM
659	Great	12/11/2020 2:04 PM
660	Admirable	12/11/2020 2:03 PM
661	Fair	12/11/2020 2:02 PM
662	causious	12/11/2020 2:02 PM
663	HARMONEOUS	12/11/2020 2:01 PM
664	Unknown (by me)	12/11/2020 1:59 PM
665	I don't know	12/11/2020 1:58 PM
666	None	12/11/2020 1:57 PM
667	Biased	12/11/2020 1:57 PM
668	cautions	12/11/2020 1:57 PM
669	approachable	12/11/2020 1:57 PM
670	Trying.	12/11/2020 1:57 PM
671	Unknown	12/11/2020 1:56 PM
672	?	12/11/2020 1:55 PM
673	I don't know	12/11/2020 1:54 PM
674	Appropriate	12/11/2020 1:53 PM
675	Unconsciously biased	12/11/2020 1:52 PM
676	unknown	12/11/2020 1:52 PM
677	Well trained....patience	12/11/2020 1:50 PM
678	Professional	12/11/2020 1:50 PM
679	Unknown	12/11/2020 1:49 PM
680	UNCHANGED	12/11/2020 1:49 PM
681	negative	12/11/2020 1:49 PM
682	Don't know	12/11/2020 1:48 PM
683	unknown since I haven't been a witness to those interactions	12/11/2020 1:48 PM

684	unchanging	12/11/2020 1:48 PM
685	Unaware	12/11/2020 1:47 PM
686	Unknown	12/11/2020 1:46 PM
687	I have no Idea	12/11/2020 1:45 PM
688	Racist	12/11/2020 1:45 PM
689	Bad	12/11/2020 1:45 PM
690	Fair	12/11/2020 1:43 PM
691	improving	12/11/2020 1:42 PM
692	?	12/11/2020 1:42 PM
693	uncertain	12/11/2020 1:42 PM
694	Fine	12/11/2020 1:42 PM
695	Subpar	12/11/2020 1:40 PM
696	Good	12/11/2020 1:40 PM

Q11 Please explain why you chose that word. (no character limit)

Answered: 652 Skipped: 204

Petaluma Community Survey

Attachment 9

#	RESPONSES	DATE
1	As a white person, I have had no negative experiences with the PPD. And I was very happy to see how they reacted to the situation at Michael's (the Martinez family and Katie Sorensen). They investigated and did not just take the word of a white person. I wonder if she will be prosecuted for making a false report.	1/8/2021 1:15 PM
2	I have not heard anything bad about petaluma police	1/8/2021 10:11 AM
3	I know of no interactions other than friendly and professional.	1/8/2021 7:29 AM
4	I had no issues speaking with the Petaluma PD during the aftermath of the car accident. They were professional and I didn't feel that I was treated any differently than anyone else would have been in my situation.	1/8/2021 2:28 AM
5	Although not a POC myself, there are POC in my family. Their interactions with PPD have been what one would expect interactions with the police to be.	1/7/2021 11:13 PM
6	Very little to no diversity. You can see the ego when you see them driving around town.	1/7/2021 10:56 PM
7	They are amazing fair officers that are doing a impossible job in a horrible time in this country.	1/7/2021 9:11 PM
8	Honestly I don't feel I should personally being answering this question. Sorry	1/7/2021 8:51 PM
9	Self-explanatory Glad you did the Uncomfortable conversation with a black man but what about the Latino community?	1/7/2021 7:36 PM
10	They strive to do their best.	1/7/2021 7:12 PM
11	Police in Petaluma have been respectful during my personal interactions with the police and people of color	1/7/2021 6:43 PM
12	Have not seen, or actively looked for, instances where police have been interacting with people of color. Although, with that being said, we are in a pandemic and I am not out as much. Also, I work odd hours.	1/7/2021 4:47 PM
13	I lack personal knowledge of interactions, though I have watched several interact with the homeless, where they did an exemplary job, taking the time to listen to their issues, and directing them where they might find relief, etc.	1/7/2021 4:44 PM
14	I have witnessed Petaluma Police officers interact with people of all colors with respect.	1/7/2021 2:22 PM
15	I have not personally witnessed any negative interactions between police and people of color, certainly not on the high school campus, but I cannot speak for everyone.	1/7/2021 1:00 PM
16	I have not been witness to any police activity involving persons of color.	1/7/2021 12:37 PM
17	The "drug" scene is all around every neighborhood and what we saw was men and women in uniform addressing the crime and violence, not the color of a person.	1/7/2021 11:28 AM
18	I am white as they come. I don't have experience with any abuse of power.	1/7/2021 10:22 AM
19	I don't have experience with this or have heard news about it, one way or another.	1/7/2021 10:20 AM
20	Shoot first, ask questions later. I am especially horrified by additional military equipment in our police department. De-escalation is the direction we should take. Fewer weapons and less threatening vehicles would be a good start. Community policing, cops on the beat and out of their cars is the way to go	1/7/2021 9:41 AM
21	I have no way to know.	1/7/2021 9:37 AM
22	Overwhelmingly, if I see someone pulled over by a police officer, they are a POC. If I see someone being detained in public, it is a POC.	1/7/2021 9:37 AM
23	I am not familiar with any interactions with people of color. If anything, I would suppose they are very responsible and careful of their speech and actions to all citizens. I feel really bad for the police and firefighters etc. that have had to work so hard (putting their lives in danger) with a pandemic, fires most of the year and protests besides getting criminals. It really seems way to much to ask of people, and putting another layer of policing is way too much. De-funding the police would be irresponsible. Also, Some think police should protect counselors that some	1/7/2021 9:20 AM

say may go with them to calls; so that citizens can get other type of extra help. That does not seem like a good idea, and could possibly cause more harm to the police and citizens.

24	I'm white, what could I know. I've no direct knowledge.	1/7/2021 8:19 AM
25	Officers have been calm, professional and attentive to everyone they encounter, to me, that means respectful.	1/7/2021 7:43 AM
26	Our Police Department is very fair. Sometimes they have to spend too much time with the homeless problems here.	1/7/2021 6:43 AM
27	Just moved to Petaluma.	1/6/2021 11:41 PM
28	It appears to me that Petaluma is proactively attempting to be unbiased and neutral in how they handle police matters	1/6/2021 11:27 PM
29	I admit that I am in the 'priveledged" group in our society. I do not know what others face.	1/6/2021 10:29 PM
30	No knowledge.	1/6/2021 9:46 PM
31	See #7	1/6/2021 9:33 PM
32	Same as previous explanation - institutional racism, unconscious bias and white privilege exist everywhere in this country.	1/6/2021 9:32 PM
33	See previous reason.	1/6/2021 9:27 PM
34	I'm not a POC so don't know about their experience with Petaluma PD	1/6/2021 8:59 PM
35	One time the police walked up my steps and flashed their flashlights through my front window and scared my kids. They said they were just looking for somebody	1/6/2021 8:40 PM
36	From observation	1/6/2021 8:17 PM
37	Obviously I'm not of color so I cannot properly answer that question. Poorly worded question in my opinion.	1/6/2021 8:14 PM
38	Your woke Social Justice cult religion is the end of the US. Just like Rome!	1/6/2021 7:54 PM
39	Neither particularly positive or negative	1/6/2021 7:52 PM
40	have not witnessed	1/6/2021 7:51 PM
41	I do not have experience with this issue so I cannot comment.	1/6/2021 7:44 PM
42	They treat everyone the same	1/6/2021 7:41 PM
43	I do not have enough experience to comment.	1/6/2021 6:42 PM
44	Skin color is irrelevant. They are employed to serve and protect all.	1/5/2021 8:45 PM
45	I don't believe that enough effort has been made to teach the (primarily white) PPD about diversity. They don't know what they don't know so they ignore the cultural differences.	1/5/2021 5:38 PM
46	Majority of my friends are people of color, and we've all had fair interactions with PPD. I've personally never felt like a target, or that altercations were race based	1/5/2021 3:15 PM
47	There is no judging of skin color before they respond to calls or pull people over. Fair	1/5/2021 12:45 PM
48	I feel the department leadership is making strides at educating themselves and the public on improving race relations. I believe that Chief Savano is taking a proactive and sincere role in the outcome.	1/5/2021 12:43 PM
49	Because I personally, a person of color, have been searched, handcuffed, harassed, and abused at traffic stops (some stops with no reason provided) more than a dozen times over the last 25 years.	1/5/2021 10:48 AM
50	I don't see any reporting about the police interaction with people of color and how many shootings or arrest were reported.	1/5/2021 10:41 AM
51	The pillars of our community.	1/5/2021 7:42 AM
52	In my almost 30 years of living in Petaluma, the police department has exhibited nothing but	1/4/2021 10:09 PM

fairness and professionalism for all walks of life. They perform their job duties with no judgement on the basis of race, religion, gender, or sexual orientation. I have come to this conclusion based not only on my personal experiences, but also the feedback I've received over the years from friends/family members in town that are of more diverse backgrounds than I. They too have expressed positive feedback with their interactions with the local police department.

53	It seems to me that most recognize that Petaluma is a diverse community, but they seem to be stuck in an "awareness" stage of the continuum where they are not active agents towards anti-racist policies.	1/4/2021 2:30 PM
54	Please see my interactions with PD and I follow the PD on social media.	1/4/2021 10:08 AM
55	I was encouraged to see the interview members of the PPD did with Emmanuel Acho. I felt they were coming from a genuine desire to open dialogue. We need more of that - open dialogue with people of color who live here and are a part of this community. I have an idea to propose: a community reading and discussion of My Grandmother's Hands, which discusses how white people, black peoples, and police officers can deal with racial trauma that manifests in our lives.	1/3/2021 11:57 PM
56	I really don't know enough about their interactions with people of color	1/3/2021 5:55 PM
57	The police are fearful of folks that do not look like themselves. They (police) have had minimal experience living with and working with BIPOC. The majority of Peyaluma residents are also short on experience living and working with BIPOC. Both residents and police have generational and cultural biases and racism	1/3/2021 5:26 PM
58	I have no first hand experience of PPDs interaction with BIPOC	1/3/2021 5:16 PM
59	I think there's a lot of focus on this issue. I think PPD is trying to address the issue, but not getting credit for that effort.	1/3/2021 2:25 PM
60	most people of color i know, including myself do not trust the police will be fair. from previous interactions or interactions of close people to us. specially if you compare to the stories from white friends or coworkers	1/3/2021 2:07 PM
61	Because I seen how first hand that they don't give white privileged! They seem to be trying to do their job with ppl being so disrespectful.	1/3/2021 1:22 PM
62	They're working to understand the narrative and engaging with community. Every time they attempt this, small groups find some fault with their attempts.	1/3/2021 12:48 PM
63	The police department needs more Spanish speakers so they can communicate with others	1/3/2021 11:47 AM
64	I have never heard of there being an issue of racism. Racism is not a problem in Petaluma	1/3/2021 8:31 AM
65	I have family of color that live in Petaluma and they don't have many positive experiences to share.	1/3/2021 12:38 AM
66	They put our community first. Not like the hate group Petaluma indivisible	1/2/2021 9:17 PM
67	after watching the video of Petaluma PD with the host of Uncomfortable Conversations With a Black Man, I was left with the impression that our police department has not done the deep work that is need, including honest self-reflection, to adequately address the deep racial biases that are instilled in us through our society. Our officers MUST be willing to truly sink their teeth into the dialogue that so many people of color have given voice to. I wish that our police department would take open, public accountability for their role in the community, especially where that does harm. Until then, it seems that the police will continue to be unprepared for the hard work that needs to be done to make our society a more equitable one for all residents.	1/2/2021 8:52 PM
68	NA	1/2/2021 2:46 PM
69	I actually would say enabling and excusing. I don't care if you are purple, black, white, brown, yellow etc. If you are breaking the law or walking away from a police officer that is trying to detain you for questioning you should respect the process. People have no respect today for the law, working hard to earn your way, our flag or our country. Entitled, spoiled, easily offended by everything and race baiting is now what Petaluma 's community is all about. The PPD is catering to the BLM group that are the entitled socialists who are the actual RACISTS and do not accept everyone.	1/2/2021 12:15 PM

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70	Do not have enough experience to comment	1/2/2021 10:51 AM
71	Things are being over blown through social media IE Facebook and groups online like BLM	1/2/2021 7:15 AM
72	The police assumes we are criminals	1/1/2021 11:48 PM
73	the way it is	1/1/2021 10:34 PM
74	If they were white they'd get special treatment but we won't be oppressed any longer	1/1/2021 9:53 PM
75	Everybody knows itMs hard to be brown in this town.	1/1/2021 7:10 PM
76	I have seen first-hand the difference in how police interact with me as a white woman vs. my husband who is latinx.	1/1/2021 4:54 PM
77	See previous explanations.	1/1/2021 2:01 PM
78	Why does everything have to be about race relations ,PEOPLE ARE HUMANS.	1/1/2021 6:32 AM
79	BIPOC are relatively few in our overly white town. Without exposure it is difficult to have any practical training in race relations.	12/31/2020 11:55 AM
80	In all of Sonoma county I do not think there is good relations between POC and police	12/31/2020 10:28 AM
81	The majority of the officers are white males... or if they are latinx they are "white" passing. Many have served in the military or never have lived outside this area.... that reflects in the way they see race and the world.	12/31/2020 10:18 AM
82	Because they do not appear to see people of color as fellow humans, but "thugs" and "gangsters." This is based off of personal conversation with a ppd officer.	12/31/2020 9:48 AM
83	They show no remorse or empathy working with people of color as I have observed.	12/31/2020 9:45 AM
84	I am primarily informed through printed media at this time.	12/31/2020 9:03 AM
85	I am a POC and a Poilce Officer in another City so i can really be critical of oter Officers interaction in the city I live in. I can say my personal experience and observed interactions with PPD are industry standard. PPD so far are absolute pros from what I've witnessed. I think PPD has a step ahead of other departments with being able to have progressive change but still have a relentless pursuit of criminals.	12/31/2020 8:22 AM
86	no problems	12/31/2020 8:11 AM
87	I feel like you are trying to make a positive impact, but I hear from people of color usually their bad interactions. a interaction has to be amazing for people to praise the police and if someone is being pulled over that is a large hurdle the officer will have to overcome to make it a positive interaction especially if the person being pulled over has had multiple previous negative experiences.	12/30/2020 2:53 PM
88	Because Poc get harassed and accused and let down constantly	12/30/2020 8:09 AM
89	Dealing with the demographics faced with daily can make anyone become insensitive, but they get paid to do that.	12/29/2020 7:31 PM
90	i have no reason to think that police interactions vary with the skin color of citizens.	12/29/2020 1:34 PM
91	Because I'm White and have not seen them do stuff.	12/28/2020 8:04 AM
92	I don't have the experience to answer this question.	12/27/2020 8:03 AM
93	There is too much within our society that has allowed people in power to abuse it, especially in law enforcement. The generations of learned racism and assumed biases require extensive work to be changed. It will start with trainings and be furthered by the proper vetting and disipline of those who are in those positions. Until now, despite our "small town" status, those who are serving and protecting still make assumptions and racially profile our community members.	12/26/2020 6:12 PM
94	I know many police officers and generally following the PPD and believe that they are professional and fair.	12/23/2020 8:25 PM
95	Again, I see that there are good intentions but the outcomes are clumsy at best, and very harmful and traumatic at worst. I do believe the Police department has good intentions and is	12/23/2020 5:44 PM

doing their best with what they know and the resources they have, but the community NEEDS better and DESERVES better. Please take the demands of community members of color seriously (aka the suggestions made by Indivisible Petaluma, Petaluma TIDE, and Petaluma Black Coalition).

96	I have not heard of instances where race entered into a discussion about PPD vs. people of color (specifically in Petaluma)	12/23/2020 11:13 AM
97	Never witnessed any issues with anyone of any color	12/22/2020 7:08 PM
98	No personal experience with this	12/22/2020 8:21 AM
99	I don't think my opinion matters. I'm an older white homeowner and have not witnessed much. Mrs. Hernandez said she was treated with respect during the latest kidnapping claim. So that's good.	12/22/2020 1:40 AM
100	I have never seen a Petaluma Police Officer treat a person of color any different than anyone else. As a sergeant for 7 years I would not tolerate anything less.	12/21/2020 7:19 PM
101	I have not seen any interaction personally. I did hear that several officers showed up with weapons drawn on Petaluma Blvd. So. to deal with a single unarmed person of color.	12/21/2020 4:07 PM
102	Mostly, because I am Caucasian and do not have direct experience as a person of color. All of what I have read (paper, social media), however, feels that PPD gets unfair treatment by the community.	12/21/2020 2:02 PM
103	Every time a person of color (black person) is pulled over by the force of the government, they may not make it home. I am sure police officers feels the same, but, it is their JOB.	12/21/2020 10:31 AM
104	I don't know of any interactions	12/21/2020 7:19 AM
105	I don't really know what's going on between Petaluma Police and people.	12/20/2020 8:49 PM
106	I haven't had any problems or have any friends that had problems	12/20/2020 7:53 PM
107	As a white person I have no idea. But I have not completed my complaint about PPD services. Fast forward to 2019 I called to report I had been charged at and threatened with sodomy by foreign object by a male meth user. Two officers came and after I related the incident one said "I smell alcohol". I said I had a drink to calm myself while waiting. The officers did nothing to contact the other party. I did not realize the odor of alcohol on a person made them ineligible for service. Do nothing cops! Just lazy! The perp is known to PPD and half again my size. The least they SHOULD HAVE DONE was contact and admonish.	12/20/2020 7:00 PM
108	Police transparency requires professional external input, which is not welcome in this county, traffic-detentions-arrests data mandated collection to review before making a one word description of our community policing evaluation.	12/20/2020 4:22 PM
109	Because I've personally had interactions where I've witnessed fair treatment, and been treated fairly, I believe there are situations where there's room for improvement.	12/20/2020 8:14 AM
110	Earlier stated. Based on eyewitness occurrences the whole time my family has lived here	12/19/2020 10:26 PM
111	Training and outreach	12/19/2020 6:35 PM
112	Truth	12/19/2020 3:25 PM
113	It looks and feels as though PPD regards people of color as outsiders. They make an assumption that these folks are up to trouble because they don't belong here.	12/19/2020 1:34 PM
114	The overwhelmingly white staff seems to have little to no familiarity or comfort with people other than those like themselves in descriptions and videos I've seen of problematic interactions. There seems to be giant problems of over use of force, priority of militarization and implicit bias	12/19/2020 1:17 PM
115	I don't recall seeing anything in the newspaper or hearing anything regarding police interacting with people of color that is negative....I've never witnessed it either.	12/19/2020 1:09 PM
116	I believe that they are good people who believe they are doing their best, but that almost all police departments need major overhauls in order to ensure safety and well-being of POC.	12/19/2020 11:55 AM
117	When I see people pulled over on the side of the road by the police, they are almost always	12/19/2020 11:32 AM

people of color. Obviously not a scientific study but it is concerning. Would love to see data on this; last time I looked on the PD site I could not find data on traffic stops and arrests broken down by race. Same with the Difficult Conversations interview; not really seeing an antiracism mindset coming through.

118	I have no experience with the interactions.	12/19/2020 10:05 AM
119	They are courteous, thoughtful, polite, and professional.	12/19/2020 9:59 AM
120	I do not know their policies or behaviors of the police staff	12/18/2020 10:55 PM
121	White identified law enforcement personnel are conditioned to profile. In some cases their safety may depend upon it, but overall equal justice before the law is an illusion	12/18/2020 10:08 PM
122	Police officers lack the respect and cultural appreciation for people of color - we are treated like second class	12/18/2020 8:52 PM
123	PPD is full of white males who have little to no awareness of the racism that they have within themselves and their interactions with BIPOC in our communities. They need so much more race related and excessive force training than they get.	12/18/2020 8:15 PM
124	I've never seen or heard of ANY THING to the contrary	12/18/2020 7:15 PM
125	You are looking for problems that do not exist	12/18/2020 6:50 PM
126	We do not have an extremely diverse community so I do not think we have as much interaction as many other cities but I have not witnessed them acting without merit towards anyone of any race.	12/18/2020 6:28 PM
127	I have never been present when a person of color has dealt with the police in any town.	12/18/2020 4:09 PM
128	Fair because I have seen them deal with many different people and they are fair every time I have seen them interacting.	12/18/2020 1:58 PM
129	Some treat white people with more respect than minorities	12/18/2020 12:04 PM
130	They do their very best to KEEP EVERYONE SAFE. I am sick of people obsessing over what color everyone is. It's racism posing as anti-racism.	12/18/2020 11:58 AM
131	Since I'm not a person of color, I don't have a word for you. However, I don't see many, or any, officers of color, so there must be at least a cultural gap during 'interactions'.	12/17/2020 3:08 PM
132	See my prior explanation for #7.	12/17/2020 12:43 PM
133	While the population of Petaluma is mostly white, from the news I follow, there are no bad reports coming out of the minority communities. I am hyper-vigilant when it comes to police news regarding accountability, and you guys are owning up to your positions as pillars of the community. Keep up the good work.	12/17/2020 12:15 PM
134	No observed bias to anyone.	12/17/2020 5:52 AM
135	I've heard BIPOC people talk about racist incidents in Petaluma, for example people shouting racial slurs from their vehicles and acts of vandalism. When someone was caught vandalizing a Black Lives Matter mural at Leghorn Park, police let the vandal go. To me it indicates a level of skepticism and indifference toward POC when police basically empower vandalism against property when that property is a symbol of racial justice.	12/16/2020 6:22 PM
136	I am white-passing, so I do not look at my experiences as the experiences of a person of color. I have not witness any police and POC interaction personally.	12/16/2020 12:31 PM
137	Recent programs that have been shared on social media intentionally seeking to improve understanding and skill in serving POC.	12/16/2020 11:33 AM
138	I have no experience with the PPD's integration with people of color.	12/16/2020 11:25 AM
139	I'm not of color. I wouldn't know	12/16/2020 1:30 AM
140	In the 16 years I've been in / around Petaluma, I have NEVER seen PPD interact with people of color differently than any other people.	12/15/2020 8:45 PM
141	For the conversations I have had with people of color they believe they are perceived as more of a threat than white people	12/15/2020 7:20 PM

142	Because as a white resident, I have no insight into the experiences of people of color with the police. I don't know how the Petaluma Police tracks race within it's incident reports, nor how it tracks issue of race-based violence within the community. I also don't know if there are any systems of accountability over the Police Department that track interactions with the public, and specifically people of color. The Sheriff has IOLERO, what does Petaluma have?	12/15/2020 4:46 PM
143	While I have only the single incident I've witnessed with police arresting a woman of color, I have listened to experiences from residents in Petaluma who are POC and they are treated as suspicious just for walking around with their skin color, as is what I've noted in every place I've lived in America. I stand by those people and believe their stories to be true.	12/15/2020 3:40 PM
144	Because I just don't know.	12/15/2020 3:14 PM
145	I honestly don't know. I am white, I have no idea how people of color feel. I can imagine, not well.	12/15/2020 2:28 PM
146	Have not witnessed	12/15/2020 1:58 PM
147	I don't know!!	12/15/2020 12:42 PM
148	I believe that the Petaluma Police Department should focus on the safety of the people in our community and from my outsider view, I can see that they are trying to do that and to respond with respect to criticisms made regarding interactions with people of color. However, there remains an unwillingness to call a spade a spade when it comes to problematic police actions and departments elsewhere and what this shows me, and likely shows my neighbors of color, is that no matter how much the department may be trying to interact with them equally, the first commitment is to fellow police officers and police departments. I understand what a challenge this must be for our police department and do not take lightly the achievements they have made, or that it's hard to give up the solidarity with other officers and departments who know what it's like to be enforcers of the law. I also appreciate the public transparency the department has increased over the past 6 months, specifically on the race work being done. But we're not quite all working together as a community yet; we're still working in parallel.	12/15/2020 12:41 PM
149	They are very involved in the community. They have a hard job and I respect what they do.	12/15/2020 12:33 PM
150	I have no knowledge of this being an issue	12/15/2020 10:11 AM
151	I think this survey is more racist than the police department	12/15/2020 9:44 AM
152	as described before they seem to do what they are supposed to and are nice and professional about it.	12/15/2020 6:19 AM
153	I know one police officer and he has good character; I know he is not prejudiced.	12/14/2020 11:32 PM
154	I don't have any experience.	12/14/2020 4:41 PM
155	I'm not sure that our police force reflects our community's ethnicity, but we do have a good number of Latino officers. I believe the department's leadership is very evolved. I'm sure they're not perfect, but they are here to keep the community safe. They're not bullies in any way.	12/14/2020 3:17 PM
156	My experience was handled professionally, and the punishment fit the crime.	12/14/2020 3:05 PM
157	My cousin is a black man and we grew up in what feels like two very different Petalumas. He had numerous run ins with police as a teen; as a teen I had none.	12/14/2020 3:01 PM
158	I was taught by my father to always be respectful to those in authority. So I do not know how other people might act/react.	12/14/2020 2:34 PM
159	Our department is well educated and works very hard to treat everyone with dignity and respect despite uninformed social media posts from random passerby's.	12/14/2020 11:27 AM
160	Not in my experience	12/14/2020 10:39 AM
161	I am 82 years of age, am confined mostly to my home, and do not get out in the community to have such observations	12/14/2020 10:27 AM
162	I have heard nothing negative about race issues	12/14/2020 10:25 AM
163	I don't know.	12/14/2020 9:27 AM

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164	I have not had adequate experience to answer	12/14/2020 9:03 AM
165	Unfortunately, in this area I have only heard from my own children. They just turning 21, had witnessed incidents in the past while in high school. Since they are Caucasian it did not affect them, but it did bother them.	12/14/2020 8:41 AM
166	As I stated before, there is lack of trust, but I believe the PPD is working to build that trust.	12/14/2020 8:24 AM
167	I've never seen a problem	12/14/2020 6:59 AM
168	Being in law enforcement is a challenging gig, no doubt about it. Internal biases are hard to mask. So, it's not so much about aggressive behavior on the part of an officer, so much as that "tough guy" outward, persona that can be a bit more exaggerated to mask any fear (based on personal bias). Perhaps more byproduct of choosing law enforcement over other professions. Regular Cultural Competency trainings perhaps?...	12/14/2020 6:44 AM
169	Needs work, especially with Latino community	12/14/2020 5:27 AM
170	I have no info	12/13/2020 11:27 PM
171	I've never seen a problem like that in Petaluma. Just being honest.	12/13/2020 11:22 PM
172	PPD staff are aware of the heightened sensitivity of our residents, and converse respectfully in their initial interaction. That allows the persons to choose to be friendly or to be hostile.	12/13/2020 10:51 PM
173	Because it's how we the public act with them that makes them act a certain way. If we fight they will have to use force or call for back up etc if we comply it goes smoother not rocket science	12/13/2020 10:09 PM
174	My question was, why, according to the family in question, did the PPD harass and intimidate the family of one of the purported Latino gang members who endured "yard counseling" a few years back at the hands of the county jail folks until they moved out of town?	12/13/2020 9:36 PM
175	I do not know.	12/13/2020 9:06 PM
176	no experience	12/13/2020 9:02 PM
177	The police seem rather ignorant on how to avoid escalating situations, and seem to have little issue with combatting bias crimes in Petaluma.	12/13/2020 8:46 PM
178	There is a lack of respect. They assume all black and brown people are criminals	12/13/2020 7:51 PM
179	I think the "Uncomfortable Conversations With A Black Man" demonstrated it best. There was nobody from PPD that I would call racist, but one could tell several became much more aware when Emmanuel Acho shared an inside out perspective from a colored person with them.	12/13/2020 7:11 PM
180	This is a manufactured crisis.	12/13/2020 7:09 PM
181	I feel that our local police officers are likely hyper aware of any perception that they may be targeting people of color for close monitoring.	12/13/2020 7:06 PM
182	I feel that our community should provide our Police Force with a better education and Training on how to handle Race relations. I feel that the small mindedness of a few is harming the whole.	12/13/2020 6:49 PM
183	Same as previous answer.	12/13/2020 6:42 PM
184	I have no experience with this.	12/13/2020 5:55 PM
185	Based on what I have witnessed, Petaluma PD has been more or less neutral when it comes to their job performances and interacting with people of color. I have not seen moments where they use race for a determining factor for either positive or negative reasons.	12/13/2020 5:35 PM
186	NA	12/13/2020 4:59 PM
187	5 police cars with guns drawn in a recent incident and k9 dog, did little to de-escalate problem. The police spun the story as if they calmed down the person, when in fact it was a person of color that intervened	12/13/2020 4:27 PM
188	Because that is the way I have seen all the members of the department interact with citizens of color. With dignity and respect and transparent decision making.	12/13/2020 4:19 PM

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189	Our Public safety doesn't view members of the community by color. They have taken an oath to serve, regardless of color, gender, wealth, etc. Please stop giving credence to this group that wishes to discredit the good work our PD does.	12/13/2020 4:09 PM
190	this is a spanish/white town. haven't seen inter action.	12/13/2020 3:55 PM
191	As a white person, I cannot describe how police interact with people of color and am perplexed why you would ask white people this.	12/13/2020 3:51 PM
192	Because to get respect you must give respect. The police do this everyday. As a law abiding citizen, I expect them to protect me, my family and my community. As a person (no matter my color or race) if I respect the officers, comply with their requests and listen if there is a problem, I am sure they are trained to resolve the problem. As a citizen of this city, I know that to receive respect, I must also give respect to the officers. They have a very dangerous job to do. They put their lives on the line with every call. They are also my neighbors. I respect their authority.	12/13/2020 3:23 PM
193	I have not had any interactions, nor do I know anyone who has, so I have no frame of reference to answer this.	12/13/2020 3:20 PM
194	I have no idea, since Petaluma doesn't really have any media that is telling us everything that goes on. I am sure that there is a lot that most of us are not aware of.	12/13/2020 3:10 PM
195	Police have pre conceived ideas about people of color. They are guilty before the facts have been shown. There are exceptions and some police have more empathy than others!	12/13/2020 3:01 PM
196	Petaluma has groups the east side and the west side. Look at the schools there is no equity between them. Rich schools with everything and poor schools with limited resources.	12/13/2020 2:08 PM
197	Because I believe it is!	12/13/2020 1:23 PM
198	I simply don't know	12/13/2020 1:22 PM
199	in high school, my son and his friends were appalled when latino friend was attacked by a large group of white boys - they surrounded the friend to try to protect him and when the police arrived the one they grabbed an cuffed was, you guessed it, the latino.	12/13/2020 1:00 PM
200	In large part due to lack of Police patrols, there is rampant theft crimes occurring regularly and zero regard for traffic laws.	12/13/2020 12:59 PM
201	Our COP is one of the best there is. He's willing and open to listening and to change. However the makeup of the PO's in Petaluma is not representative of the community at large; we need more diversity on staff.	12/13/2020 12:49 PM
202	Have only news to inform, arrests, etc. not actual encounters.	12/13/2020 11:25 AM
203	I don't know from my own experience. I'm Arab-American but look white so I don't think I have the experience to speak to this.	12/13/2020 11:01 AM
204	As a white male I treated them courteously and in return they were the same towards me. It's not rocket science. You get what you give. Awesome people that get little respect for an impossible job in these times	12/13/2020 11:00 AM
205	I can't comment on this as I have no first hand experience.	12/13/2020 10:46 AM
206	I have no knowledge regarding this situation	12/13/2020 10:19 AM
207	I have never witnessed or heard of any negative actions against our PD.	12/13/2020 10:06 AM
208	We have almost no black people here.	12/13/2020 9:36 AM
209	because it is ingrained in the system	12/13/2020 9:07 AM
210	No experience	12/13/2020 8:52 AM
211	Race doesn't make a difference	12/13/2020 8:44 AM
212	Mainly a white department dealing with a diversity of races.	12/13/2020 8:37 AM
213	Until now, most interactions have been "under the radar"	12/13/2020 8:04 AM
214	i haven't heard anything about this topic.	12/13/2020 8:03 AM

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215	I saw the video of the mentally ill black man being 'detained' by 5 police cars and a nonstop barking large dog last week. Wow wow wow wow. If the 'Uncomfortable conversations with a black man' helped shift their awareness to understand implicit bias....what would they have done BEFORE that interview? Surely that man would be dead. If it wasn't for those two witnesses begging the police to deescalate - CITIZENS- asking "trained" police!!!!!! Petaluma would be in the news cycle with another black man killed by police because he didn't 'comply' WHILE BEING IN A MENTAL EPISODE. Why do the police expect so much from citizens but have no control themselves?	12/13/2020 7:59 AM
216	I have never had any contact with the police	12/13/2020 7:21 AM
217	it is my impression that the current chief is leading the PPD in a positive direction with greater awareness	12/13/2020 7:20 AM
218	Personal experience	12/13/2020 5:22 AM
219	I had one black friend while growing up in Petaluma, Darryl Golden. Officer Goldshine tried to kill him with his night-stick in front of my home, because Officer Goldshine had a volatile temper and treated everyone horribly.	12/13/2020 4:03 AM
220	I have no relevant experience.	12/13/2020 3:21 AM
221	Police and youth develop adversarial relationships. Relationships that beats or community events could help to Alienist.	12/12/2020 10:26 PM
222	Police officers need more cultural diversity training	12/12/2020 10:22 PM
223	N/A	12/12/2020 9:19 PM
224	I've always been treated kindly by members of law enforcement	12/12/2020 8:54 PM
225	I know a number of Latinos here and gave never of any mistreatment.	12/12/2020 8:33 PM
226	I do not have first hand experience thus topic	12/12/2020 8:32 PM
227	The Petaluma Police Department are here to serve and people of color exist throughout the city and county; they serve and protect all people, no matter the color.	12/12/2020 8:30 PM
228	Petaluma PD is a diverse group of individuals who I have seen treat all people equally and have not heard of anything contrary to that.	12/12/2020 8:29 PM
229	If u commit a crime u get arrestet- stop making excuses for fn criminals	12/12/2020 8:25 PM
230	I have not witnessed any Petaluma police interactions with POC, yet imagine they are trained in patterned structures for interacting with each class of interaction they train for. I have read about this from other police departments. I do have the impression our police department makes an effort to be more human and fair in all interactions, yet I don't know where I get that. Maybe because I haven't seen any negative publicity about police interactions here - or I don't read the news closely enough.	12/12/2020 6:38 PM
231	I have not personally seen a problem.	12/12/2020 6:10 PM
232	Because I am not of color	12/12/2020 5:11 PM
233	I have not been present during any interactions between personas of color and our Police Department members.	12/12/2020 5:09 PM
234	Regardless of race, appearance, culture, or stereotypes, the police strive to treat the public in a fair, respectful and equitable way.	12/12/2020 5:08 PM
235	From what is reported in the Argus, there doesn't appear to be and obvious, overt issue but I do not have first hand knowledge.	12/12/2020 5:00 PM
236	I call Highway Patrol	12/12/2020 4:59 PM
237	I know a lot of people in Petaluma, and I never heard of any issues of people of color having with the Petaluma P.D. I'm proud of our police department. They do a great job with the limited amount if funds they have to work with.	12/12/2020 4:57 PM
238	Because I'm unaware.	12/12/2020 4:45 PM
239	No experience	12/12/2020 4:41 PM

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240	I believe that the interactions are fair. I read the police chief's statement at the time of all the protests. I also believe that the relations will improve due to increased awareness.	12/12/2020 4:41 PM
241	If this is how my daughter was treated when innocent, white, and insecure I cannot imagine how a person of color may be treated. I prefer to hope for better.	12/12/2020 4:23 PM
242	I have not witnessed any interaction between the Petaluma police and persons of color.	12/12/2020 4:14 PM
243	Couldn't think if one word, but they are understaffed and underpaid, so I think that "doing their best" describes it well.	12/12/2020 3:45 PM
244	I think people of color are watched more than white people.	12/12/2020 3:44 PM
245	Be good receive respect back	12/12/2020 3:06 PM
246	Have not personally witnessed any positive or negative interactions.	12/12/2020 3:00 PM
247	Officer Mackey	12/12/2020 2:56 PM
248	There are cops of every color that I've noticed. There are people of every color in this town. There are no issues that I'm aware of	12/12/2020 2:15 PM
249	The reason I use that word is because it's been my experience that Petaluma Police want to know why people of color are in our town for any particular reason and have pulled them over and searched their vehicle and had them detained curbside I witnessed this myself on East Washington and Petaluma boulevard.	12/12/2020 2:11 PM
250	The current Department makes an effort to keep up with the times and defuse situations without violence. I am part of a group that discusses race relations. I have been quite impressed with the attitude of the current force.	12/12/2020 2:05 PM
251	I have not witnessed any interactions.	12/12/2020 1:54 PM
252	Everything they say or do will be scrutinized and may taken advantage of for gain	12/12/2020 1:27 PM
253	I'm not black and have seen no officer treat anyone shitty based on their race.	12/12/2020 1:22 PM
254	Through community outreach and education I feel Petaluma Police has done an amazing job of interacting with all colors of Petaluma. They should be praised for their inclusiveness and willing to learn. While still also keeping the community safe without judgement.	12/12/2020 1:20 PM
255	I don't have any first hand experience of this so it is difficult to comment on.	12/12/2020 1:07 PM
256	Explained in previous answer. I also suspect that there are members of the police force who are involved with white supremacist groups or are sympathetic to the ideas of white supremacy.	12/12/2020 1:04 PM
257	I've never had experience with this	12/12/2020 12:59 PM
258	Because I have no experience in the situation	12/12/2020 12:54 PM
259	Previously answered above.	12/12/2020 12:45 PM
260	I haven't seen any interactions of this kind	12/12/2020 12:40 PM
261	Not treated like a human	12/12/2020 12:34 PM
262	Only experience was with black lives matter protests in Petaluma and things were very calm where I was	12/12/2020 12:16 PM
263	I have observed people of color be fearful of police and police appear not to understand that fear.	12/12/2020 12:12 PM
264	While I think the PPD may be well-intentioned, they have a lot of work to do. Instead of ignoring calls to action, the first step they can take in order to repair their relationships with marginalized communities is to really listen to the people of color in this town. If they are worried about their image being tarnished, then they should do the work to make sure don't have those feelings toward them.	12/12/2020 12:11 PM
265	Those I have witnessed the officers respectful and not antagonistic.	12/12/2020 12:09 PM
266	no knowledge	12/12/2020 12:07 PM

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267	Again, when African Americans only comprise 1.16% of the population, statistics would indicate that interactions with "people of color" would be negligible.	12/12/2020 12:04 PM
268	It fits.	12/12/2020 12:02 PM
269	It is such a challenge for our police force. There are so few black people in our community and it is challenging to make personal connections where only 1% of the residents are black. I believe that we do need to try, however; and BLM sheds light on this. I think it is also quite challenging because many of the people of color who commit crimes in Petaluma are not even from here, ie: the Kohls recent shoplifting situation.	12/12/2020 11:59 AM
270	It's good as far as I know.	12/12/2020 11:54 AM
271	I have had no personal experience, nor do I know of any encounters.	12/12/2020 11:45 AM
272	I don't see these interactions, so I will let them speak for themselves.	12/12/2020 11:30 AM
273	I have witnessed an interaction that I felt was as defined	12/12/2020 11:29 AM
274	No experience with those interactions	12/12/2020 11:15 AM
275	I don't have any personal experience with this type of interaction and only read what the newspaper and NextDoor reports. I am unsure of their unbiased opinions/reports.	12/12/2020 11:12 AM
276	If a person breaks the law, it doesn't matter what color they are. I don't think people of color should have special treatment. I feel this survey is trying to create problems.!	12/12/2020 11:11 AM
277	I have no experience with this. I have seen only BLM courtesy on the part of the officers who have stopped someone.	12/12/2020 11:07 AM
278	I have no way of knowing since I am not of color	12/12/2020 11:05 AM
279	After the incident in our backyard I did some research on the internet about Petaluma police going over old newspaper articles, etc. My impression was that if you were a person of color in Petaluma the police were more likely to shoot at you or be physically aggressive, especially in a domestic violence incident.	12/12/2020 10:52 AM
280	Service is provided without regard to a person's skin color.	12/12/2020 10:50 AM
281	I'm white.	12/12/2020 10:39 AM
282	I read or see few problems occurring..	12/12/2020 10:38 AM
283	Again, my job puts me in contact with PPD many times a month.	12/12/2020 10:36 AM
284	I have a step daughter with different skin color than mine, I get to meet her friends and all of us with different skin colors get along great, none of us care what color we are, we care about the person not the color. Our interaction with the Petaluma police dept was dealt with care and understanding.	12/12/2020 10:29 AM
285	All officers have treated me, a minority, fairly, courteously, respectfully, and above all with professionalism.	12/12/2020 10:22 AM
286	because they are either not aware of the concept of unconscious bias or have not instituted policies that systematically accommodate the unconscious bias that they have recognized.	12/12/2020 10:11 AM
287	I am unaware of police/POC interactions except for apprehending those who are accused of doing unlawful.	12/12/2020 10:09 AM
288	We have a very small population of blacks and it seems like most Hispanic/Latino relations are OK, perhaps other than gang members in joining City's	12/12/2020 10:05 AM
289	never had any encounter with the department or any of the employees	12/12/2020 9:53 AM
290	The police department does not have officers from diverse ethnic backgrounds, they do not yet employ social workers and other interventions, and they continually get funding for firearms and other means that signify they do not care about bettering their understanding of a diverse community.	12/12/2020 9:52 AM
291	It's true	12/12/2020 9:49 AM
292	Our experience with them directly, and my interactions with them be that during a parade or	12/12/2020 9:48 AM

other activity in downtown Petaluma has been normal and positive.

293	I've seen an instagram post recently where it seemed like the police had an oversized deployment to a single black person who seemed confused and helpless. But I've also seen the police in a productive conversation on Uncomfortable conversations with a black man.	12/12/2020 9:43 AM
294	I have not had the opportunity to observe first hand interactions.	12/12/2020 9:36 AM
295	Action without interaction, answering before listening.	12/12/2020 9:23 AM
296	I watched the "Uncomfortable Conversation" on YouTube. I appreciated the honesty of feelings expressed and I wondered how diverse our city and police department is. I've attended the, "Meet the Petaluma police" at the local Target. I appreciate all efforts to help us as a community to see law enforcement as friends and not foes.	12/12/2020 9:22 AM
297	I have nothing to base a comment on.	12/12/2020 9:21 AM
298	I am not a person of color and haven't witnessed any interactions.	12/12/2020 9:17 AM
299	No experience to say	12/12/2020 9:13 AM
300	I havent heard or read otherwise	12/12/2020 9:02 AM
301	I have friends and neighbors of various ethnic backgrounds and they have no issues with Petaluma police	12/12/2020 8:54 AM
302	everyone is and should be treated equally, I have spent time at the PD and doing ride alongs never ONE TIME have I heard a racial slur	12/12/2020 8:53 AM
303	I am not considered a minority and would have no experience with the interactions with people of color.	12/12/2020 8:39 AM
304	I sense that just being of color in a mostly white community can make one suspect.	12/12/2020 8:23 AM
305	I think ok is a fair word	12/12/2020 8:09 AM
306	Each time the police handled themselves in accordance with what I feel is professional - even kind on multiple occasions - behavior. They were good quality human beings doing a tough job.	12/12/2020 8:07 AM
307	I've not had any experience with this type of interaction	12/12/2020 8:03 AM
308	I couldn't speak to that-- I have no direct, personal knowledge.	12/12/2020 7:57 AM
309	Have not had occasion to witness police department interactions with people of color.	12/12/2020 7:33 AM
310	I am not a person of color so I don't believe that I can speak to "interactions", what I do know in my role, the PD is often called to respond and they have always been professional.	12/12/2020 7:23 AM
311	I've seen them go above and beyond to understand and support people of color. They are always respectful and kind when I've seen them dealing with people of color including myself and my family. I see them trying to educate themselves on the issues in today's society with people of color and them trying to make a difference and make things better. I judge them on their actions, which have always been positive, caring, understanding and inclusive. I don't judge them on what other cities or other police departments actions are.	12/12/2020 7:22 AM
312	I have never experienced this. I watched their interview with Emanuel Acho and it seemed apparent that they understand the sensitive nature of race relations, but also that the opportunity for personal relationships with POC is not readily available in our community. I think the interviewer made a strong point regarding an absence of personal experience breeding fear of the unknown.	12/12/2020 7:21 AM
313	My experience of 62 years is that police still profile people of color no matter what city it is	12/12/2020 7:16 AM
314	How would I know?	12/12/2020 7:05 AM
315	Never heard of any problems.	12/12/2020 7:05 AM
316	the same as with white people. i have white friends and we have been treated exactly the same by the police. the police have invited me to meetings at my church, neighborhood, and other places which makes me reassured they care about me, my family and everyone.	12/12/2020 6:57 AM
317	The story above us in line with everything we know about implicit bias and policing. Policing is	12/12/2020 6:43 AM

a waste of time. They do not protect or help anybody. They harass people of color because if they are not openly racist, they only care about finding drugs on people of color so their cousin the prison guard has a job. When people are raped or a victim of domestic violence, or a victim of a hate crime, they do nothing and these are the kinds of violence that people actually experience. But they are always preparing for some TV show conflict that will require a shoot out and end in some fake heroic ending instead of focusing on real problems, for which they have always demonstrated themselves completely incapable of addressing appropriately.

318	DEPENDS on the officer. I've seen a lot of cocky Napoleans in this town that love riding the cycle and flexing their fist.. or mouth.	12/12/2020 6:42 AM
319	Both POC and folks with mental illness/challenges have been handled with less than observant and caring and deescalating knowledge. Training, accountability and guidelines need improvement to be equitable, protecting for ALL	12/12/2020 6:39 AM
320	Since I am not a person of color, I am unsure. I was an immigrant until recently and that issue never came up in desling with the police.	12/12/2020 6:25 AM
321	Am unaware of any issues, which doesn't mean there haven't been but Am an avid reader of local news	12/12/2020 5:59 AM
322	There is no problem here and I can't imagine being a police officer with constant scrutiny. It's a horrible job made worse by disgusting attacks by politicians and the vocal minority.	12/12/2020 5:39 AM
323	For all involved. But it is true that many people of color do cause suspicion and have poor attitudes. Police also need counseling and outlets, solutions to offer as it's a hard job.	12/12/2020 4:22 AM
324	Have paid attention to that	12/12/2020 3:36 AM
325	I experienced it for myself	12/12/2020 3:32 AM
326	I haven't had an experience with the police department that included race	12/12/2020 2:39 AM
327	Without firsthand knowledge it is hard to comment on these interactions. I have heard positive and negative comments from fellow Petalumans, slightly more positive.	12/12/2020 2:27 AM
328	No real knowledge or experience w/that issue.	12/12/2020 12:18 AM
329	Because I am not of color	12/12/2020 12:12 AM
330	I haven't had enough opportunity to witness police interactions with people of color.	12/11/2020 11:20 PM
331	I read the newspaper and see that they are doing their job. I don't think the color of someone's skin makes a difference.	12/11/2020 10:46 PM
332	They come promptly, are courteous, and help greatly when a person is threatened.	12/11/2020 10:43 PM
333	Because I simply do not know.	12/11/2020 10:42 PM
334	I have never seen a Petaluma Police Officer treat anyone differently based on the color of their skin.	12/11/2020 10:40 PM
335	In my personal experience the PPD always treated the people of color that they were interacting with fairly.	12/11/2020 10:34 PM
336	The police department has been very proactive in dealing with all races in Petaluma, especially the Hispanic population.	12/11/2020 10:31 PM
337	I have not seen nor heard of anything other. The police uphold their oath. I'm sick of hearing the disparaging remarks against law enforcement	12/11/2020 10:15 PM
338	I have never seen or heard anything negative	12/11/2020 10:05 PM
339	Have not witnessed any interaction	12/11/2020 9:44 PM
340	I am not a person of color, I do know know what their interactions are like....but I would like to think Petaluma police officers treat everyone equally..	12/11/2020 9:44 PM
341	In today's climate they have to be on pins and needles anytime they lawfully interact with POC.	12/11/2020 9:39 PM
342	Because they treat everyone the same	12/11/2020 9:33 PM

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343	My experience as an Asian American, my experience was most positive.	12/11/2020 9:33 PM
344	I do 't have any personal experiences with the interactions of Police and people of color.	12/11/2020 9:30 PM
345	no experience	12/11/2020 9:29 PM
346	The police followed the tip of a white male who said our mixed race son graffitied a nearby structure. The male physically threatened our son, who was out on a walk and this white male called police. Our son, in fear of threats, ran home. Police located him just as he entered our property through the side gate. They ordered him off the property and accused him of trespassing. He reached for his ID to show that lived on the property and they tasered and cuffed him. Our neighbor witnessed the incident. No markers or spray cans were found in his backpack. He was later released from jail when they realized he lived where he said he lived and when his backpack had no evidence of graffiti.	12/11/2020 9:22 PM
347	It seems that the Police Department is making an effort to work with the community and trying to improve race relations. I was impressed that they participated in the "Uncomfortable Conversations" forum, and are taking a proactive approach to dealing with rising tensions between races.	12/11/2020 9:18 PM
348	Few years ago a police aggressively knocked at our home and asked "what is your last name?" before leaving. Another time, my husband was pulled over and was asked for a driver's license though he didn't make any mistake. This all shows that the PPD is very suspicious of colored people especially colored males.	12/11/2020 9:14 PM
349	I'm ignorant as to any problems with Petaluma Police Dept. interactions with others.	12/11/2020 9:12 PM
350	The police have to interact with anyone in a possible criminal activity situation.	12/11/2020 9:10 PM
351	I am unaware	12/11/2020 9:06 PM
352	Fair and just	12/11/2020 9:06 PM
353	I have no knowledge how the Petaluma police interact with people of color in Petaluma	12/11/2020 9:04 PM
354	From what I have seen when I have seen people of color pulled over by police, there are more two cars of police. I have seen 4 police following on black young man	12/11/2020 9:01 PM
355	Haven't seen an interaction, as I haven't had many interactions with the PPD. I did like their recent video of "Uncomfortable Conversations with a Black Person", which felt like a bold (and amazing) step forward.	12/11/2020 8:57 PM
356	I cannot answer that question. I have no idea.	12/11/2020 8:49 PM
357	The Petaluma Police department is respects all citizens	12/11/2020 8:48 PM
358	Because as a white person i do not know.	12/11/2020 8:40 PM
359	I have no actual knowledge of this topic	12/11/2020 8:32 PM
360	I gave not seen or directly heard anything related.	12/11/2020 8:30 PM
361	I haven't seen any.	12/11/2020 8:29 PM
362	The PPD is highly professional police force that often resides in the community they police.	12/11/2020 8:27 PM
363	I have never seen the police treat a person different because of race	12/11/2020 8:24 PM
364	Origination is where we can construct anything, where color and line meet and travel to a right or wrong place. Ask yourself is this all a new marketing campaign or a painted interrupted?	12/11/2020 8:07 PM
365	I think they are fair with everyone and I do not feel they are racist.	12/11/2020 8:05 PM
366	Thru the diverse exposure I enjoy I have not heard a negative comment nor have I been witnessed to one either.	12/11/2020 8:04 PM
367	I have not have interactions with the Police or know anyone of color who has have it	12/11/2020 8:03 PM
368	I have not seen or heard of specific interactions with people of color	12/11/2020 8:02 PM
369	I have personally seen numerous times in the community officers taking actions and conducting themselves reasonable and professionally. They set the standard compared to	12/11/2020 8:02 PM

	other police in the area especially compared to Sherriffs	
370	Have no experience in this area	12/11/2020 8:01 PM
371	As in I don't think there is a distinction between how police deal with POC & whites.	12/11/2020 7:55 PM
372	I have no idea on how to answer this question.	12/11/2020 7:55 PM
373	Seeing it	12/11/2020 7:54 PM
374	I've witnessed nothing	12/11/2020 7:53 PM
375	Because it is	12/11/2020 7:51 PM
376	Unclear reasoning behind several different interactions, with several BIPOC sharing experiences of feeling scared around PPD.	12/11/2020 7:50 PM
377	My husband is African American and up until this point, we haven't had any awkward interactions with PPD. We have in several other Bay Area cities. I'd like to think this is because the officers I know work hard to humanize people of color.	12/11/2020 7:49 PM
378	They are afraid that all the virtue-signaling, attention-seeking citizens will vilify them if they try to do their job and arrest a minority who is committing a crime.	12/11/2020 7:48 PM
379	I haven't heard either way	12/11/2020 7:47 PM
380	I have never seen anyone in the Petaluma police treat someone poorly. I find them very professional. I have never seen or heard an officer behave inappropriately with regulars to race.	12/11/2020 7:44 PM
381	I think the pressure has made them try. But I was there on one of the BLM walks and they didn't come out and interact with the crowd. It kinda conveyed the impression that they were bunkered up. I did appreciate their efforts to keep the high school protests safe a few years ago—more of that please.	12/11/2020 7:36 PM
382	I believe some officers are not racist, others are.	12/11/2020 7:35 PM
383	Unsure	12/11/2020 7:34 PM
384	I saw a video where they had a laser and a dog trained on an unarmed person. They got a call a few years ago, mental health related as well. The person ended up dead. They should never respond to mental health calls. No exception. They should never respond to calls about the houseless community. No exception. They should quit their jobs and become football coaches. No exception. For those who don't like football, consider soccer.	12/11/2020 7:32 PM
385	Other than driving by a traffic stop or other incident, I pay attention to the road to avoid the lookie loos	12/11/2020 7:30 PM
386	I have no idea as I have never interacted with the police and any black person in this area.	12/11/2020 7:29 PM
387	I personally never witnessed police injustice towards people of color in Petaluma. I believe our police is well trained and have a fair attitude regardless of race.	12/11/2020 7:21 PM
388	Haven't had any experience with thid	12/11/2020 7:18 PM
389	Because they are just rude people in general, I wouldn't be the least bit surprised to hear of any racial incidents involving your officers.	12/11/2020 7:18 PM
390	Not witnessed any issues.	12/11/2020 7:15 PM
391	They use a force forward posture in their encounters, despite the data showing the overwhelming majority of incidents the perp is non violent. My BUOIC friends and neighbors report harassment on a sem-regular basis from police, mostly when they are out alone at night. Police have been indifferent to verbal and physical assaults by anti Black lives aggressors.	12/11/2020 7:15 PM
392	Petaluma Police Department doesn't treat people different based on their race. It's a hollow yet loaded question.	12/11/2020 7:11 PM
393	Obvious	12/11/2020 7:09 PM
394	In my thirty years of living several blocks from the PPD I have never seen or heard of an Afro-American Police Officer.	12/11/2020 7:05 PM

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395	I am a white person, which is why I stopped at "good" but I have seen multiple incidents where they were called to disturbances involving hispanic people, and each time, including one in which a man was wielding a knife, and throwing his bicycles at cars, they were patient, and professional ... I thought they handled it very well.	12/11/2020 7:04 PM
396	Officers were non-judgmental.	12/11/2020 7:04 PM
397	I can't say that I've ever seen any Petaluma police officer show bias toward anyone. At least none that I've ever been a part of	12/11/2020 7:01 PM
398	Why do we have to go into this? What does "of color" mean? I look white but am half Spanish and Native American. Why are you putting people into colors? Why wouldn't your question be how does Petaluma PD interact with citizens?	12/11/2020 6:56 PM
399	Again it should be obvious	12/11/2020 6:55 PM
400	I don't have an opinion.	12/11/2020 6:52 PM
401	I do not believe that our town has very much experience with people of color, African Americans specifically	12/11/2020 6:51 PM
402	I don't have any knowledge about that. I can make assumptions but I won't	12/11/2020 6:47 PM
403	I have always seen our police officers treating everyone with respect and professionalism.	12/11/2020 6:47 PM
404	I think the PPD treats everyone equally with respect.	12/11/2020 6:42 PM
405	I don't have enough info but in my experience the overall relationship leaves ??? to be answered	12/11/2020 6:39 PM
406	Same as before. We are lucky to have the petaluma police department. Racial injustice does not exist in Petaluma. We need more officers and more funding for them.	12/11/2020 6:35 PM
407	I've not heard otherwise	12/11/2020 6:33 PM
408	I have not witnessed that interaction	12/11/2020 6:33 PM
409	I think you're wanting to make light of something absolutely dreadful for us.	12/11/2020 6:28 PM
410	I've never seen nor been aware of any adverse experiences between people of color and the PPD.	12/11/2020 6:27 PM
411	not sure	12/11/2020 6:25 PM
412	They don't care.	12/11/2020 6:23 PM
413	I have no experience regarding interaction of Petaluma Police with various ethnicities.	12/11/2020 6:20 PM
414	They treat you fair no matter what color your skin is.	12/11/2020 6:19 PM
415	PPD has not treated me poorly as an Asian. We don't have a race problem here. Those who think there are out of touch.	12/11/2020 6:15 PM
416	I am not a person of color and have not experienced or witnessed any such interactions.	12/11/2020 6:14 PM
417	I have seen police interactions that were very professional.	12/11/2020 6:09 PM
418	Because I do not read or hear about the Department interactions with people!	12/11/2020 6:08 PM
419	I am not aware of any misconduct or unfair treatment with anyone, including people of color.	12/11/2020 6:08 PM
420	I've only heard from a friends teenage daughter, a Petaluma resident, who is brown-skinned. Whenever she interacts with the police, she makes sure they know her mom is white. That's so sad!	12/11/2020 6:04 PM
421	Not aware	12/11/2020 6:02 PM
422	Whenever I'm next to a police car at an intersection waiting for the signal change, I feel interrogated.	12/11/2020 6:01 PM
423	I have never been in the presence of the police and black people at the same time	12/11/2020 6:01 PM
424	Like the state and nation people of color are unfairly and disiporpatly singled out and treated	12/11/2020 5:59 PM

	differently.	
425	Fair treatment regardless of ethnicity	12/11/2020 5:58 PM
426	Again I don't see many people of color in Petaluma. I have friends and neighbors that are black and Hispanic, but it's rare that BIPOC people around town.	12/11/2020 5:56 PM
427	because I have no reason to believe other wise	12/11/2020 5:55 PM
428	I have no direct experience or observation; however I have heard from others that they can be "distant" if you do not share the same background. This should be examined for all first responders. In general I support our police and accept that they all entered service without malice---they want to do well but are subject to the misconceptions we all share based on our own experience and the backgrounds of those that teach us (esp. parents).	12/11/2020 5:50 PM
429	I can see attempts to change and become better officers	12/11/2020 5:48 PM
430	Needs improvements	12/11/2020 5:45 PM
431	Does it ever occur to people who read these polls or otherwise complain about police from an ivory tower position that police frequently interact with people (predominantly men) who are hostile and would do anything (including lying) to detract from their own guilt of criminal behavior? Or is it that every single person interacting with the police is a Saint?	12/11/2020 5:45 PM
432	I honestly don't know. I have not been involved in a situation that I can provide an opinion.	12/11/2020 5:43 PM
433	Never heard of anything bad	12/11/2020 5:41 PM
434	Most people of color have a historical mistrust of the Police. With good and documented reasons.	12/11/2020 5:39 PM
435	Because we're tired of race-baiting bullshit. Like this fucked up survey is shaping up to be.	12/11/2020 5:28 PM
436	I myself am not a person of color nor have I made any personal observations on this matter	12/11/2020 5:28 PM
437	I'm not aware, for the most part, of police interactions with people of color. I do know that the department recently participated in an episode of "Uncomfortable Conversations with a Black Man", which I saw. I was impressed with the department's willingness to do that. There was some obvious discomfort. That's understandable, given the current climate. I didn't see any black cops and wondered if there are any on the force.	12/11/2020 5:28 PM
438	It's clear they, as a group, have little real life every day experience with BIPOC outside of their work interactions.	12/11/2020 5:27 PM
439	Lack of understanding, lack of empathy, lack of appreciation for how awkward it can be dealing with someone who is different. When that awkwardness is not acknowledged and embraced it often leads to defensiveness and lack of care.	12/11/2020 5:25 PM
440	I CHOSE THIS WORD BECAUSE I BELEIVE THAT PPD TAKES MORE CARE WITH PEOPLE OF COLOR THAN THEY DO WITH CAUCASIANS SOLEY BECAUSE THEY KNOW THAT NO MATTER WHAT THEY DO, THERE WILL BE A COMPLAINT FILED FOR PROFILING.	12/11/2020 5:24 PM
441	from my experience, and a couple others I have seen, they are always professional	12/11/2020 5:23 PM
442	I am not a person of color and cannot answer that question. PPD consists of a diverse group of officers who hopefully are sensitive to race and culture.	12/11/2020 5:22 PM
443	I think they are doing just fine.	12/11/2020 5:21 PM
444	To my knowledge there has never been front page reportage of unjust actions by our understaffed and under funded Petaluma Police Department.	12/11/2020 5:21 PM
445	I'm not a person of color and have no experience with them in this capacity.	12/11/2020 5:17 PM
446	Because I, my family and friends have had nothing But positive engagement with the cops here	12/11/2020 5:16 PM
447	never seen or heard of any unsatisfactory racial encounters with the PPD	12/11/2020 5:11 PM
448	Same answer as last	12/11/2020 5:10 PM

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449	Police are more likely to stop and ask questions of a person of color--especially a male--than of a white person of either gender.	12/11/2020 5:08 PM
450	I have not seen anything contrary	12/11/2020 5:07 PM
451	As I am not BIPOC, I am uncertain of how the department interacts with BIPOC residents. I did appreciate the difficult conversation the department recently had in "Uncomfortable Conversations with a Black Man." It was revealing that officers are at different levels of thought about race relations.	12/11/2020 5:00 PM
452	Have not experienced any	12/11/2020 4:54 PM
453	We are a predominantly white community.	12/11/2020 4:54 PM
454	Most of the officers identify as white and have no experience in day to day life with BIPOC other than as "criminals". Their horrific handling of the issues at Leghorn highlighted that. They couldn't even interact with white people trying to stand up for BIPOC without disgust and disdain. They need some serious anti bias training. Even basic training!	12/11/2020 4:53 PM
455	their job is to keep the community safe. if someone is needing police assistance we should be grateful that we have someone to help	12/11/2020 4:50 PM
456	I have no idea.	12/11/2020 4:50 PM
457	The assault incident I described involved my Latino neighbors. I called the cops after seeing some poor guy being beaten and kicked in the dark in front of my house. When the cops got there I discovered it was related to a house party from a couple of doors down the street where a bunch of hard-working landscaping guys live (2-3 families). Some of the involved parties spoke very little English, the cops used a translator service (by phone) until they got a bilingual officer on scene. They treated everyone with respect and handled the incident professionally, I was impressed with their demeanor and fairness.	12/11/2020 4:50 PM
458	I don't know how good they are with people of color; haven't heard one way or the other.	12/11/2020 4:49 PM
459	same as previous answer	12/11/2020 4:48 PM
460	I haven't seen a problem	12/11/2020 4:47 PM
461	Because there aren't any racial problems between the police and people of color. Why are you trying to invent an issue that doesn't exist, here, in this city. What politically motivates you fools?	12/11/2020 4:47 PM
462	Because I would have no idea.	12/11/2020 4:46 PM
463	Growing up with friends of color	12/11/2020 4:43 PM
464	I witnessed it.	12/11/2020 4:43 PM
465	I often stop to see who's in a car when it's been pulled over. Almost always a young LatinX couple or individual. I've been in Zoom forums where residents of color described specific incidents.	12/11/2020 4:42 PM
466	PPD employee did not background check a self proclaimed White Supremacists' actions at a Black Lives Matter activity at Leghorn Park. They would have found that Daniel Stolz had a criminal record.	12/11/2020 4:40 PM
467	Never witnessed any abuse of power or heard about police misconduct in the press.	12/11/2020 4:39 PM
468	Because of my observation of the black family pulled over and surrounded by 4 cop cars. And similar stories shared by friends. Compared to me and my white friends who get just one cop car if there is a traffic violation.	12/11/2020 4:38 PM
469	As was shared in the recent police panel video, our police are not out to get people of racial minorities but they themselves recognize they may treat people of color differently often because they are aware of potential scrutiny that can be brought if things are not handled well.	12/11/2020 4:36 PM
470	I chose that word, because I'm not out in society enough these days to observe much about such interactions. However, all that I've heard and read about such interactions in Petaluma appears to be very positive and fair.	12/11/2020 4:35 PM
471	This is the most common word that comes up when people of color discuss their experience of	12/11/2020 4:34 PM

real or potential interactions with the Petaluma PD, either in direct conversation with me personally, or in such forums as the listening circles that took place earlier this year.

472	Again, I have personally not been involved in any interactions between the police and people of color.	12/11/2020 4:33 PM
473	N/A	12/11/2020 4:33 PM
474	Professional	12/11/2020 4:32 PM
475	Have not seen any interaction by ppd to be confrontational or unfairly target people of color	12/11/2020 4:31 PM
476	As someone who is not a POC, I do not see the PPD making any effort to engage with POCs in a meaningful fashion that is not on the terms of the PPD.	12/11/2020 4:31 PM
477	Questions like this are ridiculous and I believe are looking to finding a perceived problem where none may exist! I have had the privilege of meeting and getting know a few of the officers on the Petaluma police force over the years and have found them to be all good and upstanding people who take care and pride in what they do and care for the people in this community!	12/11/2020 4:31 PM
478	I have not seen any issues that would be a problem	12/11/2020 4:29 PM
479	I have no experience with that	12/11/2020 4:28 PM
480	I do not feel the Petaluma police have any issues with any race or gender,	12/11/2020 4:27 PM
481	If you were doing something that you shouldn't be doing whether you're white brown or black necessary action should be taken.	12/11/2020 4:27 PM
482	Because Petaluma is used to White People and Culture. I like Police fine overall, but I am horrified by the state of race relations and blatant Police Abuse and Oppression in Sonoma County and our country. I do not look stereo typical Latina or would probably be harassed more.	12/11/2020 4:25 PM
483	There isn't a problem with police and people of color. The police do their job just fine	12/11/2020 4:24 PM
484	I have always had a very high opinion of the Petaluma Police Department.	12/11/2020 4:24 PM
485	My only observations have been at events, seminars and CERT training.	12/11/2020 4:24 PM
486	I do not know of any interactions with the Petaluma Police and people of color.	12/11/2020 4:22 PM
487	?	12/11/2020 4:22 PM
488	I have not heard of any issues related to this question, so I am assuming that they are respectful.	12/11/2020 4:21 PM
489	There has been no difference in how the police have reacted to anyone of any race in any situation in my experience.	12/11/2020 4:21 PM
490	Petaluma police are professionals, have professional training, and adhere to high professional standards.	12/11/2020 4:20 PM
491	I don't know how they interact	12/11/2020 4:20 PM
492	The Police Department is professional and considerate with the citizens they serve and protect, as should be the citizens toward police personnel.	12/11/2020 4:20 PM
493	See above. While there is always room for improvement from what I've seen, Petaluma is exceptional. Keep up the good work and thank you!	12/11/2020 4:19 PM
494	???	12/11/2020 4:17 PM
495	I honestly don't know since I haven't had any direct contact or need for PPD services but we'd likely be hearing about abuse of other controversial issues in the local or National news .	12/11/2020 4:17 PM
496	Our police department enforce the laws equally,	12/11/2020 4:17 PM
497	From what I read they handle people of color just like all others	12/11/2020 4:16 PM
498	See answer to race relations.	12/11/2020 4:12 PM
499	Like they just go through the motions, meet the bare minimums of their job. I also feel they are	12/11/2020 4:11 PM

under staffed and undertrained to respond to a significant situation. I walk my dog through the downtown area often and rarely see any police presence. When I drive I see a lot of people running stops and speeding (this includes police officers in their cars not running code 3) do you really expect respect for authority if 1 your officers don't enforce stop sign laws and 2 don't fully stop or do speed themselves?

500	I don't know	12/11/2020 4:09 PM
501	I know PPD is making a conscious effort to work against personal implicit biases, which is why I selected this word. I do not have enough personal experience to cite to select a different word.	12/11/2020 4:07 PM
502	In my opinion, they are colorblind. They treat all people the same regardless of color or ethnicity. If you show an officer respect it will be returned. If you follow directions or orders the outcome will most likely be resolved. Failure to do so results in confrontation no matter the color or race.	12/11/2020 4:07 PM
503	Because I have never seen the police act in any other way with anyone, be they young or old, white or non-white in the 42 years I have lived here. Other words I could use would be self-controlled, disciplined, rational and patient!	12/11/2020 4:06 PM
504	It feels like PD is trying for the right tone and trying to take cues from population but could use more help. I believe PPD and all LEO can benefit from more training but also somehow we need to educate the public about how much LEO has been asked to deal with. When a social program or government service ends but there is still a need the answer is always call the police. While we do have racism we also have nimbysm and not my problem-ism where societal response is to call police instead of own the responsibility to gauge and employ the correct response. I worked at SF General for 25 years and saw this a lot in SF and much of the same is starting to happen here	12/11/2020 4:05 PM
505	There is definitely a long-standing historical perception that communities of color are policed and treated differently in Petaluma. I can't speak to the reality of that perception.	12/11/2020 4:04 PM
506	Limited exposure	12/11/2020 4:03 PM
507	There isn't a great deal of diversity. We have an Apt in NYC...you can hear 4-5 languages spoken just walking a block or 2	12/11/2020 4:00 PM
508	Everyone gets treated epically well.	12/11/2020 4:00 PM
509	I have not witnessed any interaction between POC and the PPD.	12/11/2020 4:00 PM
510	Where would I access this info for Petaluma?	12/11/2020 3:59 PM
511	I think the police department in Petaluma is friendly but I haven't experience or seen anything that really is involved with polices	12/11/2020 3:59 PM
512	I haven't seen any interactions but one video of the PPD sending more than 5 squad cars and a hostile dog because one black man. Unnecessary.	12/11/2020 3:59 PM
513	I think it's fine because I'm not part of the cowering to special groups	12/11/2020 3:58 PM
514	This community doesn't have enough people of color to have a lot of experience	12/11/2020 3:57 PM
515	Because I have never experienced anything but respect from the PPD	12/11/2020 3:56 PM
516	No experience , NA for Not Apply	12/11/2020 3:56 PM
517	Because police men and women are NOT targeting/hunting down people of color, nor are they any quicker to draw their firearms on a person of color. The media and rioting liberals has RUINED our country and has further coerced (divided) people into believing the lies.	12/11/2020 3:56 PM
518	I have no referance.	12/11/2020 3:55 PM
519	I have no idea what the interactions are. I do see a lot of Mexican names in newspaper connected to police arrests.	12/11/2020 3:52 PM
520	Because they aren't members of the KKK	12/11/2020 3:52 PM
521	I believe PPD officers are fair and professional. If anything, they are too soft on controlling the antics of protesters.	12/11/2020 3:52 PM

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522	Per the video that was released of the police dept, showed that they haven't had much training in this field and need more	12/11/2020 3:51 PM
523	Limited because of of demographics	12/11/2020 3:51 PM
524	Not qualified to answer that question due to no experiences.	12/11/2020 3:51 PM
525	My personal experience	12/11/2020 3:50 PM
526	I have never seen a person of color treated any differently then a person of non-color.	12/11/2020 3:50 PM
527	They treat everyone the same	12/11/2020 3:49 PM
528	I don't know of any issues.	12/11/2020 3:48 PM
529	No personal experience of this. Nothing has really jumped out from the news, but then I don't regularly read local news.	12/11/2020 3:47 PM
530	It's self-explanatory	12/11/2020 3:47 PM
531	No experience	12/11/2020 3:46 PM
532	Its the same as interaction with people of any color. (Isn't white also a color?)	12/11/2020 3:46 PM
533	I've not learned of negative or positive interactions. The only one I know of that I thought was promising was the interview (Uncomfortable conversations with a Black Man) where the police discussed scenerios with racial interactions.	12/11/2020 3:46 PM
534	no experience	12/11/2020 3:45 PM
535	I have not seen or heard of any - or + interactions	12/11/2020 3:45 PM
536	Because there aren't many blacks in our community.	12/11/2020 3:45 PM
537	I have no idea other than my single, negative experience with the PD. (Charges were dropped, but I still had to appear in Court.) Shameful.	12/11/2020 3:45 PM
538	From what I have heard form other people.	12/11/2020 3:43 PM
539	I don't know	12/11/2020 3:43 PM
540	never observed any interaction	12/11/2020 3:43 PM
541	I have not experienced any interracial interactions but what I have read leads me to think the police are afraid of getting involved in such interactions. I am thinking of the crazy Black Lives Matter schoolgirl project at Leghorn Park.	12/11/2020 3:43 PM
542	Being a white male in his 50's I do not feel qualified to answer.	12/11/2020 3:42 PM
543	I think that the Petaluma police department conducts itself in a reasonable, responsible, and respectful way with all of its citizens, as far as I know and comparatively speaking to other places that I have lived. I also appreciate the extents that our police department goes to educate our officers on race relations.	12/11/2020 3:42 PM
544	When I went to PHS in the eighties we had two people of color in the entire high school for the four years I was there. Those two students were terrific people that went on after high school to lead productive lives, one is still serving in the military. Petaluma is a welcoming community and that is why I still live there after all these years.	12/11/2020 3:42 PM
545	Not sure	12/11/2020 3:41 PM
546	Have had no information to reach any other conclusion	12/11/2020 3:41 PM
547	Petaluma PD makes the attempt to better understand people from all walks of life.	12/11/2020 3:40 PM
548	I cannot answer this. I am not a person of color and have not been witness to Petaluma Police interactions with people of color.	12/11/2020 3:40 PM
549	It's the department's policy to enforce the law as the law is meant to be. Can't help it if the bad characters are of color. Break the law and pay the consequences.	12/11/2020 3:40 PM
550	.	12/11/2020 3:39 PM

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551	My husband, my children and myself have always felt safe living in our community.	12/11/2020 3:38 PM
552	I do not know	12/11/2020 3:37 PM
553	I do not have any knowledge or experience with the police departments actions	12/11/2020 3:37 PM
554	They understand the need for thoughtful law enforcement - being respectful to all races, genders and culturally aware. I'm very impressed and proud of the Petaluma PD.	12/11/2020 3:37 PM
555	I haven't witnessed any interactions	12/11/2020 3:37 PM
556	We don't see ourselves in the police department, and there is significant distrust	12/11/2020 3:37 PM
557	Uncertain because I have no direct experience with the Petaluma police with regard to people of color, either police staff of color or police treatment of people of color.	12/11/2020 3:37 PM
558	watch the video, conversations of a black man with the Petaluma Police.	12/11/2020 3:37 PM
559	No personal experience	12/11/2020 3:35 PM
560	I do not feel qualified to answer this question	12/11/2020 3:35 PM
561	I have not heard anything about this. this is a good thing	12/11/2020 3:35 PM
562	Because I am not black, or have seen them deal with someone you is black. How many are in Petaluma?	12/11/2020 3:35 PM
563	I don't know about any Petaluma Police interactions with people of color.	12/11/2020 3:35 PM
564	Because that's how it's been.	12/11/2020 3:35 PM
565	As previously said, there is not many people of color here in Petaluma	12/11/2020 3:34 PM
566	This is insane, how would people know interactions with people of color, if they are not a person of color?	12/11/2020 3:34 PM
567	You have handled tough situations to protect and serve.	12/11/2020 3:33 PM
568	That's how I have seen it.	12/11/2020 3:33 PM
569	See prior answer.	12/11/2020 3:30 PM
570	Police here are color blind as has always been a racially diverse community. If people of color are getting arrested for drugs, break- ins, or other crimes, maybe they should think twice! We seem to be getting a lot of crime committed by residents " of color" from Vallejo! Maybe if the crimes were not committed by "people of color", there probably wouldn't be arrests of " people of color."	12/11/2020 3:30 PM
571	I haven't gotten the sense that the police here (and beyond) have historically had positive interactions with people of color. I haven't gotten the sense the the department has been proactive and progressive in addressing this. I'm going to amplify some of what came out of the conversation in June: It seems many have advocated for more a healthy, non-profiling, approach over punishment and abuse. Trust in the police force needs to be improved. Expand de-escalation training, knowledge, implementation. Increase transparency and avoid intimidation tactics. I would love profession trainings from outside of the police resources led by organizations representing and supporting voices of color	12/11/2020 3:30 PM
572	I have no direct experience to report on this question	12/11/2020 3:25 PM
573	I've never heard anything either good or bad	12/11/2020 3:23 PM
574	I have no reason to believe that their exists a negative or pore relationship between the Petaluma police department and people of color.	12/11/2020 3:21 PM
575	I don't think color enters into the judgment of the police department. To me, the department is impartial.	12/11/2020 3:20 PM
576	The PPD has taken some positive steps to address issues of race and unfair policing, such as the meeting with Emmanuel Acho. Up until recently it didn't seem like these issues were taken seriously or considered priorities. I'm glad there's a conversation about this now. The PPD officers could be better prepared for dealing with racial tensions as well as mental health crises by prioritizing dedicated training in those areas. But mental health professionals should be the	12/11/2020 3:19 PM

ones called in to deal with certain crises rather than police officers, who in some instances escalate rather than de-escalate tense situations.

577	In my interactions with the police, they have exhibited behaviors that show a predetermined suspicion or understanding of those that are different from the dominant culture, including age and ethnicity.	12/11/2020 3:17 PM
578	I have not witnessed any such interactions in a stress or confrontation type situation. The only such interactions have been in a public speaking or presentation situation.	12/11/2020 3:12 PM
579	I expect implicit bias, and don't think our officers are adequately trained to overcome their bias. We are white, and even so, I felt their bias toward us, especially my husband, when they came here. In our case, I don't think they knew anything about medical conditions that could kill young people.	12/11/2020 3:07 PM
580	See last remark about my actual personal experiences.	12/11/2020 3:07 PM
581	I have not seen any misbehavior by regular police folk.	12/11/2020 3:03 PM
582	i have not had that experience	12/11/2020 3:02 PM
583	It depends on the individual officer. Some are respectful, some not so much.	12/11/2020 3:02 PM
584	Rather not comment in on this subject.	12/11/2020 3:02 PM
585	I've heard too many examples of this county having poor interactions with individuals of color and one thing that seemed to come out of the conversation this summer was a wish for healthier interactions over punishment. Better training and funds towards trainings from outside the police resources, and ideally from professionals of color. (The Sheriff, which I know is somewhat different from the Petaluma Police Department in particular leaves something to be desired in terms of public health and interactions with people of color)	12/11/2020 3:02 PM
586	I don't have the experience to say	12/11/2020 3:01 PM
587	I don't know but my feeling is that their could be a lot of improvement.	12/11/2020 3:01 PM
588	See previous comments. Witnessed many police interactions and find them profiling, abusive and always attempting intimidation.	12/11/2020 2:55 PM
589	Policwe is a difficult job. Some hours they are the only city representatives available. They are looked to to solve many problems that they have never encountered before. The citizens with these problems are stressed The Petaluma police do the best they can following policies and procedures that sometimes get in their way to solving these problems. Their actions are professional.	12/11/2020 2:54 PM
590	I have no first hand knowledge. I do not trust second hand information given the current political atmosphere of BLM and ANTIFA that has so many in Petaluma.	12/11/2020 2:52 PM
591	The distrust being sowed in the communities of color here has made them go above and beyond the call in order to prove they aren't racist.	12/11/2020 2:51 PM
592	I sat in on the August forum about BIPOC and LatinX experience with police. The stories told were disheartening.	12/11/2020 2:49 PM
593	Based on one experience, fwiw.	12/11/2020 2:48 PM
594	I think the police go out of their way to be fair.	12/11/2020 2:45 PM
595	I am not a person of color, but I have heard from POC that they have had bad experiences.	12/11/2020 2:40 PM
596	I've never heard of an issue between the police and people of color in Petaluma.	12/11/2020 2:39 PM
597	I have not seen, heard, or experienced interactions between the police and people of color. The only impression I might have is anecdotally through others or the media.	12/11/2020 2:39 PM
598	The response to requests to respond to people abusing the tennis courts at Lucchesi Park was minimal and did not eliminate the abuse over time.	12/11/2020 2:37 PM
599	I have no experience	12/11/2020 2:35 PM
600	The Petaluma Police department is unconditionally Fair and they're just being wise they have families and need to take care of themselves and the community at the same time and by	12/11/2020 2:35 PM

doing such they need wisdom and experience which they have plenty of as are little town of Petaluma developed from the '60s to 2020

601	I have no experience to speak to.	12/11/2020 2:35 PM
602	Based on discussions with my neighbors, PPD is not great at recognizing their implicit biases or de-escalation techniques.	12/11/2020 2:34 PM
603	The Petaluma Police Department seems to be stuck in a time past, not willing to recognize the times of change upon us.	12/11/2020 2:34 PM
604	No personal knowledge. Can't think of any publicized incidents.	12/11/2020 2:32 PM
605	I've not been there when there have been any such interactions.	12/11/2020 2:31 PM
606	I don't have very many experiences myself with Petaluma police department. I also don't have many experiences observing other's interactions. I've only lived here for less than 3 years.	12/11/2020 2:30 PM
607	My wife (Mexican) has been pulled over and did not have a good experience. After some discussion, though the cop was young and she felt he was a little "harsh", she confessed the experience was because of her own behavior. It was late and had just come back from work. She was tired and edgy.	12/11/2020 2:30 PM
608	PPD is one of the best agencies in the area! Always friendly and helpful!	12/11/2020 2:29 PM
609	I don't feel like I can speak to this.	12/11/2020 2:28 PM
610	Stop making everything a race issue when it isn't. If you get pulled over, it isn't because of your skin color. It is because you were breaking a law.	12/11/2020 2:21 PM
611	Because I have not witnessed interaction	12/11/2020 2:17 PM
612	I happened to be at the police department when a non native English speaker came by to make a report and the PPD could be more accessible (in this case in terms of language) to more members of the community	12/11/2020 2:14 PM
613	The officers showed no bias towards any of the students with color	12/11/2020 2:14 PM
614	I have no idea what their interactions are like. I have not been around or involved in them.	12/11/2020 2:12 PM
615	White, black and brown people who exhibit civil behavior have nothing to worry about.	12/11/2020 2:12 PM
616	Lack of minorities in our community. There is one thing that has struck me through the years ... when I see a car stopped it is usually a person of color being stopped. Or teenage boys.	12/11/2020 2:11 PM
617	I have only observed from afar and the Police officers seemed to be smiling and conversing with the person, and their body language was calm and NOT aggressive.	12/11/2020 2:11 PM
618	Never seen anything to say any different	12/11/2020 2:04 PM
619	Always visible and I'm sure available when the need arises. I feel very safe in our community.	12/11/2020 2:03 PM
620	Unaware of behavior requiring limitations or intercedence with current policies.	12/11/2020 2:02 PM
621	damned if you do, damned if you dont	12/11/2020 2:02 PM
622	As a mixed race couple, where my partner is indigenous, we have experienced no issues whatsoever.	12/11/2020 2:01 PM
623	I've had no (as in -- none at all) interaction with the Petaluma PD in the 3 years I've lived (very happily) in Petaluma.	12/11/2020 1:59 PM
624	I don't know	12/11/2020 1:58 PM
625	I called in so I have no direct experience	12/11/2020 1:57 PM
626	The police force is made up almost exclusively of white men. Our community is also mostly white but the idea that they actually care and want to learn is just ridiculous. Do better.	12/11/2020 1:57 PM
627	I think they my be trying to resist their natural inclinations to be racist, but don't know how to be any different	12/11/2020 1:57 PM
628	Really the only word that comes to mind to fit my experience	12/11/2020 1:57 PM

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629	I believe that the PPD is making a sincere effort to create dialogue with PoC, with the goal of achieving understanding and creating respectful communication with everyone in the community they serve.	12/11/2020 1:57 PM
630	I am Caucasian and therefore have no direct knowledge. Given everything else I know about the police officers, I wouldn't be optimistic.	12/11/2020 1:56 PM
631	I can't comment on this.	12/11/2020 1:55 PM
632	I honestly have no idea!	12/11/2020 1:54 PM
633	They don't seem to be aware of their biases.	12/11/2020 1:52 PM
634	only been here 6 months	12/11/2020 1:52 PM
635	Local grown	12/11/2020 1:50 PM
636	Because they are professionals. No matter the race they are interacting with. I watched a talking round of the Petaluma police with a POC discussing the recent events, and they gave convincing answers, simply acted professional. I also follow the police reports, and I have no doubts that they are trustworthy, decent, and appropriate in all their interactions with citizen no matter the skin color.	12/11/2020 1:50 PM
637	Because I don't know	12/11/2020 1:49 PM
638	I believe the PPD doesn't see color at all. I've never seen any issues.	12/11/2020 1:49 PM
639	I know folks who are people of color who have had the experience of being racially profiled by the Petaluma Police Department	12/11/2020 1:49 PM
640	Not familiar	12/11/2020 1:48 PM
641	The few IOLERO zoom events I've seen have been really frustrating to witness; I feel like the conversations are largely the Petaluma Police Department justifying every decision they've made, and why they are actually a "good police department" compared to others, rather than doing actual progressive work to downsize their entire organization and reallocate the money to education and healthcare.	12/11/2020 1:48 PM
642	I have not seen anything that would make me feel one way or another.	12/11/2020 1:47 PM
643	Have no experience.	12/11/2020 1:46 PM
644	No a person of color	12/11/2020 1:45 PM
645	BIPOC MEMBERS OF THE COMMUNITY ARE TREATED DIFFERENTLY BU THE POLICE. IN EVERY CASE	12/11/2020 1:45 PM
646	See response to question 7	12/11/2020 1:45 PM
647	Petaluma Police are exemplary in keeping race out of their interactions with the public	12/11/2020 1:43 PM
648	not very diverse area	12/11/2020 1:42 PM
649	I just don't know but what I hear is problematic	12/11/2020 1:42 PM
650	My belief in our PD is that they are inclined to be respectful and restrained in their responses, but I have not first hand knowledge.	12/11/2020 1:42 PM
651	They seem good	12/11/2020 1:42 PM
652	Because of my experience, my fathers experience,	12/11/2020 1:40 PM

Q12 What is the most important action that the Petaluma Police Department can do to improve experiences and interactions with people of color within Petaluma? (no character limit)

Answered: 711 Skipped: 145

#	RESPONSES	DATE
1	If the police are going to do an honest and competent job at keeping Petaluma safe, they are going to respond to crime regardless of the race of the suspect, which is to say, they are not going to coddle people of color because of political pressure from above; and at the same time, they are going to use facts (crime and incarceration statistics), reason, and experience in trying to prevent crime, which is to say, taking race into account can reasonably and morally be used as one of many factors. It is natural do do so, and no amount of training and indoctrination of police officers can stop it. It must be tacitly approved.	1/11/2021 9:51 PM
2	Equal treatment	1/10/2021 3:33 PM
3	oversight committee	1/10/2021 11:28 AM
4	Institute civilian oversight of the PPD.	1/9/2021 3:15 PM
5	oversight committee	1/9/2021 10:31 AM
6	I think if they were able to have regular "beats" and walk the streets as police officers used to do. They could engage in conversations, get to know people, and be seen as community supporters on a greater scale.	1/8/2021 1:16 PM
7	treat them equally and fairly	1/8/2021 10:11 AM
8	Stop trying to clothe the city police in incidents that happened elsewhere that you know nothing about. The police do an excellent job in Petaluma.	1/8/2021 7:29 AM
9	Representation - have high caliber people of color represented within the PD. Ensure that police officers that are the majority race have been entrenched in bias training and continue to learn and raise their culturally fluency so that everyone, regardless of race, is treated fairly and equitably. Partner with minority organizations to build these type of relationships.	1/8/2021 2:32 AM
10	Just continue to be the professional police department they have always been. Don't change a thing. Enforce the law. There is a reason Lady Justice has a blindfold on. She doesn't see color and nor should the PPD.	1/7/2021 11:14 PM
11	Show openness, desire to learn about other backgrounds and struggles without making quick judgements.	1/7/2021 10:57 PM
12	Have a officer work in the schools to build up a relationship with young children as a mentor	1/7/2021 9:12 PM
13	I would say simply treat everyone the same. Might sound cliché but isn't that what we all want.	1/7/2021 8:53 PM
14	Training. Diversity hiring. Outreach	1/7/2021 7:36 PM
15	Continue with their "community policing" approach and listening to the community.	1/7/2021 7:13 PM
16	Have police staff diversity and a culture of openness to diversity inside the department and working with the public	1/7/2021 6:44 PM
17	Involving themselves in situations only where a notable infraction is taking place. Police can earn themselves a bad reputation when they insert themselves into petty matters involving people of color that they otherwise wouldn't bat an eye towards if the situation was involving white individuals.	1/7/2021 4:50 PM
18	We need to provide the dollars to give them the advanced training in handling people of all races. They need to be visible and interactive with all folks in their daily lives. All need to know that they are decent humans doing their best to protect all.	1/7/2021 4:47 PM
19	Please do not mandate diversity/sensitivity training. It breeds resentment.	1/7/2021 2:24 PM
20	Be present. Be positive. Be compassionate. Understand your own personal biases and work to overcome those.	1/7/2021 1:01 PM
21	I don't know about the Police Department specifically, but bringing a variety of culture to Petaluma wouldn't hurt. The antiquated country boy, chicken farm, dairy girl environment and nostalgia is nauseating. It screams white culture and I'm sick of it. I grew up here, left, and came back solely to help family. People say Petaluma has changed. Sadly, culturally, it hasn't.	1/7/2021 12:44 PM
22	Treat all races fairly and equally.	1/7/2021 12:02 PM

23	I think the action is to bring back our core values and morals in our country. We have gone so far from the basic principals of what is good and what is wrong. Our children were raised in a military family and we traveled/lived in many different places. When we were stationed in Louisiana, the principal and teachers dressed in business attire, with tennis shoes:), respect was highly sought from both the school leaders and students. The schools worked hard at basic learning which developed hitting all grade levels and learning levels, where all had the opportunity to succeed...not ONE child dropped out of high school. The education our children received was at a higher level both academically and socially. Color is like a box of crayons, they are all beautiful and that is what we have observed in our police all across America.	1/7/2021 11:42 AM
24	As a department, read the New York Times bestselling book by Layla Saad, "Me and White Supremacy," which requires conversations and personal reflection via journal writing. After that, work actively to get to know the BIPOC community in Petaluma. Host games and/or sports together, with racially integrated teams, eat together, and have conversations about race, racism, microaggressions, and how systemic racism is the responsibility of every white person in our culture to examine and work with.	1/7/2021 10:26 AM
25	Ugh I don't know. It's so difficult. I think if they improve their overall image is can help. People have big expectations and assume poor experience must be about their color. Maybe that's white privilege of me. I can appreciate that. I can imagine it's much harder to be a POC.	1/7/2021 10:24 AM
26	Undeniably, racial and mental health education/training needs to be implemented and continued. Hiring different racial backgrounds other than white and male is beneficial. We also live an an area that is fairly affluent and educated, so maybe allocating funds away from police and more into homeless and low income services would improve the community.	1/7/2021 9:44 AM
27	Be "officer friendly". Cops should teach workshops on Community Policing in schools, community centers and churches to get to know people. Don't de-fund the police unless that money can go into mental health and housing efforts	1/7/2021 9:43 AM
28	Continue sensitivity training so everyone is treated the same. Be aware racial profiling is an unconscious emotional process based on life long learning prejudice that exist in our society. This is the best and only way to guard against it.	1/7/2021 9:43 AM
29	I do not know.	1/7/2021 9:20 AM
30	Be respectful of all. It's where all human interactions should start from, a mutual position of respect.	1/7/2021 8:21 AM
31	Seeing officers outside cars would be great. Seeing officers interacting in conversations with citizens at public events (when they resume) such as little league games, soccer matches, outside theater square, outside coffee vendors in the am.	1/7/2021 7:46 AM
32	They are doing fine.	1/7/2021 6:44 AM
33	Be calm, professional, and don't treat all people if color as if they are criminals.	1/6/2021 11:43 PM
34	Continued transparency and increased social interactions with different social groups.	1/6/2021 11:28 PM
35	Keep communicating - and fight the impression that someone of color is automatically a lawbreaker. Treat us all equally.	1/6/2021 10:30 PM
36	Build trust with the community. Recruit diverse officers. Train teams to respond to a variety of situations with strategies designed for those situations. Teach officers about institutionalized racism and the structure of white supremacy in our country.	1/6/2021 9:48 PM
37	Not sure of the ethnic makeup of the PPD, but inclusivity would be an advantage. Also, having read in the Argus recently about a workshop they participated in, that will help members consider their actions in relation to experiences and challenges of people of color.	1/6/2021 9:36 PM
38	Get to know people of color in social and other settings, study the history of race relations in this country, and take trainings on unconscious bias.	1/6/2021 9:34 PM
39	Hire people of color.	1/6/2021 9:27 PM
40	Demilitarize the police, reduce firepower.	1/6/2021 9:00 PM
41	They could treat everybody like eagles	1/6/2021 8:40 PM
42	Continue current operations	1/6/2021 8:17 PM

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43	They are doing a great job with the limited staff that they have. So ridiculous that this is even asked.	1/6/2021 8:14 PM
44	Not listen to the cult Social Justice religion	1/6/2021 7:55 PM
45	Learn on systemic racism by having more workshops for officers and city workers, but sometime, knowledge does not translated into behavior changes, therefore, racial awareness training has to be ongoing, not one time affair.	1/6/2021 7:54 PM
46	treat all people equal	1/6/2021 7:52 PM
47	Treat everyone with respect. Go out of their way to connect and show kindness to these communities. Hire officers and staff that match the demographics of the Petaluma community. Actively recruit the demographics that are missing from the Department.	1/6/2021 7:50 PM
48	Nothing	1/6/2021 7:41 PM
49	A variation of the Town Hall Meeting in which ideas are exchanged and better alliances are formed.	1/6/2021 6:43 PM
50	Hire more officers ☹️ ☹️ ☹️ ☹️ There are many different colored people in Petaluma.	1/5/2021 8:46 PM
51	Diversity training.	1/5/2021 5:39 PM
52	Keep doing what you're doing, and stop looking at race	1/5/2021 3:17 PM
53	Continue educating and training police personnel in de-escalation tactics while considering the benefits of a redistribution of funds from police to human services in support of non-violent crimes and mental health or substance abuse issues.	1/5/2021 12:48 PM
54	Hire more than just white males. More diversity within the ranks.	1/5/2021 12:45 PM
55	Treat us the way that they treat the rest of the upstanding citizens of our town and stop assuming people of color are criminals.	1/5/2021 10:50 AM
56	It would help to have a training program for new police hired and perhaps a monthly open discussion online or in person when the time is right to have people of color have talks with the police force	1/5/2021 10:44 AM
57	Is this a serious question? They do a great job and it's time to give them the credit they deserve.	1/5/2021 7:42 AM
58	Continue to perform their duties with the same equality and professionalism they have exhibited to the community throughout the last 30 years.	1/4/2021 10:10 PM
59	Look to more progressive law enforcement departments and employ best practices; partner WITH BIPOC community members and leaders through co-hosting events and consult with them in regard to community-centric policing models; hire BIPOC police officers and advance to leadership BIPOC staff; incentivize bilingualism or make it a mandatory qualification.	1/4/2021 2:33 PM
60	PD is doing what they can, I feel they are doing a great job	1/4/2021 10:09 AM
61	I am not sure. But I would think, listening to what they are asking for. And more open dialogue. As in, a series of community discussions, not just a couple of town hall meetings.	1/4/2021 12:00 AM
62	Unsure	1/3/2021 5:55 PM
63	Equity Diversity Inclusion training with local folks that has nothing to do with police work, at first. The issue of systemic racism will require personal value changes, not just when our peace officers are in uniform. Our community has an unprecedented opportunity to change the course of personal relations for us all.	1/3/2021 5:31 PM
64	Since I have no experience with this, I can make no recommendations	1/3/2021 5:16 PM
65	I don't feel qualified to answer this question.	1/3/2021 2:26 PM
66	hold police personnel accountable of racist interactions with the public, instead of protect them, which only increase the distrust	1/3/2021 2:09 PM
67	Just keep doing what they are doing! It's unfortunate how disrespectful our adults are to Law enforcement. I also think the police department needs to look over some of the communities	1/3/2021 1:24 PM

social media because there are certain Facebook and Instagram accounts that are causing more problems between the community that is making things harder for our Police Department.

68	Continue to do what they're doing, ignore the vocal minority. Do not get distracted. Learn from those near and far and do not be afraid to call out mistruths spread about the PPD.	1/3/2021 12:49 PM
69	Provide Spanish classes to your team members, hire more Spanish speakers	1/3/2021 11:47 AM
70	Being able to speak bilingual	1/3/2021 8:32 AM
71	Make it 100 percent loud and clear that the police will not tolerate actions or threats of hate towards any community member.	1/3/2021 12:41 AM
72	Improve what? They do an amazing job rjght know.	1/2/2021 9:17 PM
73	i think that the police department should make real, actionable plans for how they will address biases and inequalities in our community. i also believe that these plans should be made public so that residents can hold their police department accountable. additionally, third parties should be invited to oversee the changes/workshops that the department commits to. marginalized communities may not feel that they can trust the department, allowing a third party to oversee and uphold those commitments would show a willingness to engage and a commitment to integrity.	1/2/2021 8:58 PM
74	DO NOT FORGET about what Petaluma was founded on. We are an agricultural community, that believes in our flag, patriotism, hard work, helping your neighbor and character. This is not Santa Rosa or Oakland. PPD do not be bullied by the radical agenda from the left to make everything about race or disenfranchisement. What about one's personal accountability in life? Instead of sensitivity training, how about encouraging persona responsibility for choices, marriage, fathers to step up for their children, work hard, church and God, the importance of the family unit, opening up our businesses, mentoring programs to teach trades and how to be a good citizen. Instead of continuous Government enabling and excuses, what can the community do own their own behavior? Teach safety, respect and the importance of gun ownership. Do "a day in the life with a police officer" in a shithole area where people can actually see some real life situations? Hold a simulated event with real scenarios and see how the public would react? Would they pull there gun, hug it out, call the social intervention therapist on the out of control drug addict. People can tell the PPD what to do all the want, however until they are in real life scenarios...what would they really do? Simulated events would give the public a dose of reality.	1/2/2021 12:22 PM
75	Hire police of color, promote diversity within department, work within the communities of color. Provide high-end competitive salary and benefits to attract excellent candidates.	1/2/2021 10:54 AM
76	Keep up their interactions	1/2/2021 7:15 AM
77	Here more Spanish speakers and provide diversity, cultural competency training and if that doesn't work an oversight committee	1/1/2021 11:49 PM
78	Get rid of racist offers	1/1/2021 10:34 PM
79	Allow mental service professionals to handle the mental health calls made to the police department that apparently make up some 90% of their emergency calls.	1/1/2021 8:37 PM
80	Defund, demilitarize, create a legitimate community input oversight task force.	1/1/2021 7:11 PM
81	Keep asking these kind of questions.	1/1/2021 5:48 PM
82	Diversify the police department and move to a strong community policing model. Get out of the police cars and get to know people different than you.	1/1/2021 4:55 PM
83	Give a shit about the people you are sworn to protect. ALL OF THEM. Not just the rich, the white, the housed. Stop primarily prosecuting victimless crimes, start funding public assistance. Get your heads out of your asses and start caring about the most at risk of your populations and provide actual assistance to them. Start taking domestic violence reports seriously. Start taking violent crimes reports seriously.	1/1/2021 2:05 PM
84	Just don't make it about race, treat like human	1/1/2021 6:34 AM
85	Attend BIPOC forums and listen. Facilitated examination of reactions to same.	12/31/2020 11:56 AM
86	Do not assume that POC are inherently criminal and/or are out to do "bad things"	12/31/2020 10:29 AM

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87	Stop hiring people that have served in the military. We don't need a militant force eager for "action". Stop hiring people that have never lived in a diverse area and have never left or lived outside of Petaluma. Hire black people and latinx people that reflect and serve THEIR community. Make sure officers have taken courses about the history of racism in the US and how the criminal justice system supports that	12/31/2020 10:21 AM
88	Disband. Or realistically, fire everyone currently on the staff, shrink officer size, and redistribute that money toward community programs that will actually help reduce crime.	12/31/2020 9:49 AM
89	Actively study and share antiracist literature from doctors among police officers, start an equality initiative where blacks people can zoom with cops, support the black community in any way really. It's better than the nothing that is happening now.	12/31/2020 9:46 AM
90	Return to a community oriented approach-the "walk the beat" model. T Where possible it permits actual personal contact. Having officers dressed in paramilitary uniforms and driving in black SUVs creates an intimidating atmosphere.	12/31/2020 9:06 AM
91	I don't know...I feel that there needs to be a middle ground for the community and PPD to communicate. The PPD seems to have all the industry standard of community outreach but there is something else that can be added. I think that if there can be a forum for a discussion between PPD and the community, not just POC but everyone, The community can voice their issues and the PPD can explain how they will respond or WHY they respond how they do. I think the community has pre-concieved ideas on how police do things but actually having the chance to ask officers that currently work in this environment would clear the air. The community can get current standards of police response to any incident and have a gauge and benchmark to hold PPD accountable. I think support goes both ways. PPD can only do so much . The community has to meet them half way with shoeing them support. The broad brush that the community spreads on PPD is unfair. When there is a unlawful action or killing by a police dept outside of the city, by all means protest...but show PPD that they have the supprt of the community despite the actions of another city's police. Being a supportive community towards their police dept goes along way.	12/31/2020 8:36 AM
92	Inform people of color that they are being treated the same as people without color	12/31/2020 8:12 AM
93	increase interactions with the community that are not a result of traffic enforcement.	12/30/2020 3:03 PM
94	Stop racial profiling now	12/30/2020 8:10 AM
95	Have officers assist. Counselors with various support groups.	12/29/2020 7:34 PM
96	stop focusing on skin color, treat everyone the same	12/29/2020 1:35 PM
97	My impression of the Petaluma Police Dept and its chief of police is that they are making honest effort to be aware of the issues this town and towns all over the US are facing. I have heard of mistakes they have may have made but I don't interpret that they are a group of "bad cops" in any way whatsoever. I'd need to learn more before I could form a full opinion on this.	12/27/2020 8:06 AM
98	Implement training and constant communication about removing their personal biases and prejudices. It is dangerous for any of us to assume anything about anyone but even more so for people given guns and charged with "protecting" our citizens. If the moto of police is truly to protect and serve and we the tax payers are funding this than I feel we need to ensure the police are protecting and serving every single member of their community.	12/24/2020 9:04 AM
99	I believe that the police are in a very tough position in this current climate and I commend them for their strength and community policing and commitment to social justice with their work.	12/23/2020 8:27 PM
100	Please seriously look at and consider the list of actions submitted by Indivisible Petaluma, Petaluma TIDE, and Petaluma Black Coalition for reducing police funding and reinvesting in communities, establishing an independent oversight committee, ending police violence, and holding police accountable. These recommendations were formed from a listening circle of concerned community members and are the best way to proceed.	12/23/2020 5:49 PM
101	Ensure that people of all races are eligible to serve on the PPD (as officers and also as supporting staff) and mandate a system where individuals partner with others of different racial backgrounds to increase empathy and understanding between races. The system could include changes in partnerships at regular intervals in order to increase exposure to individuals of different race.	12/23/2020 11:18 AM

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102	Let the police do their job! Allow them enforce the law, Citly leaders need to stop placing issues that have Never been in Petaluma in my 50+ years of living here.	12/22/2020 7:16 PM
103	Community outreach. Integrated hiring. Ability to communicate in Spanish.	12/22/2020 6:37 PM
104	Training classes, cameras, more transparency.	12/22/2020 8:22 AM
105	I really think you need to be asking them, not me.	12/22/2020 1:41 AM
106	Either train themselves in how to respond to mental health crises and other incidents that do not involve violent crime, or move the responsibility to respond to these situations to organizations other than the police.	12/21/2020 9:19 PM
107	Continue community interaction as they have	12/21/2020 7:20 PM
108	Get out of their cars and out of the offices. Introduce themselves as helpers and not enforcers.	12/21/2020 4:10 PM
109	In my opinion, I believe it is important to acknowledge systemic racism and the natural power inherent in being Caucasian. It feels important for ALL Caucasians and power structures to take time to learn/listen to experiences without defensiveness and judgment. Perhaps holding "round table discussions" with local BIPOC (I fully recognize that some of the local characters are self-serving and continue to undermine, and that there is an extremely left-leaning portion of the Petaluma community). Still, as a leader in the community, I see it as a burden of the PPD.	12/21/2020 2:30 PM
110	First, as a human person (not as a cop) get to know people of color, inventory your friends, how many people of color are in your inner circle. If none, it is difficult to understand or empathize their life experiences; hire police officers who are not racist or hold strong biases; hire a consultant who can genuinely work with the Dept to determine together the answers to this exact question.	12/21/2020 10:34 AM
111	understand your own bias	12/21/2020 7:22 AM
112	Listen. Keep their guns away. have help from other community services when you need it.	12/20/2020 8:50 PM
113	Be fair with everyone	12/20/2020 7:53 PM
114	This entire survey is a PR exercise. Let us ask "What is the ethnic breakdown of PPD officers and staff"? I do not support whitewashing social issues including why do they need 54 military assault rifles at a cost of 80k. Do they come with night vision scopes and devices to mask muzzle flash? Ridiculous! How many citizens will be lost in the civil unrest ahead? Biden is a criminal unfit for office. He sold US out to CCP.	12/20/2020 7:10 PM
115	Recruitment, retention, and promotion of bilingual people of color for the known California future racial demographic.	12/20/2020 4:26 PM
116	Be kind, helpful. Understand that they're history and personal situations are often lived from a place of fear. Make them feel safe.	12/20/2020 8:17 AM
117	Community outreach. Recruitment of diverse police officers.	12/19/2020 10:28 PM
118	Empathy training, Anti-bias training,	12/19/2020 6:36 PM
119	Stop making assumptions	12/19/2020 1:34 PM
120	Hire BIPOC officers, de-weaponize, use of social workers, community outreach, reform policies to reduce lethal force	12/19/2020 1:19 PM
121	I don't know enough about the department's performance to answer. I know there are plenty of lists of 10 recommendations for departments to follow and change.	12/19/2020 11:57 AM
122	Well, as I am not a POC, I think you should be asking THEM this (not sure what your response rate for this survey will be for POC residents so hopefully efforts to directly engage with those communities is more extensive than the survey). However, as a white person, I know that I do not understand what it means to live as a person of color, and I am seeking to better understand this myself. It is a process for white people to understand their privilege. I would hope the police department is leaning into this, really looking at ways to go through structured training that involves group work and requires self-reflection and talking about these issues openly with each other. Exposure to cultures from minority communities is also critical to this. Taking the approach that maybe other people's experiences are legit; appreciating that microaggressions are real, and they are damaging. All of this requires a dedication to	12/19/2020 11:39 AM

antiracism that needs to come from the top. You can't get this by sitting through a 2-hour afternoon training. It needs to be an institutional priority and become steeped in all policies and practices. We're talking about a cultural shift where the dominant culture has to acknowledge its privilege - which means the individuals in our culture (white culture) have to be willing to give something up to get there. No, not easy. Yes, threatening and difficult. Complicated. And necessary.

123	Required learning about people of color.	12/19/2020 10:10 AM
124	None, it's being performed very very well already	12/19/2020 10:00 AM
125	Treat people with the same respect and use of force (when needed) regardless of color	12/19/2020 7:01 AM
126	There have to be a community change of mind, not just from the police. We are talking the mayor office, board of supervisors, superintendent of schools, including those who hire staff. Why there are not people of color teaching, managing schools or district personnel manage by a diversity of individuals to reflect the population of Petaluma? The police department can engage those others institutions in the city to have a real conversation about their lack of diversity at every level of the city. However, the police department cannot do it alone. Engagement at every level is crucial. Opportunities for a diverse workforce will enrich our town. The mentality, specifically in Petaluma City Schools personnel, that only white male can lead is so passé. After all, schools transfer knowledge and ideas. Students copy their adults. I give the Police Department much credit for trying to start the conversation with this survey.	12/18/2020 11:16 PM
127	Be less like enforcers and more like neighbors.	12/18/2020 10:10 PM
128	Ask them what they need	12/18/2020 10:08 PM
129	You need more people of color and people who speak Spanish, and sensitivity training, oversight committees, and to monitor and hold accountable police	12/18/2020 8:53 PM
130	Further their training and hire more BIPOC officers	12/18/2020 8:19 PM
131	Continue to treat ALL people the same. Continue to treat all people the way they deserved to be treated, regardless of race.	12/18/2020 7:16 PM
132	Mutual respect. If the person the police are talking to he's being disrespectful They are likely to be treated the same	12/18/2020 6:51 PM
133	Continue to communicate and be involved in the community reach out to young people where young people are like TikTok for example.	12/18/2020 6:30 PM
134	Treat them the same that they would treat anyone else. That goes both ways, be respectful, but also hold anyone accountable that needs to be. Race/color should not be a reason anyone is treated differently by anyone.	12/18/2020 4:12 PM
135	Nothing. Why is raise even being separated in the first place? Aren't we supposed to all be the same?	12/18/2020 1:58 PM
136	Don't worry about it. Everyone is sick of the racist BLM posing as anti-racism.	12/18/2020 11:59 AM
137	Treat people of color with respect. That could mean in many cases to leave them alone.	12/17/2020 3:10 PM
138	Treat all citizens equally with respect. Learn the psychological and sociological aspects of different racial groups. Meet with the diverse groups to hear their concerns. Don't gaslight diverse groups to making them feel guilty for because of false stereotypes that circulate in society. Don't harass people of color for no apparent reason by use of POWER!	12/17/2020 12:44 PM
139	Have more events where there are interactions with the community. (Once this pandemic is over) Things like fundraisers with a bbq, or sporting events, hiking the trails, working in community gardens together.	12/17/2020 12:16 PM
140	Outreach and continue being involved in community.	12/17/2020 5:53 AM
141	It can agree to pay out legal settlements from its own budget instead of the City's general fund, it can stop obstructing FOIA requests for personnel records, it can accept a smaller budget, it can stop trying to bribe elected officials.	12/16/2020 6:24 PM
142	Take classes/listen to lectures/seek out information relating to inherent biases and the history of racial inequality. Learn how to critically think and how to challenge their biases in the moments that they are experiencing them. Get involved with the community on a personal	12/16/2020 12:37 PM

level, continue to announce and practice their allegiance to the equality movement, and focus more on de-escalation of heightened situations.

143	EMPLOY MORE!!!	12/16/2020 11:34 AM
144	Transparency, communication, accountability.	12/16/2020 11:26 AM
145	not be racist??	12/16/2020 9:15 AM
146	?	12/16/2020 1:31 AM
147	Continue doing their excellent job of policing and avoid changing ANYTHING based on input from ridiculous fringe groups like BLM and ANTIFA. These groups are trying to say police departments treat people of color differently, when the truth is - a disproportionate amount of crime is perpetrated by people of color.	12/15/2020 8:54 PM
148	Admit their prejudices. The first step is admitting the problem	12/15/2020 7:22 PM
149	People of color must be treated fairly. Period.	12/15/2020 7:07 PM
150	- Communicate honestly and vulnerably where they need to improve (ex: bias training, moving funding towards mental health support for non violent calls). If there is data to back this up, offer transparency about that. - Communicate goals and strategies for how they will improve and how that will be tracked. - Create or communicate about what systems of oversight and accountability will be created to track progress on goals and when the community will get updates. - On Social Media, work to de-polarize the community around policing. The Blue Lives Movement is very alive and strong here, and is very intimidating. (from personal experience). - Take threats on social media to Black Lives Matters organizers seriously - Take race related violence or verbal abuse on Social Media seriously - Thank you for participating in the video Uncomfortable Conversations with a Black Man, that was a great step forward. More of that :)	12/15/2020 4:53 PM
151	From what I have read I think they need to not jump to conclusions when a black person is involved.	12/15/2020 3:53 PM
152	Rather than thinking there aren't many black people in Petaluma so perhaps this person is an out of townner here to cause trouble.... I would like our police officers to see themselves as a servant to their community, including our communities of color. If they target people for their skin color, Petaluma will continue to lack diversity. If a POC is actually doing something wrong, they should treat that person exactly like they would a white woman like me and give them the benefit of the doubt. The police should be educated on how the crimes and traits the look for in suspects are based on racial profiling. But most of all, I think the PD should have fewer responsibilities in responding to calls or making arrests. The police force should be specialized and not a one size fits all for every type of issue that exists when they're clearly not thoroughly trained enough to handle every type of situation, especially those of a sensitive nature.	12/15/2020 3:43 PM
153	Not act on negative assumptions.	12/15/2020 3:14 PM
154	I wish I knew. Maybe start some sort of cultural AWARENESS through some sort of group exchange; maybe with a neighboring town that has good experience? Get a black group together to TALK, find out whats on their minds and in their hearts.	12/15/2020 2:29 PM
155	Hire more officers of color	12/15/2020 1:59 PM
156	Continue the transparency and educational work the department is doing, but also interrogate why the police force is so white. Self reflect on, not only application of existing laws, but on the disproportionate impact of those laws on POC, and the disproportionate application of those laws on POC. And if we can add in as part of that, push back on Petalumans who call the department with racist language or racist fear to use the Police as a tool against POC, that would be super important too.	12/15/2020 12:45 PM
157	Be impartial	12/15/2020 12:43 PM
158	More community meetings	12/15/2020 12:34 PM
159	Perhaps they could actually hire some people of color. I watched the program in TV about an "uncomfortable conversation with a Blackman" I didn't see any officers that were black. You have to get to know people so that you aren't afraid of them.	12/15/2020 11:23 AM

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160	Again, I am unaware of ANY issues with Petaluma PD and interactions with people of color.	12/15/2020 10:12 AM
161	Do they need to be improved? Who made this survey?	12/15/2020 9:45 AM
162	cotinue doing the outreach they have been and conducting themselves professionally. mostly i think after covid and with our new president we can heal from racism we have seen increase across the country since 2016	12/15/2020 6:21 AM
163	Hire by knowledge, character, skill and experience - not quota, skin color or sexual preference. Enforce the law to protect the citizenry and their property without giving special treatment or, "standing down," out of concern the offending group might claim racism.	12/14/2020 11:33 PM
164	Be trained on implicit bias	12/14/2020 4:41 PM
165	Continue their ethnic and racial education.	12/14/2020 3:17 PM
166	Treat everyone equally.	12/14/2020 3:06 PM
167	Work with community groups — be it mom groups, arts groups or community activist groups; hire women and people of color, bring back HOST or similar homeless outreach team.	12/14/2020 3:03 PM
168	Proper training in how to deal with people that might be disrespectful or have mental problems.	12/14/2020 2:37 PM
169	I am unaware that a problem exists.	12/14/2020 12:40 PM
170	Hiring open-minded, progressive officers, and train officers well as far as community relations and racism.	12/14/2020 11:53 AM
171	Treat everyone they come in contact with the sand	12/14/2020 11:28 AM
172	Compassion. Being aware that the assumptions and awareness of one's race, gender, age, etc. is not necessarily that of another.	12/14/2020 10:41 AM
173	I'm not sure, but I pray every day that our officers will not be put in a position where they will be forced to fire their weapons, then have Antifa or some such group come to Petaluma and riot. I would say that the only thing any police force can do is just to treat every citizen equally, and with respect and dignity. From the experiences I have had with the Petaluma PD, this is the case with this department.	12/14/2020 10:31 AM
174	reach out to them. Invite them to police department or out to coffee to hear they side in person.	12/14/2020 10:26 AM
175	Work on implicit bias and recognize that not all laws are just, and that not all justice is lawful.	12/14/2020 9:27 AM
176	Training for public mental illness. My family suffers from Huntington's a genetic neurological disorder, and a few years back at Christmas, there was a family on the West side of town that had an incident with a family member. His wife kept shouting at the officers that he had Huntington's. The officers used excessive force, and also tazed the man. My daughter was friends with the family. I would hope that the department is receiving some sensitivity training in dealing with this illness. Both of my 55+ brothers are suffering with this disorder. In October, we had an incident at my brother Dimitri's home in Novato. I telephoned dispatch to let them know the situation coming down from Petaluma. By the time I had arrived there were two officers in front of his house with Dimitri acting out. The officers handled him with dignity and respect. This situation could have gone a lot different had their approach been different. I hope that Petaluma takes some time to understand that mental illness can look like an alcohol or drug abuser. Words are slurred, and there is no coordination with this disease. My brother takes nothing more than an aspirin. He was fortunate.	12/14/2020 9:12 AM
177	consistent, direct community outreach	12/14/2020 9:04 AM
178	Keep standards high in the PPD when it comes to contact with people of color.	12/14/2020 8:25 AM
179	Quit playing soldier, get out of the cars, earn respect instead of expecting it because you where a blue uniform	12/14/2020 8:15 AM
180	Treat everybody the same...	12/14/2020 6:59 AM
181	Compassion. Try and put yourself in someone else's shoes. Listen to an individual. Stop stereo typing. Retrain the brain and the behavior. As a member of this community, I want to know that every officer is here for the betterment and safety of ALL members (and visitors) of	12/14/2020 6:49 AM

Petaluma. Each situation and each individual should be approached and addressed on their own merits. Keep inviting people from other communities into Petaluma to learn and grow with.

182	Perhaps the officers who work with the homeless not call themselves "bum cop". (This was described to me by a family of one of your officers)	12/14/2020 5:28 AM
183	All people. What are the current demographics of Petaluma? Open Communications. I've seen the police department officers improve a lot over the years. Is it because I'm getting older? Thank you for asking.	12/13/2020 11:39 PM
184	I don't know how PPD would do this, but people of color, and also non-color, need to move away from entitlement just because of their 'race' or ethnicity. For example, why are 'caucasians' who post "Black Lives Matter" signs in their yards, angry when other people stress "All Lives Matter", or "Black Pre-Born Lives Matter."	12/13/2020 10:54 PM
185	This question shouldnt be subjected to people of color only. This survey in itself is racist cause it's only targeting races with dark pigment. This should be about community as a whole. I wish the city (not the department) would focus on actual issues. Cleaning up our streets, getting RID of the homeless problem (not catering to it). Supporting small business (forgetting this shut down), using the philosophy that every person should be responsible for themselves and if they choose to go out do it at their own risk. I feel like the city as a whole is so worried about image and not supporting its citizens. Rather we support the people who don't pay taxes. Ridiculous. Get it together petaluma.	12/13/2020 10:13 PM
186	I don't have the answer for you, but it will require more substance than can be obtained through a solitary but commendable Uncomfortable Conversation with a Black Man. Since mandatory Sociology of Social Conflict degrees are likely beyond reach for a while yet, I would suggest further education on the roots of inequality, conflict and crime. For two electoral cycles now - '18 and '20 - quite a few of them have appeared under extreme duress at times, expressing a recurring notion that they (the understaffed PPD) are under virtual siege by a public that simply does not understand. This seems an alarming situation as it certainly is to some unknown extent a reflection of tge feelings and sentiments of their significant others. I hope PPD officers do not feel they are besieged by an unsympathetic and ignorant public.	12/13/2020 9:50 PM
187	Professional and thoughtful, mature behavior.	12/13/2020 9:07 PM
188	I assume like in every city the police need to include a social service type of solution to calls of a non violent nature.	12/13/2020 9:05 PM
189	They need to hand over responsibility for responding to issues involving mental illness, homelessness and addiction to a non-police crisis response alternative, such as a CAHOOTS style program. They need to stop their PR campaigning (using Nixle to fundraise for their semi-automatic military assault weapons, using the "uncomfortable conversation with a Black man" as cover for not having uncomfortable conversations with Petaluman BIPOC). They need several weeks of concentrated training on deescalation response and diversity, along with police leadership. The police need to abide by a city developed and approved and updated charter / code of conduct so we know what to expect from our police.	12/13/2020 8:50 PM
190	Hire more people of color and do strong cultural sensitivity training	12/13/2020 7:52 PM
191	Communicate, communicate and then communicate some more! Once you think you are done, start again. An ounce of pre-incident discussion is worth a pound of post-incident cure.	12/13/2020 7:13 PM
192	My expectation is that our LE protect the citizens of our town and up hold law and order, and NOT allow protesters/blm mob to block streets and harass innocent people!	12/13/2020 7:12 PM
193	Regular community outreach and engagement, bring more bilingual staff onto the force.	12/13/2020 7:09 PM
194	Give our officers a better education that is ongoing. They need to be held accountable to the people of Petaluma. Break up any small groups of Officers that are not doing their job. The police need to be held accountable for their actions by an Independent organization of Petaluma citizens that is formed in the name of justice tolerance and respect. Make it mandatory that ALL officers take ongoing classes to learn and practice how to De Escalate a situation of any kind.	12/13/2020 6:55 PM
195	No recommendations.	12/13/2020 6:43 PM
196	Make sure all hires are compassionate and worldly.	12/13/2020 5:57 PM

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197	Disband their current model of policing in the city. The police department as a whole does not need to be in charge of other non-emergency, non-violent misdemeanors. The best course of action would be to divert funds away from the department and create different divisions for health checks, race to race relations, city to community outreach, and ordinance and zoning regulatory officers.	12/13/2020 5:39 PM
198	NOT violate people's rights. If they have reasonable cause to stop someone, they are not subject to search for a traffic infraction. Obey privacy laws.	12/13/2020 5:01 PM
199	include them in in the situations where there are problems that don't deal with violent criminals, but people with mental problems. Weed out officers that have prejudice against hispanics and black people. Better training to deal with non-violent situation so that de-escalation occurs rather than escalation	12/13/2020 4:30 PM
200	Listen to the experiences, learn from them/others and always try to do better in all aspects of the profession and customers service. Bring back townhalls!	12/13/2020 4:21 PM
201	How about we flip that question and ask what can people of color do better during interactions with Petaluma police? Our members in blue are simply doing their job. It would be more discriminatory if they were to purposely interact with people of color differently than they do with every other member of our community, don't you think? Racism doesn't exist in this town. Anti-police sentiment does & its palpable. We need to show respect to those who serve otherwise risk losing them & trust me, then we will have a problem.	12/13/2020 4:13 PM
202	NO slamming women down. clear up that attitude. that R not the only ones. who bleed red. try shooting with tazars. teach how 2 aim in the leg/arms. don't let the murders, get away with a slap on the wrist. no wonder the blacks. run home. when the guns R out. control that temper. the police: that take 2 much defense. i notice this about this town. everyone is defensive. even the police.	12/13/2020 4:00 PM
203	Ask people of color that question and then LISTEN to what they say.	12/13/2020 3:58 PM
204	I believe they do all they can already. If we, as citizens had to do their job with split second decision making, most of us would fail. They are well trained. The bigger problem are citizens that will not comply or are simply criminals themselves trying to get away with a crime and blaming our fine officers with brutality when all they had to do was comply.	12/13/2020 3:27 PM
205	It would be nice to see the PPD do more community outreach. It's difficult with covid restrictions, but more events like coffee w/ the cops or things like that where they interact with the community so we can see who they are. Would like to see a diverse force and diversity in the leadership.	12/13/2020 3:22 PM
206	again - unsure, because it is not really known how everyone is treated. Not really a fair question.	12/13/2020 3:11 PM
207	There needs to be workshops and training involving both groups. Use of guns needs to be last resort. Police need to not be so macho. I realize they put their lives on the line but many policemen really enjoy the power. Many policemen I have come across treat me like a child and there is little communication,	12/13/2020 3:06 PM
208	Dare program was wonderful youth got to know the police and the police got to know the teens	12/13/2020 2:10 PM
209	Forget the word color!	12/13/2020 1:24 PM
210	Continue to be a fair and balance police department. Nothing they have done has caused suspicion that they're acting outside of the law as related to race. We simply need more diversity here.	12/13/2020 1:23 PM
211	Enforce traffic laws and perform regular patrols within the city limits to deter crime and traffic violations.	12/13/2020 1:04 PM
212	stop targeting them. look into the social media and background of the police that are hired.	12/13/2020 1:00 PM
213	more openness; more "ride-alongs"; more conversations; Less intimidation thru "muscle-cars" and "shows of force". Remember the "Peace" part of "Peace Officer". More citizen oversight.	12/13/2020 12:52 PM
214	Integrate itself.	12/13/2020 11:25 AM
215	Continue to be open and listen to people of color and understand their experiences. Continue to get training. Continue to deescalate conflicts. Hire more social workers. Don't militarize. Don't	12/13/2020 11:02 AM

	profile.	
216	The question should be reversed. What can people do to avoid problems with the police? Like not committing crimes or giving attitude towards the police	12/13/2020 11:02 AM
217	Engage leaders in communities of color to establish open lines of communication and identify existing issues to work toward resolution. I also think it's very important to provide police officers training and education in this area.	12/13/2020 10:49 AM
218	Stop enforcing the law	12/13/2020 10:19 AM
219	not sure? training on interacting with people of color. hire more people of color to be officers.	12/13/2020 10:07 AM
220	Proactively reach out to all black residents and pledge to work hard to keep them safe from prejudice and hate in our city. Then do it.	12/13/2020 9:38 AM
221	interact with everyone on a regular basis and gain trust so that when there is a call, problem they can be trusted.	12/13/2020 9:08 AM
222	I do not know	12/13/2020 8:52 AM
223	Treat people with the same respect the same way they expect to be treated	12/13/2020 8:45 AM
224	Have a diverse department.	12/13/2020 8:37 AM
225	-take more implicit bias training (without patting yourself on the back for doing it on TV) -more diversity, equity and race training classes -hire trained mental health experts to ride on calls - learn and PRACTICE how to deescalate - what we all saw on that video from last week SAYS IT ALL -stop wearing guns. Keep them in the trunk like the majority of police in first world countries. Guess what? It WORKS. -use cameras and have traffic tickets sent by mail. Less negative interaction with police. -hire women and people of color -put experienced women and people of color in positions of authority -LISTEN TO BLACK PEOPLE.	12/13/2020 8:07 AM
226	Treat people exactly the same without any preconceived notions about motives/actions.	12/13/2020 8:05 AM
227	have community conversations with people of color on a regular basis.	12/13/2020 8:03 AM
228	Be polite.	12/13/2020 7:22 AM
229	educate PPD's workforce on issues of racial inequity, racism, and bias	12/13/2020 7:20 AM
230	Unsure	12/13/2020 5:22 AM
231	Exactly the actions that they discussed in the "Uncomfortable Conversations with a Black Man" episode. Become a vital, trusted part of the community, by working and playing and talking regularly, day by day, with the people they are policing. Everyone needs to see police as 'one of us', not 'other', not 'them'.	12/13/2020 4:06 AM
232	I don't know that it needs improvement.	12/13/2020 3:21 AM
233	Hire more diverse people of color like officers Esponda, BASURTO, and Cardenas.	12/12/2020 10:27 PM
234	The police department should only hire people who are committed to diversity, equity, and inclusion and making Petaluma a better place to live. They should also give preference to police officers who speak Spanish fluently..regardless of race or ethnicity. This is something that would allow police offers to speak with more residents and perhaps avoid miscommunications.	12/12/2020 10:25 PM
235	Your younger officers could be a bit more outgoing and friendly with citizens in non official interactions.	12/12/2020 9:22 PM
236	Keep doing what they are doing to keep our community safe	12/12/2020 8:55 PM
237	Continue to be of goodwill and service to all members of our community.	12/12/2020 8:33 PM
238	Be willing to listen	12/12/2020 8:33 PM
239	Possibly provide translators if needed. We need not attack our local Petaluma Police Department but support those that protect and defend us daily.	12/12/2020 8:31 PM
240	Continue to conduct themselves with integrity and transparency while serving this community.	12/12/2020 8:30 PM

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241	Stop this fn insanity	12/12/2020 8:26 PM
242	Continually study and practice ways to be open to all perspectives and experiences, also to receive training in how our culture is designed around white-bodied culture as the norm, the central standard against which BIPOC behavior is measured. This needs our attention, all of us.	12/12/2020 6:41 PM
243	I recommend always listening before anyone assumes guilt.	12/12/2020 6:11 PM
244	Threat people of color the same as everyone else. Access the situation as if the person was no different than anyone else. We have to start understanding that every persons life experiences start at a very young age. If a person is belligerent or uncooperative there may well be a back story about treatment by police in a different time and place. All people, regardless of race, have to be more tolerant of our differences. Personally I have never been poorly treated by any member of any police department any where in California. How ever I was in the backseat of a very expensive car driven by a black Executive & CEO who was treated very poorly UNTIL the police officer at the drivers window noticed the other 3 people in the car, all white, and then his attitude changed abruptly, for the better. Sadly it was because we were well dressed and obviously well off tat the offer changed his attitude. This was a while ago in Marin county, about 2000, and I hope things have changed. Bottom line we all need to understand how to listen to each other. Not jump to conclusions.	12/12/2020 5:20 PM
245	Build and maintain open dialogue and trust with all sectors of our community. Communication and transparency.	12/12/2020 5:14 PM
246	Be nice. Be fair. But don't be politically correct.	12/12/2020 5:12 PM
247	Community interaction not solely based on law enforcement activities	12/12/2020 5:01 PM
248	Be available	12/12/2020 4:59 PM
249	Keep up the great work you are doing! Our neighborhood has your full support!	12/12/2020 4:59 PM
250	Communicate with Integrity	12/12/2020 4:51 PM
251	They don't need improvement.	12/12/2020 4:45 PM
252	Being a white person, I'm probably not the best to answer this question. I think continual open dialog with the citizens of color would be a start.	12/12/2020 4:42 PM
253	?????	12/12/2020 4:41 PM
254	I understand your job can be dangerous and difficult. I would hope that you would assume the best of a person and treat that person with dignity while maintaining your own safety.	12/12/2020 4:25 PM
255	Seek to understand others before assuming; in particular, avoid assuming that anyone driving while Black is automatically doing something wrong.	12/12/2020 4:15 PM
256	I think treating everyone with respect and dignity would be the goal. My concern at this point is the police have to be so careful not to offend that they are sometimes putting themselves at risk. We have to curtail the violence, but someone needs to get the criminals under control. It seems that crime is up and I have fear for our police, as the criminals are not having equity meetings or having the community come down on them. Listening is huge and "an uncomfortable conversation" is a start. My biggest suggestion is that the police need a team to respond to mental health issues, with a social worker taking the lead and the police on standby. There are always two sides to these stories and I appreciate the Petaluma Police telling us theirs. The nixel notifications asking the public for help puts the info out there about the felons and criminals they are pursuing. Unfortunately, as we can see from the recent Kohl's \$4,000 robbery these are people coming from other communities based on the number of similar robberies.	12/12/2020 4:03 PM
257	I saw the article about our police department meeting with an African American man and thought that was GREAT as a first step in improving relations. However, we need to do that also with the Hispanic community and other people of color. We are a WHITE community and need to realize things are changing in our country and all of us can trace our ancestry from other countries. Personally in my family I have two Hispanic granddaughters and will be upset if someone shows them disrespect. Petaluma is a great community and I think has the will and ability to move forward on race relations.	12/12/2020 4:01 PM
258	There is no question that more dialogue with people of color who DO have different life	12/12/2020 3:47 PM

experiences than White people is a good idea. Above all, the Chief needs to be able to identify and remove any officer or employee who does not treat everyone with the respect they deserve. I remember the work the Homeless Outreach Team did - so valuable, so caring. Wish we could get them back. 25% of crime is tied to that population.

259	Continue to protect and serve.	12/12/2020 3:06 PM
260	Listen to everyone.	12/12/2020 3:00 PM
261	To keep in mind this is Sonoma county not cook county	12/12/2020 2:57 PM
262	nothing.	12/12/2020 2:15 PM
263	Stop stereotyping stop racially profiling people also it would help if you responded in person instead of just driving by the scene of a crime and if you don't see anything to just continue on back to where you were before go back to the to the cop shop instead of getting out of your vehicle once in awhile and doing your job. In other words just doing a drive-by to see what you can see in my view is not proper way to police the community.	12/12/2020 2:13 PM
264	Continue interactions with women and groups of color who might so that members of the force are seen as part of the community. I grew up near an eastern city where patrol officers walked the beat. My dad personally knew many officers by name. I felt less threatened by law enforcement than I do now, perhaps because of my personal experience with domestic violence, etc., decades ago.	12/12/2020 2:11 PM
265	Treat everyone in exactly the same way -- courteous, thoughtful, respectful, regardless of color, ethnicity, obvious socio-economic differences.	12/12/2020 1:55 PM
266	Record activity so when they are attacked they have evidence of doing the right thing	12/12/2020 1:29 PM
267	Continued Education, Petaluma Police has done an amazing job of keeping up on the latest trends and changes in the community to allow them to interact appropriately to all circumstances, regardless of color. Keep up the great work.	12/12/2020 1:23 PM
268	See character not color.	12/12/2020 1:22 PM
269	I think hosting get to know your police events are so important, like the coffee with a cop events you do. Probably need to network more specifically to communities of color. And having staff that mirror the community in terms of ethnicity and race.	12/12/2020 1:09 PM
270	•Learn and practice de-escalation •Develop a diverse Community Advisory Committee that has regular dialogue with the Chief and line officers •Partner with a Mental Health Component like is done in Eugene, Oregon so that any call with a health or homeless element to it includes Mental Health intervention.	12/12/2020 1:09 PM
271	Be respectful to all people	12/12/2020 1:00 PM
272	Respect all peoples.	12/12/2020 12:54 PM
273	This is a very biased questionnaire in that it assumes a problem where none seems to exist.	12/12/2020 12:47 PM
274	I would imagine they need training in this area, but also their interactions with the elderly and people with disabilities need to be looked at also.	12/12/2020 12:41 PM
275	Think for themselves do not become judge jury and jailer before the contact and see who they really are	12/12/2020 12:36 PM
276	Apologize and be accountable for mistakes	12/12/2020 12:16 PM
277	Hold people accountable for their actions. Everyone should be treated fairly- you commit a crime, you pay your debt to society. Stop expecting cops to be the people's' saviors. They're human beings who face liberal idiocy daily and continue to show up.	12/12/2020 12:15 PM
278	They must first assume that they are often viewed as "warrior" not "guardian" . This means they must do extra work to overcome fear/reticence in order to have productive dialogue.	12/12/2020 12:14 PM
279	CAHOOTS	12/12/2020 12:11 PM
280	Keep lines of communications open with individuals and community leaders	12/12/2020 12:10 PM
281	be understanding	12/12/2020 12:07 PM

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282	If they treat everyone the same, which common sense would dictate, then the only way the department could improve is by convincing city leaders to hire more officers since the city is understaffed.	12/12/2020 12:06 PM
283	Continue as they have.	12/12/2020 12:02 PM
284	I do not know because I am no close enough to the situation but I wonder if hosting some community meetings or events might be helpful. I feel that when people actually get to know one another, they quickly find that they are more alike than they are different.	12/12/2020 12:01 PM
285	Keep an open mind and interest in other cultures/colors.	12/12/2020 11:54 AM
286	A good start made with the recent exercise listening to a person of color. Keep that up, create/share public policy frequently, query citizenry periodically to get ideas, Also, respond to cases of racism with public review and plan of action to prevent such situations.	12/12/2020 11:48 AM
287	Enact the changes that people of color in our community ask for.	12/12/2020 11:31 AM
288	Constant training, minority hiring.	12/12/2020 11:30 AM
289	In our experience, there is no crying need for improvement. There does need to be more law enforcers to deal with homeless people. The additional enforcers do not necessarily need to be police--just empowered. Petaluma used to have an excellent program using police in this role. Petaluma should consider reinstating that program with the new sales tax funds.	12/12/2020 11:18 AM
290	Get rid of military grade weapons in the hands of police. They are PEACE officers--let's keep it that way. They should be protecting the populace without itchy trigger fingers.	12/12/2020 11:14 AM
291	Treat them the SAME as any other person causing there to be an interaction.	12/12/2020 11:13 AM
292	Treat them equally. Don't assume they're problems unless there is evidence of that.	12/12/2020 11:08 AM
293	Don't profile (don't know if officers do or not!)	12/12/2020 11:07 AM
294	The department's personnel should reflect the diversity in the communities ethnicity. Not just in patrol but in the hierarchy of the organization.	12/12/2020 10:52 AM
295	1. Admit there is a problem, and that it is the Police Department's responsibility to change it. 2. Hire more people of color. 3. Do not allow member of the department to participate any of the trainings that perpetuate fear of people of color and citizens in general and teach them how to be overly aggressive in their response. 4. Do conduct training to teach the Police how to de-escalate situations. 5. Remove certain tasks from the police or police only such as domestic violence situations, drug-related situations, mentally-ill individuals, etc. 5. Stop arming the police with crazy amounts of protective gear and weaponry. 6. Re-vamp the disciplinary process such that there is more public oversight. 7. During the transition, hire expertise to help with re-aculturating the police from aggressors to protectors.	12/12/2020 10:52 AM
296	The Biggest Problem Petaluma has is Rampid Public Use Of Methamphetamine. The Community has No Idea why those who choose to take over Parks, Creeks, and Privately Owned Land are not Held Accountable. Whatever. Often your Hands are tied on what you can enforce. But I and my family and friends Do Not Care about that. We just want to be able to enjoy our community parks that are taxes pay for, and not have to explain to our kids why that guy stole their bike.	12/12/2020 10:46 AM
297	Police are supposed to SERVE people as well as protect. I think that gets ignored a lot of the time. The police should be kind to everyone, regardless of race and class, and be there to help as much as they are there to investigate crimes or vagrancy, etc. Kindness and service is very important. They should be trained in racial sensitivity and helped to identify areas of prejudice so they can understand their fears and emotions, and employ strategies that don't hurt people. They should not use force unless it is actual self-defense, and if they murder someone, they should be held to the same standards as anyone else--ie they should be tried and, if convicted, go to jail for the crime. There needs to be dire consequences for murder of innocent people, even if that person has committed some other crime.	12/12/2020 10:40 AM
298	Keep the good times rolling...	12/12/2020 10:39 AM
299	First of all why is it 'people of color' you are referring too. The question should apply to all persons of all colors. Community policing strategy and definitely body worn cameras for officers. Cameras will prove or disprove any allegations made towards an officer. All allegations of misconduct by officers made by the public should be in writing by the accuser	12/12/2020 10:33 AM

with knowledge that making a false complaint can be prosecuted or civilly sued. This helps the public with righteousness complaints to come forward and stop false complaints towards officers doing their duties.

300	Keep doing what your doing, Petaluma has a very good selection of officers who treat people with respect no matter what the skin color is.	12/12/2020 10:30 AM
301	Show empathy by denouncing inappropriate conduct on the part of police departments in the vicinity - think Vallejo. During the Floyd protests in June, the PPD chief put out a statement intended to connect with the black community but that I found defensive and ignorant. It used the word 'community' extensively. But it sounded more like reaction formation, and highlighted a very narrow sense of of the word. Petaluma has a very, very small black population by proportion. But the black population in the bay area, and even the north bay area is not small. While PPD technically serves the city limits of Petaluma, it cannot hide in this white bubble and pretend that serving only this community, and not standing for justice everywhere, is doing this community a service. Turning a blind eye and not actively fighting against racism in the region is a disservice to POC right here in Petaluma.	12/12/2020 10:22 AM
302	Status quo is fine.	12/12/2020 10:19 AM
303	Be more understanding.	12/12/2020 10:10 AM
304	Just treat all with respect and kindness -be fair!	12/12/2020 10:07 AM
305	Implement Strategies that address both institutional and individual sources of prejudice and discrimination in the contexts and situations in which the participants in the program or activity learn, work, and live	12/12/2020 9:58 AM
306	NOT RESPOND. CAHOOTS. USE MENTAL HEALTH PROFESSIONALS.	12/12/2020 9:53 AM
307	I think police officers are people with a variety of backgrounds and social interactions. Some probably have diverse family and friends and some don't. I think that all people (not just police officers) should widen their horizons. I want the police to keep our community safe and to keep themselves safe. I have empathy for the police officers who are doing their best and get blamed for the actions of a few bad apples. I think police departments should get rid of the bad apples and that police officers should speak up and report fellow police officers who act inappropriately or harbor racist views. I don't know how to cure racism. I am raising a child to not be a racist and I do believe it starts at home. Education is a great help too. In summary, I would encourage all police officers to widen their horizons by getting to know people of other backgrounds and races and to get some education on the subject of race. There are many great books, movies, and documentaries on the subject. Also, if police officers are religious, perhaps getting involved in churches that have minority groups. I would hope that religious police officers wouldn't have a problem with racism though.	12/12/2020 9:53 AM
308	Continue to Treat Everyone Equally	12/12/2020 9:50 AM
309	Continue doing what they're doing, it seems that they are very open to listening and open to change if needed.	12/12/2020 9:49 AM
310	Reflect the community, get to know the community not just the trouble makers, represent yourselves as you would aspire to be. I know you are understaffed for a growing city, when adding staff be more intentional about diversity and what is needed that can keep ENFORCEMENT out of certain situations they may not be as capable of dealing with. No one person can be expected to do all things well.	12/12/2020 9:43 AM
311	Understand that there is a variety of characters within all races and not apply stereotypes. It's important to remain professional and not get involved in discussions or escalate interactions when people feel threatened. People who react in an unpleasant manner towards authority usually have underlying issues and it's important to try to maintain professional boundaries when dealing with upset individuals or groups.	12/12/2020 9:39 AM
312	Be color blind	12/12/2020 9:32 AM
313	Racial sensitivity training.	12/12/2020 9:24 AM
314	Diversify police force to include officers to be representative in terms of race and gender. Along with that, allow for a wider range of solutions that may come along with a more diverse police force, i.e., solutions that may be new like regularly fostering partnerships with community. To me, the police generally appear to be authoritarian and can be a source of fear.	12/12/2020 9:23 AM

I acknowledge that this may be required at times but also is evident in situations where it creates mistrust and distance. Having a diverse police force will allow a more nuanced response protocol. I'm envisioning this to include less threatening appearance of uniforms, fewer visible guns etc. unless needed for a physical threat.

315	Inclusion Is key. The composition of the police force should mirror the population.	12/12/2020 9:22 AM
316	Not make assumptions. Respect our differences.	12/12/2020 9:17 AM
317	hire more officers	12/12/2020 9:07 AM
318	Police need to be color blind - like I am required to be as a successful real estate agent. If we break those rules, we lose our license for good. That should be true is ALL professions..	12/12/2020 9:05 AM
319	I have no idea except they should do what is asked of them	12/12/2020 9:04 AM
320	Build trust by listening, giving the benefit of the doubt. Developing a habit of challenging one's own sense of superiority while maintaining authority... not easy.	12/12/2020 8:57 AM
321	Continue to treat all the same. A famous man said "it is not the color of your skin but the content of your character" We should not care about color but what the person stands for and does!	12/12/2020 8:56 AM
322	Keep doing what they do. Again, what every color everyone should be treated the same.	12/12/2020 8:53 AM
323	Get to know their communities. Talk to them. Interact with the Communities. Show the K9's, police vehicles and even weapons that they use. Become a partner in those neighborhoods, not a threat.	12/12/2020 8:41 AM
324	Just treat everyone equally	12/12/2020 8:10 AM
325	I have no recommendations. I feel they are doing a great job. People are always going to complain. People love being angry these days. But there's no there, there in saying our police are the bad guys.	12/12/2020 8:09 AM
326	Educate themselves about the cultures and lives of people of color. I believe ignorance and fear play a large roll with inter-racial interactions. Recognizing how we stereotype and prejudge others is a good place to begin, but it takes work to pick apart one's own mindset. Help from others is almost always a necessity as it's nearly impossible to achieve this within the vacuum of one's own mind.	12/12/2020 8:05 AM
327	invest more in community policing. Walking patrols instead of squad cars. regular visits from community police and less from police officials.	12/12/2020 8:04 AM
328	Kindness, compassion and understanding. I know that criminals can twist this and lie and be evil The police have hard balancing act. Good luck.	12/12/2020 7:59 AM
329	Focus, train on "color blindness", de-escalation and strategies for dealing with "mental episodes". In my experience the Petaluma PD does a pretty good job in these areas, but annual training and certification would help maintain and communicate its importance to Petaluma policing.	12/12/2020 7:42 AM
330	I think they just need to continue doing what they are already doing. They are doing a wonderful job. They've done so many positive things to make interactions with people of color better. They were educating themselves already before anyone asked them too. They were including everyone and being accommodating to everyone and trying to make everyone comfortable before all this. Now they need a city that supports them, especially at city hall. This survey alone seems like city hall doesn't support them and that's very sad. City hall appears to be listening to Indivisible who judges on actions across the country, not local. As a local person of color I can assure you Petaluma Police are the best and don't have the issues we see other places.	12/12/2020 7:28 AM
331	Big brothers and sisters or coaching maybe. Seems unfair to ask more of them, but it felt apparent that the thing that is lacking is not compassion or education, but real personal connection to POC. It seems that is missing from the bulk of the community. How do you foster relationships that would ideally be more organic without "forcing" it. Some kind of community building is needed. It doesn't help that the economic divide is widening as the cost of living continues to rise. We are probably talking more about class relations than race relations.	12/12/2020 7:27 AM

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332	Recognize that everyone has bias - and if we all could recognize this and understand our bias we would better as a community. I believe that interactions with young people of color, the PD could consider participating in PPSC conversations with youth programing.	12/12/2020 7:25 AM
333	Be tough and not carry firearms like a sissy	12/12/2020 7:17 AM
334	Be aware of their own systemic racism. I think there needs to be a discussion because even some of my friends don't realize there is systemic racism. They just think I'm not racist	12/12/2020 7:06 AM
335	What they seem to already be doing---treating everyone fairly.	12/12/2020 7:06 AM
336	Color is not the issue.	12/12/2020 7:04 AM
337	honestly i am more concerned about rising crime, the fact that i cant go to target or downtown wihtout be asked for money by homeless, and there are drugs everywhere. I dread my children becoming teenagers if something doesnt change. This are bigger concerns of mine for their safety than concerns about the police racially profiling my kids. I want cops pulling my kids over if they are speeding or drinking beer somewhere that is what keeps Petaluma a safe small city wiht hometown charm.	12/12/2020 7:01 AM
338	Wear body cams. Understand social stigmas and prejudice and don't jump to conclusions. Be bilingual and able to address English and Spanish languages. There are good cops and bad cops; be the change you wish to see in others. Don't try to handle things that are too large for your understanding; get help.	12/12/2020 6:47 AM
339	They shouldn't do anything. The city should defund and get rid of them.	12/12/2020 6:44 AM
340	Proactive connection activities within these communities. REACH OUT when there is NOT an emergency. Connectivity leads to a more calm and empathetic response when police action needed. Also , a commitment to more accountability and less presence of deadly weapons	12/12/2020 6:43 AM
341	CIT Trainings that include culture & racial bias for every officer annually. More conversations about cultural differences and bias. And about gender bias. Hire more women officers and don't refer to her as "Barbie". Hire more officers who are persons of color and/or are bilingual.	12/12/2020 6:29 AM
342	Do better with all citizens, especially people of color and those with mental health issues. Definitely need to improve understanding of mental health!	12/12/2020 6:01 AM
343	None	12/12/2020 5:39 AM
344	Always seek the holistic solution for why they are acting out and heal the people and community.	12/12/2020 4:23 AM
345	Be fair and unbiased	12/12/2020 3:37 AM
346	Learn some respect we pay u , don't treat us all like criminals	12/12/2020 3:37 AM
347	Look at people as people, no color should be seen by the police department they are to treat all people with dignity and respect, being kind and understanding	12/12/2020 2:40 AM
348	Listen to and collaborate with LOCAL community BIPOC leaders and members. The recent workshop with Emmanuel Acho seemed more like an exercise in PR.	12/12/2020 2:31 AM
349	Petaluma needs to pay their Officers more to help keep quality individual. Spend more money on officer training.	12/12/2020 1:07 AM
350	Recruit people of color as officers and staff.	12/12/2020 12:20 AM
351	Bring kindness, courtesy, and an unbiased mind.	12/12/2020 12:20 AM
352	Work fairly with all creeds and races and, if training is needed, hopefully new trainings are available. We really should expect more FROM the racial abstract folks to work with the police, no duh	12/12/2020 12:13 AM
353	Hire different race of police personnels.	12/11/2020 11:59 PM
354	Make sure there is no racial profiling.	12/11/2020 11:21 PM
355	I would like to see more police walking the streets and being more a part of Petaluma's events.	12/11/2020 10:49 PM
356	I have never seen a problem but then I'm white so you will probably discount because as of late it seems white people are discounted. Not by the police but the politicians	12/11/2020 10:45 PM

357	Beats me. I cannot relate to it. Is there an issue in Petaluama with people of color and the police??	12/11/2020 10:43 PM
358	Continue treating people based on their actions and not by the color of their skin.	12/11/2020 10:41 PM
359	Just be good people, the same way people should be this way in ALL professions. There isn't a profession or large organization that has perfect people. Should we condemn the medical profession for the few who act inappropriately in their profession? Police have a tough job, in many cases people disrespect Police and put them in very difficult positions. Of course some police have made bad choices and yes racism does exist. But it exists everywhere else as well. We need to convince all to be better people, not attach the police force. Have you noticed the politicians all crying out against the police all have their own personal protection? We ALL need protection, that's what the Police is for.	12/11/2020 10:39 PM
360	They need to treat people of color with respect.	12/11/2020 10:36 PM
361	Meet the people they serve in Petaluma, through various community programs.	12/11/2020 10:32 PM
362	Maybe more interaction with the children	12/11/2020 10:15 PM
363	Nothing	12/11/2020 10:06 PM
364	Be open minded	12/11/2020 10:06 PM
365	Just treat everyone equal. No special treatment needed for one race or another.	12/11/2020 9:45 PM
366	Improved communication.	12/11/2020 9:44 PM
367	Why are we not asking the question: "What is the most important action the PPD can do to improve experiences and interactions with all people regardless of race within Petaluma?" Just treat all people with respect and courtesy. If someone says hello or waves then return the gesture and maybe crack a smile.	12/11/2020 9:43 PM
368	Try to keep learning about the relationship to the people of color, particularly with blacks as they obviously marginalized in the past.	12/11/2020 9:35 PM
369	Treat everyone the same	12/11/2020 9:34 PM
370	To react/ respond to all incidents/ accidents/ crimes with a moral code to treat EVERYONE equally without prejudice or racism	12/11/2020 9:32 PM
371	treat everyone equally	12/11/2020 9:29 PM
372	This is a good start - Continue community conversations (like the recent "uncomfortable conversation with a black man" with Emmanuel Acho) - Listen to what people of color say and feel, then teach the community to be more accepting. Empathy comes from putting oneself in the shoes of the other. - Diversify your police department to be able to empathize - The police should have accurate data of its community and should be able to use their data when looking for suspects instead of racial profiling - Organize community events where people of color are also represented to create a friendly and welcoming community and most importantly to create a trusting relationship	12/11/2020 9:29 PM
373	Stop assuming guilt before there is proof and stop believing white accusers just because they are white. We were fortunate ones, because there was a witness to what happened to our son. Other minorities are not always as fortunate.	12/11/2020 9:28 PM
374	I think that continued diversity training with those in the department, and continued conversations with people of color in the community are necessary to have a better understanding of what people of color experience on a daily basis. Having a better understanding of minorities in general provides more empathy and better communication with other races.	12/11/2020 9:27 PM
375	As long as Petaluma continues to have so very few people of color living in Petaluma, I don't see occasions arising that would cause racially motivated problems.	12/11/2020 9:14 PM
376	Continue to address situations respectfully, in a fair & non-judgemental manner.	12/11/2020 9:12 PM
377	ask them	12/11/2020 9:07 PM
378	More "uncomfortable conversations"	12/11/2020 9:07 PM

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379	Unknown	12/11/2020 9:05 PM
380	I think they have predetermined ideas of BIPOC and that needs to change. Training is one thing but it needs to be put into action. There also needs to be positive interaction between the police and the people they serve.	12/11/2020 9:05 PM
381	The alerts put out by Petaluma PD always refer to "black" or "Hispanic suspects. When it is a white suspect no race is included in description	12/11/2020 9:04 PM
382	Training, leadership, and zero tolerance for racist behaviors.	12/11/2020 9:01 PM
383	Continue with their community outreach / engagement plans.	12/11/2020 8:58 PM
384	I don't know	12/11/2020 8:51 PM
385	Hire some.	12/11/2020 8:50 PM
386	Hire more racial minorities. Train and promote to leadership positions. In general, all city jobs in Petaluma should reflect the community and exhibit diversity in leadership.	12/11/2020 8:44 PM
387	Do your job according to the law.	12/11/2020 8:42 PM
388	Meet people on the same footing (e.g. face to face vs. from police car or being some barrier) and simply let colored people know police are human, show respect and consideration and respond by listening to concerns voiced by people of color. Show that there's a good human being under that uniform....not superior, powerful, threatening.	12/11/2020 8:35 PM
389	Treat all people the same	12/11/2020 8:32 PM
390	Be respectful to everyone.	12/11/2020 8:31 PM
391	Uphold a culture of individual rights, hold individuals accountable for their actions and ignore the political pressures of identity politics.	12/11/2020 8:29 PM
392	Continue to do what they are doing by treating all people the same regardless of race, color, etc. And to be completely fair, don't treat anyone better because of their race, color, etc.	12/11/2020 8:26 PM
393	Keep doing the good work you're doing. We are proud of you and we thank you for the resiliency and commitment you've demonstrated in the last year.	12/11/2020 8:21 PM
394	Perhaps the most important for the police department is to try to uproot the negative bias against non-white people, usually black and latinos. I know it is difficult to eliminate that imprinted negative image that we absorb from a young age through the movies, cartoons, TV shows, books, songs, video games in which all black or latinos are the gánsteres, the bad, the criminal, the undesirable. But, if the police department can make more emphasis to their members about removing that deep, ingrained image of negative association with people of color and latinos and understand a little more about the systematic and historical exclusion and hardship poor people (mostly black and latinos) has experienced, then that could truly help in improving relationships with people of color. Humbly I recommend to the Police department leaders to read the following literature for historical background and a better understanding of white supremacy and race issues: 1. White Fragility: Why It's So Hard for White People to Talk About Racism by Robin DiAngelo 2. The Warmth of Other Suns: The Epic Story of America's Great Migration by Isabel Wilkerson 3. Caste: The Origins of Our Discontents by Isabel Wilkerson 4. How to Be Less Stupid About Race: On Racism, White Supremacy, and the Racial Divide by Crystal Marie Fleming	12/11/2020 8:19 PM
395	Read books about racism and privilege. Put your thoughts into words, either to share or keep private like a journal. Writing will help you generate a deeper understanding of the issues.	12/11/2020 8:17 PM
396	Did not know there was a problem?	12/11/2020 8:12 PM
397	Maybe hire more people of color? I don't feel there is a problem really.	12/11/2020 8:06 PM
398	Initiate a police review board with powers for action and develop community groups to participate in policy and priorities development.	12/11/2020 8:06 PM
399	Learn more Spanish as that in any profession is important and an invaluable tool to increase communications. They can also continue doing what they are doing. The majority of this community are hard working people who don't get involved with thing like this survey or other city politics because we know our politicians are doing their jobs like the police. The issues	12/11/2020 8:06 PM

across the country just aren't a significant issue here. The police officers are part of the community and work to treat everyone with respect like one treats their neighbors.

400	Gosh, this is so hard. I think that only when we see ourselves in each other can we heal as a nation. We will always find what we focus on. Officers are in an interesting situation because their job is to protect and serve the people of this town. Learning to relate to a person of color, having friends of color, and constantly checking in on our own personal biases is really the only way to move through this civil rights movement. Am I liberal, yes. Do I believe in defunding the police, hell know, but I do believe that we have to change the way we police. Am I scared that my CEO husband will be profiled incorrectly, yes. Do I fear for him and his safety even though he is a law abiding, loving husband, and hard working father of three daughters, yes. Do I think that policing has become a bit of an avenue for non college white male graduates to have and hold power/authority, yes. Do I believe that officers are bad, malicious, and/or unsafe, no. But we've got work to do. And the PPD is trying to bridge these lines of communication as seen in the Emanuel Ocho conversation. We've all gotta look at this though, because I know for a fact that race is part of policing. I've experienced it and if we tell our kids that mistakes are opportunities for growth then we have look at ourselves in the mirror and grow too. My heart was broken when I saw the George Floyd video (and countless others). I couldn't bare to watch it. One life taken by a public servant is too many. So now it's time to change some things. It's beyond time. And I believe in our country. I believe it will take time.	12/11/2020 8:04 PM
401	Directly engage with BIPOC. Bring them into your meetings and let them share their ideas, etc. Listen more.	12/11/2020 8:03 PM
402	have normal interactions	12/11/2020 8:02 PM
403	Philosophically, build trust and improve communications through mutual respect. Yet with our current system of justice, our Country's legal "protections" for institutions of power (including contractual Union contracts), underlying economic/wealth biases, etc., it is only aspirational to believe that surveys and sincere communications will result in significant changes. Even still, this is a worthwhile exercise for Petaluma to demonstrate its leadership and dedication to improve race and other relationships for the less fortunate in our community.	12/11/2020 7:58 PM
404	Do nothing. If it ain't broke, don't try to fix it.	12/11/2020 7:56 PM
405	Treat each person equally no matter their color.	12/11/2020 7:56 PM
406	Engagement	12/11/2020 7:54 PM
407	No suggestions	12/11/2020 7:53 PM
408	Defund in order to adopt kahoots or other model that supports mental health crisis response teams, and get rid of those new guns that the community didn't want anyway (at least most of them, if not all).	12/11/2020 7:52 PM
409	Don't change	12/11/2020 7:51 PM
410	Treat them like they would like to be treated themselves	12/11/2020 7:50 PM
411	Wear bodycams so that the virtue-signaling race hustlers in Petaluma are less able to ruin their lives for doing their jobs	12/11/2020 7:49 PM
412	Focus on real issues!!!	12/11/2020 7:46 PM
413	Be kind, be polite. Give people the benefit of the doubt, but be prepared if you are wrong... tough job police have today. God bless and thank them all!	12/11/2020 7:45 PM
414	CONNECT and LISTEN	12/11/2020 7:38 PM
415	QUIT THEIR JOBS. If you are not a police officer, you will not be feared as someone who has the power to extrajudicially kill people. People will not fear you, because you will not be carrying a gun. People will not hate you, because your job will not have a direct line of connection to the "slave patrols" on plantations. Please quit your jobs. It will make your life a lot easier and people will not look at you in distain every minute you're clocked into your shift. There is no repairing the rift between the people and the police. Every time there is an innocent person killed by the badge, more people will have their eyes opened to the failure that is modern day policing. We do not need this many jails, we do not need this many officers. You are on a sinking ship. Please jump into the water and swim. it may seem hard but you have a community that is waiting to embrace you!! As soon as you drop the badge, we got you!!	12/11/2020 7:38 PM

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416	As a police officer myself I always tried to listen to the individual, let them blow off some steam, try to calm the situation talking in a calm manner. I also inform the individual that they will dictate the interaction between us easy or.....And above all never compromise my own safety or the public's	12/11/2020 7:37 PM
417	Hire more police of color. Be willing to have conversations with the community and not hide.	12/11/2020 7:36 PM
418	Do what they're trained to do	12/11/2020 7:35 PM
419	I believe that the police should always treat all people they encounter with respect and understanding, while protecting themselves and the citizens they interact with.	12/11/2020 7:33 PM
420	Listen	12/11/2020 7:27 PM
421	Include more than the police; how about others?	12/11/2020 7:23 PM
422	Request the City Council adopt a charter for expected police behavior. Reinvest 25% of the police budget into a non-police crisis response programs - such as the one in Eugene Oregon called CAHOOTS. Reinvest another 5% of the police budget into an civilian led oversight body modeled after IOLERO. Require the police to call Sonoma County MST for EVERY call that involves a mental health, addiction, substance abuse or homelessness issue. Finally, require every officer and police leadership to have 8 weeks of focused training in deescalation and mental health scenarios.	12/11/2020 7:23 PM
423	Continue being fair	12/11/2020 7:22 PM
424	They need to fix their relations with everyone. They pretty clear think that everyone else is beneath them. Also, maybe don't pull people over for DWB (Driving While Black.)	12/11/2020 7:20 PM
425	Be fair.. be safe	12/11/2020 7:19 PM
426	Talk first, even if there appears to be a threat. Easy for me to say but people react better in a confrontation when you ask and t	12/11/2020 7:17 PM
427	Does it need to improve? On nixl it seems the police are mostly involved in repeat offenders from out of the area or drug/alcohol problems.	12/11/2020 7:15 PM
428	By ignoring "color". We have moved towards a much more divided world than 25 years ago because of identity politics and people ramrodding "race" into so many conversations where it doesn't belong. We are all just people, made in the image of God.	12/11/2020 7:13 PM
429	Education	12/11/2020 7:09 PM
430	I don't feel giving us a free pass on accountability will ever earn the respect it is intended to. Therefore, I would say carry out the laws evenly regardless of race and have the entire organization support the decisions of the officers regardless what color the person is that they are dealing with. If they don't have the power to enforce laws against citizens based on the fear of a negative relationship with that persons collective race, you might as well give all people of color a free pass to commit crimes. I don't want that pass nor do I want any other race to get one, I want to feel safe and the only way to do that is to empower and support the officers to make the SAME legal decisions against all races across the board. Should go without saying that the support would be there and equal application of the law.	12/11/2020 7:09 PM
431	Treat people like you have respect and don't be uptight with any angry with any person! You must have patience and you are civil servants to us all.	12/11/2020 7:08 PM
432	I don't know.	12/11/2020 7:06 PM
433	Find ways to interact on a positive level, and hire people of color.	12/11/2020 7:05 PM
434	Communication with everyone.	12/11/2020 6:59 PM
435	I've said enough. This is really sad that you are catering to certain groups of people.	12/11/2020 6:57 PM
436	Try to relate to them.	12/11/2020 6:53 PM
437	It would take more African Americans moving here for them to have experience. They have plenty of experience with Spanish speaking people of color	12/11/2020 6:52 PM
438	Continue to be professional, well trained, and progressive in your pursuit of delivering the best service possible. We need and appreciate all of you and are grateful for your service.	12/11/2020 6:49 PM

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439	Since I'm white I don't feel qualified to answer this.	12/11/2020 6:48 PM
440	Have open conversations where you show vulnerability and are curious	12/11/2020 6:44 PM
441	No improvement needed. I think the police are being unfairly targeted because of other incidents in other precincts around the country. I want my police force focusing on deterring crime.	12/11/2020 6:43 PM
442	keep an open mind...	12/11/2020 6:40 PM
443	Keep citizens safe. Quick, decisive action against any who demonstrate intention to harm Petaluma citizens or their property. Zero tolerance for rioters such as other cities have recently experienced.	12/11/2020 6:37 PM
444	Have officers out in the community during non-confrontational times.	12/11/2020 6:34 PM
445	Training on micro aggressions which are unconscious bias.	12/11/2020 6:33 PM
446	Resolving race relations in the united states will be a very complex and long running task. I think the most important thing for anyone to consider is that white supremacy is not just groups of men burning crosses but a deeply structural force woven throughout our laws, institutions and culture. It needs to be reckoned with enormous courage, introspection, and sensitivity. The first step in addressing the problem is to recognize that it exists.	12/11/2020 6:33 PM
447	Treat them the same way everyone should be treated - with respect.	12/11/2020 6:27 PM
448	Not sure	12/11/2020 6:26 PM
449	If someone is innocent- and the guy is standing there with verifiable proof, but John Brown or the Argus, wants that person arrested, don't do it. No matter what color the person is just be honest and work for the people. From Dan Fish all the way down - PPD has always been an arm of the city council for whatever they want. That's just sick and no wonder persons of color are hassled.	12/11/2020 6:26 PM
450	Treat them equal.	12/11/2020 6:24 PM
451	No be afraid to arrest them if they need to. This BLM has made it so black people think they can get away with stuff!	12/11/2020 6:21 PM
452	Continuing education and conversations with the community as a whole, hopefully bringing members of different groups together.	12/11/2020 6:21 PM
453	I think if they live to and espouse the values conveyed on that YouTube video (which I think was a great success), then they that will go a long way to limiting problems. That is easy to say when everything is relaxed, but when things are tense and everyone is screaming or an officer feels threatened or disrespected, it is much harder. This year has given me a deeper perspective on what persons of color face in terms of discrimination that is embedded in societal behavior. When you see the Amy Cooper video, its abundantly clear what she is trying to do. If such an incident were described in writing, it would not come through as clearly, and our minds can fill in gaps based on inherent biases. When you see that guy in Atlanta getting fatally shot in the back by an officer as he is running away, its clear that the firearm is being used as a restraining device and not as a tool of self defense. People in these situations must be experiencing a flood of emotions that combine embarrassment, fear, humiliation, and anger. When possible, and I know its not always possible, I think Police should approach situations with the understanding that people's interaction with the Police is likely a low point in their life. Even a minor citation on rolling through a stop sign is embarrassing. Such understanding, as communicated through behavior that is not of arrogant tone may dial back the intensity of difficult situations, if the officer can convey calm and kindness in enforcement. More warnings versus citations may help, but I don't know how prevalent that practice already is. One time, I got a warning running a stop sign on a bicycle in Petaluma. I appreciated not getting cited and have been more careful ever since (and this was 10 years ago). But I understand that sweeping generalizations will not fit every circumstance, and that officers are human capable of making mistakes. One concrete thing that would help everyone: Could the Petaluma Police stop sharing with the Argus Courier, "Who got arrested in Petaluma this week"? I think its wrong to publish the names of people of who have just been arrested and not convicted of a crime in a newspaper. Maybe the mistake was legitimate and guilt is not in question, but it humiliates them, and makes it more difficult for them to get their life back on track. By making their name easily searchable by Google on this low point in life only serves to limit their opportunities for recovery in the future. Maybe the Argus Courier is abusing the purpose of a	12/11/2020 6:20 PM

public records request, I don't know, but can the Petaluma Police cite laws pertaining to PII to stop or inhibit this practice? I do not see what positive purpose this has. Serious criminal events, however, such as those documented in detail on Nixle messages, I do not not have as much of a problem with.

454	Enforce the law. If they break the law, punish them. Do not allow what is happening in South Africa to happen here.	12/11/2020 6:15 PM
455	Color should not be a factor. Treat everyone alike, process each arrest according to our laws! If one violates the law, process according to our Laws!	12/11/2020 6:13 PM
456	Treat everyone with respect and courtesy.	12/11/2020 6:09 PM
457	keep doing what you're doing.	12/11/2020 6:08 PM
458	Enforcement of the law without preconceived notions, which is probably impossible	12/11/2020 6:04 PM
459	Again, I am unaware if there is any issues with the Petaluma Police and ethnic diversity	12/11/2020 6:03 PM
460	Show some compassion for non-violent situations.	12/11/2020 6:03 PM
461	Treat all people as potentially positive, avoid entering interactions as negative whenever possible.	12/11/2020 6:03 PM
462	Stop treating them like they are guilty. Stop pulling weapons on people.	12/11/2020 6:00 PM
463	Training	12/11/2020 5:58 PM
464	I'm not familiar with the problem maybe the person that devised this questionnaire could be more specific what the problem is. Instead of assuming theirs a problem	12/11/2020 5:57 PM
465	Don't be an ass to a person of any color.	12/11/2020 5:56 PM
466	limit interactions	12/11/2020 5:56 PM
467	1) increase diversity in the dept. to the extent possible for a small department; 2) provide some social science based training on these issues; 3) do ride along with some other larger departments with good training; 4) recognize the negative pressures and have regular resiliency (burnout sensitivity) training.	12/11/2020 5:53 PM
468	Listen to what the person is saying. Give them the benefit of the doubt. Realize that maybe they are so frightened of your authority that they may make mistakes answering questions	12/11/2020 5:50 PM
469	Not assume they have a weapon and understand that everyone whom comes into contact with an officer is nervous	12/11/2020 5:46 PM
470	Be forthright and honest. Continue to behave professionally.	12/11/2020 5:45 PM
471	Increase the diversity on the force	12/11/2020 5:44 PM
472	Treat people equal like they should	12/11/2020 5:41 PM
473	Continue to interact with communities of color. Hire & promote people of color in the police department.	12/11/2020 5:41 PM
474	Ask themselves if they would be following the same protocol if the interaction was with a white person, don't make assumptions, don't assume a level of danger that may not actually exist. Learn and practice de-escalation techniques. Above all, recognize that systemic racism exists and factors into every interaction an officer has with a person of color. Many are terrified. People do stupid things when they're frightened. And that applies to all involved in the interaction. Get out in the community and get to know people so we can recognize that we're all on the same side. There are some really awful people out there. But let's not assume they're awful before they've done anything to deserve that.	12/11/2020 5:35 PM
475	Continue conversations both public and private, actively cultivate a presence in the community (beyond answering a call), keeping the community up to date with changes / advancements / positives and negatives within the department	12/11/2020 5:33 PM
476	Listen to BIPOC, not their allies. Allies want to speak for POC but need to stay in the background and respect their need to speak for themselves. The city council election outcome, for instance, demonstrated the POC allies lack of understanding this concept of putting POC front and center by electing POC.	12/11/2020 5:32 PM

477	1. Have ongoing training about the different experiences the various races have had in the past through the present with police officers - good and bad experiences - in an attempt to increase understanding of why certain races may fear or resist being arrested by police officers. Have officers of color come to speak to officer candidates and acting police officers to describe their various experiences as officers in both large city and rural settings. 2. Research books written about what the various races have experienced with law enforcement in America to increase understanding of our various races and their relationships with law enforcement. Create a library at the Police Department with a variety of books about law enforcement across America for the officers and their families. 3. Engage in outreach to young people of color to consider a career in law enforcement, so that our different races will feel that they are understood, appreciated and fairly represented in our local police forces. 4. Continue to have police interact with the citizenry in various settings - to lessen the fear of police officers - especially by our people of color. I know that school age children and teens love to have a police officer visit their classrooms and discuss their careers, answer questions, etc. 5. Arrange to hold public meetings with police officers to allow the citizenry to ask questions, air grievances, and offer support and understanding to our hard-working police officers. 6. For interested teenagers, arrange for ride-a-longs from time to time to increase their knowledge and understanding of what a police officer does on a typical shift. 7. Get out and about in the neighborhoods occasionally - just for "meet and greet" - especially in neighborhoods mostly of color.	12/11/2020 5:32 PM
478	Let the people of color lead efforts to improve relationships. Develop relationships with key community members and ask them to lead. Be willing to listen to stories/complaints that may have nothing to do with current officers. Be accountable for a police culture that has historically not treated people of color well. Hire more minority officers!	12/11/2020 5:30 PM
479	Nothing. But whomever thought this bullshit survey was a good idea needs to re-think introducing racial tension where there isn't any.	12/11/2020 5:29 PM
480	Educate themselves on systemic racism...what is it and how it affects every one of us in our every day lives but particularly how it affects interactions between police and BIPOC. There needs to be a very deep reckoning with the history of racism and white supremacy in this town. Until they see it and admit to it and that systemic racism exists, I do not believe there can be any meaningful change.	12/11/2020 5:29 PM
481	I FEEL LIKE THIS QUESTION IS GROSSLY UNNECESSARY AND THAT PPD TREATS EVERY PERSON THEY COME INTO CONTACT WITH, WITH MORE RESPECT THAN THEY RECIEVE. THEY ARE CONTINUALLY REPRESENTING THIS COMMUNITY AT THE HIGHEST LEVEL AND THE CALLS OF DISCRIMINATION ARE COMING FROM PEOPLE WHO ARE WILLFULLY IGNORANT OF THE LAW AND SEE ALL POC'S AS VICTIMS NO MATTER THE CASE.	12/11/2020 5:27 PM
482	just continue to treat every person the same, with professionalism and care	12/11/2020 5:24 PM
483	Absolute transparency must be demanded by all city officials and Departments.	12/11/2020 5:23 PM
484	Workshops and education.	12/11/2020 5:21 PM
485	Be respectful of ALL PEOPLE THEY ENCOUNTER. STOP HAVING AN "US VS THEM" ATTITUDE. You are supposed to be peacekeepers not bullies. Stop hiring guys who think their job is to push people around and intimidate them. Hire people who genuinely want to help society and then train them to do so. Stop training them on how to kill, dominate and crush.	12/11/2020 5:20 PM
486	Stop pointing fingers and looking for issues! Our coos are fine. It is time for self reflection. Our cops get blamed for everything it seems and it time to knock it off! Who would want to be a cop these days. Seriously think about that!!!! Not the people making this survey. I could never be a cop! Im sick of being fed that I am not part of the community and poor me! I earned what I am today!!	12/11/2020 5:19 PM
487	Not necessarily treating POC but stop showing favoritism to lawbreakers just because they're your friends kid or their family is well known ie Jacob Fowler Marsh	12/11/2020 5:17 PM
488	Probably more diversity within the force. I can see that PPD is trying to educate themselves on this topic and I think that is a great start. I believe the force should mimic the community. If the community is 75% white, 20% Hispanic, 3% Asian, and 2 % African American, then the force should be too. All voices should be heard and have a voice within the policing of the people. If the white man cannot understand the plight, how can he effectively know when to police and when to empathize. That being said, the problems with racism in Petaluma do not	12/11/2020 5:13 PM

	begin and end with the police. This is much deeper issue and needs to start in the school system.	
489	Hire some!!! Meet with BIPOC on a regular basis and LISTEN to them. LISTEN. Understand what Black Lives Matter and Defund the Police actually mean.	12/11/2020 5:12 PM
490	Continue as they have in the past	12/11/2020 5:11 PM
491	Get to know more people of color. Form ties within these communities.	12/11/2020 5:09 PM
492	Continue being just	12/11/2020 5:08 PM
493	Do their own work to confront their own biases. It's all our jobs to confront racism.	12/11/2020 5:05 PM
494	Deescalate the situation using the tools given in training.	12/11/2020 5:02 PM
495	See POC as people just like everybody else....treat POC like human beings with more similarities to white policemen than there are differences. Reach out and have dialogue to recognize the human connections that we all share...	12/11/2020 5:01 PM
496	Keep having difficult conversations because those conversations challenge us all to examine our values, our privilege, and our need for acknowledgment.	12/11/2020 5:01 PM
497	None that I know of	12/11/2020 4:55 PM
498	Know of their historic and shared experiences.	12/11/2020 4:55 PM
499	I have not seen anything to indicate they need to improve over what I have seen since I moved here. From traffic stops to parades to city council meetings I have always been impressed with their professionalism. My daughter was working at the outlet mall when they had that homicide last year, and I went to the scene to pick her up that night. Being a retired Deputy Sheriff I was impressed with the workmanlike way they were handling the investigation.	12/11/2020 4:55 PM
500	Treat them with respect and don't profile, if they do.	12/11/2020 4:53 PM
501	Eliminate racial profiling when pulling cars over, stopping people. Hire officers who are themselves people of color.	12/11/2020 4:51 PM
502	communication (on both sides; police and citizens)	12/11/2020 4:50 PM
503	I don't see any reason that the police need to do anything to improve their interactions. Who says they need to? I'll tell you who says that. Those who say it are the lawbreakers who cry crocodile tears when they get caught breaking laws and then resort to calling anyone who disagrees with them racists.	12/11/2020 4:49 PM
504	Shifting intervention around some problems of mental health, addiction and homelessness to social service teams and away from police make sense to me generally, though not simple to implement.	12/11/2020 4:48 PM
505	I have no reason to have an opinion.	12/11/2020 4:47 PM
506	Let people of color they will treat them the same as everyone else no better no worse.	12/11/2020 4:45 PM
507	Hire more racially and ethically diverse staff and officers.	12/11/2020 4:44 PM
508	Set up meetings to address these issues proactively. Sell the ridiculous military weapons they wasted \$80 K on and use the money for education and outreach programs.	12/11/2020 4:43 PM
509	To always be aware that in whatever interaction they are dealing with, the other person is dealing with their own circumstances that the officer may or may not be fully cognizant of and that some conversation or informal interaction may help them to understand where the person is coming from.	12/11/2020 4:42 PM
510	Actively working against personal biases, continued training on various social topics and deescalation.	12/11/2020 4:42 PM
511	Treat every one equally and without bias.	12/11/2020 4:40 PM
512	Nothing, continue their present practices.	12/11/2020 4:40 PM
513	React in the same way regardless of skin color.	12/11/2020 4:39 PM

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514	Wow - so much needs to change fundamentally. There is no "one action" that will suffice. Whatever it takes to eradicate racism and white supremacy anywhere it shows up, and embrace, not "monitor" movements like Black Lives Matter. Next time there is a Black Live Matter march in Petaluma (sadly, it's only a matter of time before the next high profile law enforcement extra-judicial murder of a black man) have your police join with the organizers and openly participate in the event. Take a knee and all of it.	12/11/2020 4:36 PM
515	Treat them with respect and therefore they will respect you, hopefully...	12/11/2020 4:35 PM
516	Good Communication, understanding & fairness.	12/11/2020 4:35 PM
517	The same as everywhere. Don't racially profile drivers or people on the street and don't criminalize homeless people.	12/11/2020 4:34 PM
518	None. Please don't dive into the need for change with how the department deals with people or how it's managed. It's all prompted by political rhetoric.	12/11/2020 4:34 PM
519	Not sure if an answer since from my experience I have not seen people of color being treated any differently by the ppd than those of other citizens	12/11/2020 4:34 PM
520	Meet with the community on the community's terms. Listen and act on the wants and needs of the community. Create and build a structure and culture that serves people of color, and that people of color want to be a part of.	12/11/2020 4:33 PM
521	It's time to stop making color an issue above supporting our local police officers, who already have a hard enough time finding the support they need to do their jobs effectively. It's surveys like this that propel racism and cripple the effectiveness of police forces around this country!	12/11/2020 4:32 PM
522	Train officers to not respond t to the color of skin it to the issue presented. There is an excellent book that speaks to the trauma that police hold in their bodies, called "police body." My Grandmother's Hands	12/11/2020 4:31 PM
523	Police Unions MUST STOP PROTECTING BAD COPS! Stick to Police Business, Not Mental Health and Substance Abuse issues! Those episodes call for Mental Social Worker or Substance Abuse Counselor to De-escalate and Defuse the situation. Police are obviously not properly trained or experience in this regard and end up abusing or murdering people. I also feel terrible for Police because most are no doubt professional and decent. But Police MUST Help Weed Out Bad Cops! They are the Criminals!	12/11/2020 4:31 PM
524	Keep the standards that currently exist	12/11/2020 4:30 PM
525	Hire more people of color	12/11/2020 4:29 PM
526	Community policing in minority neighborhoods; sensitivity training; greater use of mental health personnel when go out; do not hire any officers who were disciplined elsewhere; do not allow current officers to stay on force if make significant errors	12/11/2020 4:29 PM
527	Stop with the race card, if you're doing something that you shouldn't be doing you should be punished do the crime you pay the time. I've been in a lot of trouble but every bit of trouble that I have been in has been caused by my own doing. Not because I'm Native.	12/11/2020 4:29 PM
528	Not to pre-judge them.	12/11/2020 4:28 PM
529	Regularly updated training for police and community members...both white and of color. Also, be sure people of color are recruited to serve on the department. Recruit from all segments of our community.	12/11/2020 4:27 PM
530	Nothing. Just enforce the law equally like they already do	12/11/2020 4:25 PM
531	Treat them exactly the same as white folk.	12/11/2020 4:25 PM
532	Nothing at this time..I feel you are pushing a negative narative that does not exist here based on a popular narative in other parts f the country	12/11/2020 4:24 PM
533	I have witness the cops taking to non whites, it looks like they are the s aas me to everyone. I think the liberal residents of this town need the training the police get.	12/11/2020 4:23 PM
534	Follow the LAW.	12/11/2020 4:22 PM
535	more presence within the community, community outreach	12/11/2020 4:22 PM

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536	Not escalate violence	12/11/2020 4:22 PM
537	Continue and maintain their present level of service.	12/11/2020 4:21 PM
538	Keep doing what they have been doing.	12/11/2020 4:21 PM
539	Keep doing what your doing. Petaluma PD appears to value its community and take pride in helping people. (I am retired federal civil law enforcement.)	12/11/2020 4:19 PM
540	Serve and Protect!!!	12/11/2020 4:18 PM
541	Take sensitivity and communication classes to better harmonize and understand people of color and the LGBTQ community	12/11/2020 4:18 PM
542	I think they do a great job.	12/11/2020 4:18 PM
543	One thing that has stuck out over my time as a Petaluma resident has been the sense that some officers are not committed to serving this community, but rather serve each other and themselves. That may be true in many communities in California and around the country. This ethos, visible in every "thin blue line" flag worn by or even tattooed on the skin of its officers creates a separation between these important public servants and the public they serve. While focusing in on a symbol that is tied directly to Ferguson is maybe too much on the nose in terms of what it communicates about policing communities of color, it is nonetheless a symbol that epitomizes an area where there can be a real and meaningful improvement that goes beyond the department's commitment to community policing (which I respect). Public engagement with communities of color that comes outside of enforcement acts would go a long way to building relationships and helping officers and community members understand one another and develop an service ethic. I truly respect the police and the difficulty of their job, but serving a community--particularly historically-marginalized communities--requires more than just a willingness to do difficult work. It requires a degree of selflessness, empathy, and dedication to learn and to connect with the lived experiences of a community. Little things, like the failure to smile, to be friendly (or even cordial) communicates a degree of contempt and separation from the community, as do symbols that create an "us vs. them" dynamic. Ultimately, building a sense of community service and commitment to creating friendly, equitable interactions with people of color is crucial. This may seem silly, but having officers out of their cars and engaging with people in a more casual manner may help to build those positive relationships and diminish some of that perceived sense of separateness and fear (that goes both ways) While Petaluma is no longer a small community, it may help to have these people and the community at large to actually know one another. That can't happen if officers are confined to their vehicles. Helping officers see themselves as accountable to their community and not merely to their affiliation as part of the law enforcement community would be a big help.	12/11/2020 4:17 PM
544	Training on mental health along with weapons training, traing on meeting mire eith people in a town hall or neighborhood setting-not all can get to a coffe-additional funding.	12/11/2020 4:16 PM
545	don't know	12/11/2020 4:16 PM
546	Be visible and interact with all like the coffee with a cop program	12/11/2020 4:16 PM
547	The same thing they can do to improve relations with people with mental health issues, substance use issues, young people, and any other marginalized population... Learn about trauma, increase empathy education, learn about harm reduction, and.... Give yourselves some support and compassion for doing that difficult work.	12/11/2020 4:15 PM
548	Simple don't worry about color. We're all human regardless or race or ethnicity. Treat everybody with EQUAL RESPECT, even enforcement if that means your officers are not stopping at stop signs than don't expect respect back. If you're going to be apathetic towards your citizens we're probably going to start handling it ourselves since we have a vested interest more than your officers.	12/11/2020 4:14 PM
549	Be colorblind. Community outreach, engage in dialogue when opportunities avail themselves. School presentations, career opportunities.	12/11/2020 4:12 PM
550	There are a lot of studies on this. Community policing... restorative justice, perhaps. The police department is low on resources, though, and that creates a more stressful situation for everyone.	12/11/2020 4:10 PM
551	No sure what is available considering there aren't a lot of people of color here but connecting	12/11/2020 4:08 PM

with the kids in school so that when they get older they have a good relationship with the police they connected with when they were kids

552	Continue acting the way you have been acting. No need to change a positive thing.	12/11/2020 4:07 PM
553	Continue your community outreach, work with your staff to support them as they learn this growing community and hire staff of color to show the face of the city in the police force	12/11/2020 4:06 PM
554	Learn how to be calm and respectful. Too often police officers start yelling and screaming orders at people and get agitated when orders aren't complied with instantly.	12/11/2020 4:05 PM
555	No changes to the existing protocol	12/11/2020 4:03 PM
556	Remain balanced and put themselves in the other persons shoes.	12/11/2020 4:02 PM
557	Treat every race equality, don't make decisions or any actions based on the color of people's skin but based on the fact.	12/11/2020 4:01 PM
558	Do the right thing	12/11/2020 4:00 PM
559	No idea. It seems that Petaluma is just following the lead of Portland and Seattle	12/11/2020 4:00 PM
560	Not much. People of color will either choose to interact with a police officer appropriately (i.e, hold his or her self with a high standard of dignity and respect/manners, while using emotional intelligence and maturity depending on the nature of the interaction) or they won't. Period. This is the same for ALL ethnicities.	12/11/2020 4:00 PM
561	Resign	12/11/2020 3:59 PM
562	They can 100% include POC into their department, have more conversations and go through programs to actually understand how to use their power effectively and positively. Just try harder to help instead of arrest.	12/11/2020 3:59 PM
563	keep people safe	12/11/2020 3:58 PM
564	it's not the police it's the snobbish white elite people who live in Petaluma. They are SO racist!!!!!!	12/11/2020 3:57 PM
565	This needs to be addressed with people of color.	12/11/2020 3:56 PM
566	Have their parents explain to them how to act and respond to people who are in charge of civil society	12/11/2020 3:55 PM
567	Treat them as individual people, not as a race or color	12/11/2020 3:54 PM
568	Treat them fairly. Do not back down and give preferential treatment to disruptive minority groups. BLM is a terrorist organization founded in part on false narratives.	12/11/2020 3:54 PM
569	Hiring and training practices of police. Community policing ie being in the community they serve.	12/11/2020 3:53 PM
570	Fund alternative safety initiatives that address root causes	12/11/2020 3:52 PM
571	Take as many trainings as possible. Try to submerge themselves in it and become better people as well	12/11/2020 3:52 PM
572	Treat everyone the same	12/11/2020 3:52 PM
573	I don't think there is an issue with the PPD treating people differently. I think it is groups such as BLM who put ideas into people's heads which is then made worse by social media. It's interesting that in Petaluma it is the wealthy, young, white peoples who think there's an issue. Are there actually any non-whites who have raised the issue?	12/11/2020 3:52 PM
574	Since many of their parents are in prison already, maybe the police need to be show tough love, or take them under their wing as a mentor to help guide them away from drugs, guns and violence.	12/11/2020 3:52 PM
575	The primary goal of the Petaluma PD should be to treat citizens of all races in the same manner. That said, they need to do their job too! If the situation involves more risk, the PD should act accordingly and protect themselves and the community. I, as a tax paying citizen of Petaluma, support the Petaluma PD 100% and want them to do their job to keep our community safe. From my perspective, they are doing a great job. Finally, I do not think the	12/11/2020 3:52 PM

Petaluma PD should acquiesce to any "activists groups" whatsoever. Going back to my initial comment...treat all races the same!

576	Communication	12/11/2020 3:51 PM
577	They must treat all people the same way that every person is treated.	12/11/2020 3:51 PM
578	I think it needs to be a SHARED conversation that the Police Department and people of color need have and to realize that each of us has a responsibility to do the best we can. We, people of color, need to ask ourselves how we can best serve ourselves and our community; we need to value education, be law-abiding and hard-working. I feel great shame when I see the disproportionate percentage of crime committed by people of color. I think it tarnishes all of us. As an immigrant, when I see fellow immigrants involved in drugs, gangs, violence and crime, I feel great sadness. I hold up Asian Americans as an example of an ethnic group that values family and education, avoids crime and are quite successful. If we, people of color, behaved more like Asians, perhaps this survey wouldn't even be necessary! In essence, the Police Department needs to be well-informed about the needs of ALL THE PEOPLE they serve.	12/11/2020 3:51 PM
579	A public statement and written policies which (1) acknowledges that biases which unfairly cast people of color as dangerous or criminally inclined are prevalent in our society, (2) acknowledges that Department staff are not immune to these biases, and (3) that the Department has a long-term and high-priority commitment to bias awareness training and other approaches to minimize the impacts of these biases, in order to ensure those of color are treated equally, and (4) establish policies to take suitable disciplinary action for those in the Department deemed to have been abusive or discriminatory due to racial bias, gender bias, sexual orientation bias, or any other form of unequal treatment based on bias. Such disciplinary actions must protect the public as their top priority, while being forgiving enough that officers can learn from their mistakes or have options for reassignment if their actions are below the threshold of termination.	12/11/2020 3:51 PM
580	Self-awareness	12/11/2020 3:50 PM
581	hire diverse staff. adopt policies that people of color support	12/11/2020 3:49 PM
582	Publish statistics so the public can see there is no profiling compared to the population. Petaluma has more trouble with Hispanics than Blacks	12/11/2020 3:49 PM
583	Interact in positive neighborhood building activities, diversity hiring and promotions	12/11/2020 3:49 PM
584	Realize they are scared to death of police officers on the whole and for obvious reasons. Maintain a professional, calm and steady interaction. Keep it simple related to the actual reason for detainment and avoid escalation.	12/11/2020 3:49 PM
585	Treat them as humans and not criminals. Educate officers by having them read the book "The New Jim Crow". Recruit more diverse officers to join the force so there is diversity of thought and race.	12/11/2020 3:48 PM
586	Continuing the education on race and sensitivity. Also, I think community policing/school policing is hugely important to help minimize the fear of police that a lot of children grow up with, myself included. I think it would also help to temper some police officers feelings towards people that they do not have a lot of experience with in a positive context.	12/11/2020 3:48 PM
587	Respect	12/11/2020 3:47 PM
588	Suspend premature suspicion and always act and speak respectfully and offer any explanation that would clarify the cause of a interaction. Also openly and with publicity return those automatic guns the council paid for for the police. Police downtown on bikes, or, even better, on horseback.	12/11/2020 3:47 PM
589	They should endeavor to treat all people of color or not with respect. De-escalate. I should never have been arrested, and I'm sorry that I didn't press charges against the officers who arrested me and the poor treatment at the Santa Rosa facility. Shameful. They wield far too much power and are poorly and insufficiently educated for the amount of power they have over people.	12/11/2020 3:47 PM
590	Stop making a big deal about this and continue treating people based on their behavior.	12/11/2020 3:46 PM
591	Be color blind to all peoples in our community	12/11/2020 3:46 PM

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592	Treat everyone equally	12/11/2020 3:45 PM
593	Interact more with ethnic groups, but not in a threatening way. For example, (post Covid) join in on Dia De Los Muertos celebration. Enjoy food and enjoy the different culture. Talk to people, show people you are approachable and a human too can help people feel more comfortable.	12/11/2020 3:45 PM
594	Community engagement when it comes to crime prevention and addressing juvenile delinquency.	12/11/2020 3:44 PM
595	Assuming there are problems, I've always thought good community relations are important. Familiarity w Schools, neighborhoods, churches can help. Treat all suspects, no matter race or ethnicity, as citizens first, stay calm no matter how long it takes to resolve. The Andy Lopez case in S. Rosa, the mental health kid in Sebastapol, both killed by police I believe did not need to happen.	12/11/2020 3:44 PM
596	I don't know	12/11/2020 3:43 PM
597	Build relationships. Ensure accountability, body cams, and oversight. Analyze all police interactions with people of color and compare comparable interactions with white people to see if treatment varies by skin color. Use data to determine if there are patterns of behavior, arrests, unequal application of the law, etc. Look to see how frequently people of color are subject to stops, searches, being pulled over, etc. and compare that data to that of white folks. Diversify the department.	12/11/2020 3:43 PM
598	Continue to keep the lines of communication open and welcome feedback from the community.	12/11/2020 3:43 PM
599	Continue education, training, open mind and the great leadership they have now.	12/11/2020 3:41 PM
600	Screen carefully for bias and violent tendencies and hire officers with diverse backgrounds and bachelors degrees.	12/11/2020 3:41 PM
601	Treat everyone with the same respect. But, please arrest the criminals!	12/11/2020 3:41 PM
602	Continue what they are doing	12/11/2020 3:40 PM
603	What's the problem,?	12/11/2020 3:39 PM
604	Continue to balance enforcement with an understanding that people are looking for any potential cultural slight. If not already - ensure body cams to protect and defend their actions.	12/11/2020 3:39 PM
605	Walking beats. Being out and about. Stopping and chatting with people	12/11/2020 3:38 PM
606	I think our police department does a great job. Our little town is growing and they have their hands full.	12/11/2020 3:38 PM
607	I think treat everyone fairly with the same amount of respect goes a long way for all races.	12/11/2020 3:38 PM
608	Hire more people of color, promote people of color into leadership positions, encourage people of color to apply for police academy, etc.	12/11/2020 3:38 PM
609	put on the color blinders and follow the golden rule.	12/11/2020 3:37 PM
610	higher education	12/11/2020 3:36 PM
611	Training in race relations for all officers, particularly regarding white privilege and treating all people equally and fairly.	12/11/2020 3:36 PM
612	Have no idea. Maybe pray for God's kingdom to come and but an end to these problems.	12/11/2020 3:36 PM
613	Focus your attention on the real problems in the city. Theft, homelessness, Domestic Violence. Petaluma isnt a largely diverse community it feels to me that the attention to this matter is of course, very important, but feels fake and like you are trying to be cool with the radical media right now. Petaluma doesn't from what I see have a huge racial problem. And it certainly seems to me that the people who risk their lives for others should not be singled out.	12/11/2020 3:36 PM
614	keep being the way you are.	12/11/2020 3:35 PM
615	Just treat them as you would anyone else.. they are just people. Skin color should have nothing to do with it when investigating a circumstance or crime. Crime has no color!	12/11/2020 3:35 PM
616	Continue to provide the service that has ALWAYS been provided	12/11/2020 3:35 PM

Petaluma Community Survey

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617	Don't look at color or worry about it as you go about your service to the community. See the people not the race.	12/11/2020 3:33 PM
618	Treat all equal	12/11/2020 3:33 PM
619	They're already doing it. Training, investing in the community, education, conversations. Just stop letting them leave for other organizations due to politics and internal environment, or we'll be left with a new department without history and wisdom.	12/11/2020 3:32 PM
620	Give this decisive issue a rest. We're a very diverse community and all this emphasis on "diversity" is going beyond the pale and just smacks of catering to the "popular" cry of victimization.	12/11/2020 3:32 PM
621	Inquire, Listen, and Act. Seems like a lot of great requests came out of this: Community Forum on Racism & Interactions with Police in Petaluma July 18-19, 2020 via Zoom Petaluma, California	12/11/2020 3:32 PM
622	Police should have a great deal of training in dealing with minority and teen age populations. They should have neighborhood meetings with diverse populations on a regular basis. People of color should be hired as officers. School resource officers should have a strong presence on high school campuses. Officer Friendly (Larry Jones) of the Rohnert Park Police Department was an model school resource officer. You can google him to learn about him. We need more of him.	12/11/2020 3:30 PM
623	1. Turn many of the PPD's tasks over to mental health professionals, since they're trained for these tasks and can defuse situations. It's too easy for armed officers to go too far. 2. Undergo rigorous training to root out racist attitudes with the department. 3. Require all officers to undergo psychological testing to eliminate those who have a tendency to be trigger-happy or to use undue force. 4. Maintain detailed records of how often officers deploy force. 5. The PPD should be self-critical from the top down. Are officers operating in such a way that the public can have confidence that all citizens will be treated fairly?	12/11/2020 3:27 PM
624	I would like to see improvement in the diversity of the PPD. I do see gender diversity and Hispanic representation; additional African American diversity would seem to me to be a good idea. The PPD should move in the direction of and have as a goal, to "look like the city's population."	12/11/2020 3:26 PM
625	Continue to have open opportunities for discussion with ALL people of the community and be inclusive of the diversity of the city without singling out specific minorities. Additionally ensure that people of color have a valid communistic channel to discuss opinions and opportunities.	12/11/2020 3:25 PM
626	Unknown	12/11/2020 3:23 PM
627	Learn more about the people and cultures of the town they're sworn to protect. Change the culture from the "us" vs "them" - and the "thin blue line" immoral philosophy. Increase the education level required to be a police officer. Support deescalation programs and eliminate qualified immunity. Require officers to carry malpractice insurance so taxpayers stop bailing out officers for misconduct. Work with the union define mutual understanding of how to remove or deal with problem officers. While most officers conduct themselves with honor and integrity, it's inexcusable that they protect those that do not.	12/11/2020 3:22 PM
628	Keep the interaction with the community.	12/11/2020 3:20 PM
629	Everyone wants to be treated the same way. The treatment is dependent upon the reaction of the person subject to police action. "Thou dost protest too much" - Shakespear. City Council has to recognize that the procedure is that you do as you are told in a police incident. Afterward, is the time to complain. Protesting at the time of the police action is just not grounds for later complaints. You just do not do it. However, everyone needs to know the mechanism for subsequent complaints has an ear. My suggestion is for the police to go to each class of 28 or whatever number of children in a class under the age of 16 and teach a class on how to interact with the police. Get the teachers out of the room and shut away. Let the police explain to small groups. Absolutely no auditorium speeches. That reeks of "we taught a class" and do not give a damn about if it got through. A 1 hour classroom class could do wonders for the children's perceptions of police and help with future police interaction. It has to start young before kids become hardened in life.	12/11/2020 3:13 PM
630	They can quit hiring racist cowboys with excess testosterone. How about hiring some people of color. I know that the upper class get most of the service but that doesn't mean the rest of	12/11/2020 3:11 PM

us should be treated poorly.

631	Try to understand the very many reasons why a good number of people of color fall into 2 categories They are either timid to a fault or they are aggressive unnecessarily. Previous experiences, general lack of trust and sometimes cultural differences all contribute into the reasons.	12/11/2020 3:09 PM
632	Training to better understand implicit bias, and more training on how to overcome it.	12/11/2020 3:08 PM
633	Seems like it would be good to listen to and implement what was requested from the Community Forum on Racism & Interactions with Police in Petaluma in June.	12/11/2020 3:05 PM
634	Train your officers to treat everyone with respect and see people as individuals.	12/11/2020 3:04 PM
635	School presentations—visit Elementary schools and make a friendly appearance to connect and discuss your concerns while kids are young and impressionable.	12/11/2020 3:03 PM
636	You're doing a pretty good job considering the circumstances in America and our communities	12/11/2020 3:03 PM
637	Have people who are trained. Social Workers etc go out on domestic violence and other matters.	12/11/2020 3:03 PM
638	Recognize that some will never be satisfied with outcomes and not take it personally. Have anther life outside policing, where everyone does not have a problem you must solve.	12/11/2020 3:03 PM
639	why does the police dept need assault rifles? it sets a bad precedence.	12/11/2020 3:02 PM
640	lean of support of health care and social services if mental illness is the cause of issue. Take time to listen to the community, especially low-income and communities of color.	12/11/2020 3:02 PM
641	Demilitarize. Fire half the force and half the leadership. Train officers not thugs	12/11/2020 2:56 PM
642	I feel this question comes from a place that assumes the police are doing something wrong. The current political climate is exacerbating this distrust with police as inherently racist and that's not something that the police can fix on their own. If our elected officials stand behind the police and their lawful actions then that would be a step in the right direction to build trust with them.	12/11/2020 2:55 PM
643	Cultural training and broadening the types of expertise available to respond to mental health and homelessness, domestic conflict, etc. Also, reducing the role of police in traffic enforce.	12/11/2020 2:51 PM
644	Walk instead of drive, walk. Visit and get to know the people. Easiest way to keep the peace, instill tolerance both ways, and solve crimes is to KNOW THE PEOPLE YOU WORK FOR.	12/11/2020 2:50 PM
645	Don't let the media distortions of racism hinder them from doing their job. Racism is not a big problem in Petaluma and the police department can't be afraid to do their job even if it means hurting someone's feelings.	12/11/2020 2:49 PM
646	This is a loaded question and an unfair survey. This question assumes there is an issue with the police regarding racial issues but to my knowledge, no such evidence has been offered. This survey is allowing the people of Petaluma to possibly provide you biased information based on police issues in other cities and towns. You should have approached this survey in a different way to eliminate bias. Please reconsider and seek professional survey advice next time. If the city sought professional consultation to create this survey, then the city should ask for a refund because it is not a useful survey in my opinion.	12/11/2020 2:45 PM
647	I don't know if there is an issue that needs improvement, but having a diverse police department seems like a good step. Diversity amongst officers that interact with the public can help by providing better understanding when interactions occur, including when officers of color interact with the predominant white population of Petaluma. Also, encourage some officers to be bi-lingual or multi-lingual.	12/11/2020 2:45 PM
648	Hire an advocate like Georgina Tello but for victims of hate crimes or other interpersonal violence	12/11/2020 2:40 PM
649	Got me. How does the police stop abuse and criminal action on a facility and improve the experience and interaction with those people?	12/11/2020 2:40 PM
650	Relinquish traffic duty. That can be done by an unarmed, non-police service. Relinquish responding to addiction-related calls and mental health emergencies. Those should be handled by unarmed health professionals who have experience in this area.	12/11/2020 2:40 PM

651	hire people of color	12/11/2020 2:36 PM
652	Hire people of color. Hire diverse background individuals. Be open to assist the community with something other than dogs, guns, M-16s, a tank, tazers, and other weapons.	12/11/2020 2:36 PM
653	DO THE WORK to recognize implicit biases and remove institutional prejudices/barriers to equitable treatment of all Petaluma's residents, not just white people.	12/11/2020 2:35 PM
654	I feel you guys are doing a fine job. No matter what the color they should be treated as a asset in the Petaluma community. We all make this town what it is, so any color you come across needs to feel welcomed and trusted.	12/11/2020 2:35 PM
655	I imagine the same as what would have improved my own interaction - exercise empathy. Ask how we're doing, if we need anything. Smile if appropriate. Approaching people with coldness and militancy increases anxiety, not compliance.	12/11/2020 2:35 PM
656	Listening without quick judgment To all the participants. When confronted with perceived personal danger, wounding the threatening person rather than shooting to kill.	12/11/2020 2:34 PM
657	Restoration of School Resource Officers to the High Schools, with regular assignments to the middle schools. Community Oriented Policing as a core value.	12/11/2020 2:34 PM
658	I think there should be a task force in Petaluma that is made up of POC that allows for input	12/11/2020 2:33 PM
659	Being open to listening, to having community conversations.	12/11/2020 2:31 PM
660	Be educated about unconscious bias, hold themselves accountable to be fair to all our citizens whatever their color, ethnicity, gender, or economic level	12/11/2020 2:30 PM
661	Every experience seems to be good. I haven't heard complaints from any minority I know.	12/11/2020 2:30 PM
662	I think whatever training that PPD is receiving is excellent. No improvement needed.	12/11/2020 2:29 PM
663	I just filled this in but you modified your survey. Quickly: more community events and social interactions to see things from the other perspective. As well as looking at European approaches to policing where deescalation is prioritized and drawing a weapon is a very rare and serious event.	12/11/2020 2:29 PM
664	Stop focusing so much on race, go back to pre 2020 and stop overthinking everything. Petaluma Police do a great job.	12/11/2020 2:21 PM
665	Do not use excessive forces. Follow 8 can't 8 and Black Loves Matter guidelines. Speak the same language if not English speaking.	12/11/2020 2:18 PM
666	The fact is that certain demographics drink and drive and are behaving with civility. Everyone is so afraid to examine this behavior honestly! The police must never arbitrarily stop people who break the law but even my most progressive friends admit that there is a predominance of drunk driving among certain demographics. They, like everyone, are afraid to speak up, because they dont want to be seen as racist.	12/11/2020 2:17 PM
667	Not only police officers but persons in general should get to know one another better. Knowing the cultural differences I believe is very important.	12/11/2020 2:16 PM
668	Get to know the community and be in shared spaces as allies. Don't wait until something bad happens, be there before as a support and in alignment with keeping the community safe preventatively.	12/11/2020 2:15 PM
669	Empathy as to the reason they are here, what their needs are and their rights as citizens.	12/11/2020 2:14 PM
670	First of all have at least one police officer of color. Secondly have all the officers fluent in spanish.	12/11/2020 2:13 PM
671	Talk to every person of color they see and be social so that their interactions are 99% positive. It's like running for office, you've got to "get out the vote" vs. demanding to get your vote.	12/11/2020 2:13 PM
672	They need to keep up with the great job they have been doing.	12/11/2020 2:05 PM
673	I have yet to encounter negative interactions requiring public intercession. Let them do their jobs and stop trying to hobble them.	12/11/2020 2:04 PM
674	Not aware of any problems.	12/11/2020 2:04 PM

675	serve the community not the color	12/11/2020 2:03 PM
676	not just people of color! they need to be more present just to make everyone think about being lawful	12/11/2020 2:03 PM
677	Don't arrest them let them go free for any infraction.	12/11/2020 2:02 PM
678	I think that the PPD is some of the best we can ask for. I want them to get more positive press and to change the public perception of PPD. What happens in other parts of the country should not tarnish the name of our own public servants.	12/11/2020 2:02 PM
679	Respect the systemic fear and unique perspective BIPOC have when interacting with police. Nervousness is not a sign of guilt, it's fear learned from generations of police misconduct around the nation.	12/11/2020 2:00 PM
680	Publicize interactions -- good, bad, or indifferent.	12/11/2020 1:59 PM
681	Maybe join the Petaluma Blacks for Community development. Maybe go to religious services. Maybe be required to read books that talk about racism. Maybe watch shows that deal with the black experience.	12/11/2020 1:59 PM
682	Just treat everyone the same regardless of race. If they are criminals, the same procedures should be followed. Also, resist assuming intent based on race.	12/11/2020 1:59 PM
683	Talk with PoC at length and often; these are the residents who can say what actions (beyond talking) will be most effective and appreciated.	12/11/2020 1:59 PM
684	They could take more action to improve the overall culture in petaluma. Step in and take a hard line when someone is being racist	12/11/2020 1:58 PM
685	Stop voting for white supremacists and begin seeing the wider world. Begin educating yourselves about everything including your appropriate roles in the community. You are not Green Berets and furthermore we don't need any.	12/11/2020 1:58 PM
686	Hire. Some. People. Of. Color.	12/11/2020 1:57 PM
687	Hire more women and women who are of color. They are more empathetic (generally) than are white men, regarding the plight of the people they serve who are of color.	12/11/2020 1:56 PM
688	Asking hard questions and being aware that our community isn't very diverse is a step in the right direction of being informed and respectful of all human beings.	12/11/2020 1:55 PM
689	Apply the law evenly to all. Not change the violation based on color or not color.	12/11/2020 1:54 PM
690	friendly interaction, neighbor hood beat assignments to get to know everyone	12/11/2020 1:54 PM
691	Have more representation and reach out to where those folks are.	12/11/2020 1:52 PM
692	Treat them like everyone else, only following the law and human decency. Every way to treat races differently is per definition racist and divides people.	12/11/2020 1:52 PM
693	I did not know that there was problem between police and people of color? I do know that there are people of color that are illegal that I am not in favor of, but most of the Liberal Left thinks we should support them and that is BS! Also having this survey in English & Spanish is stupid! If I moved to another country, I would need to learn their language to get by! We bend over backwards to make our country to accommodate illegals, only to have it come back and bite us!	12/11/2020 1:52 PM
694	The City (not the police department) needs to establish an oversight committee, to redirect calls for help related to mental health so they are answered by mental health providers, and to be more transparent about how they are overcoming issues of implicit bias	12/11/2020 1:51 PM
695	They are fine today	12/11/2020 1:50 PM
696	Respect if it's not there already	12/11/2020 1:50 PM
697	Don't think there is a problem	12/11/2020 1:48 PM
698	Put even more emphasis on neighborhood patrolling. Get to know the citizens.	12/11/2020 1:48 PM
699	Defund itself. Which it never will.	12/11/2020 1:48 PM

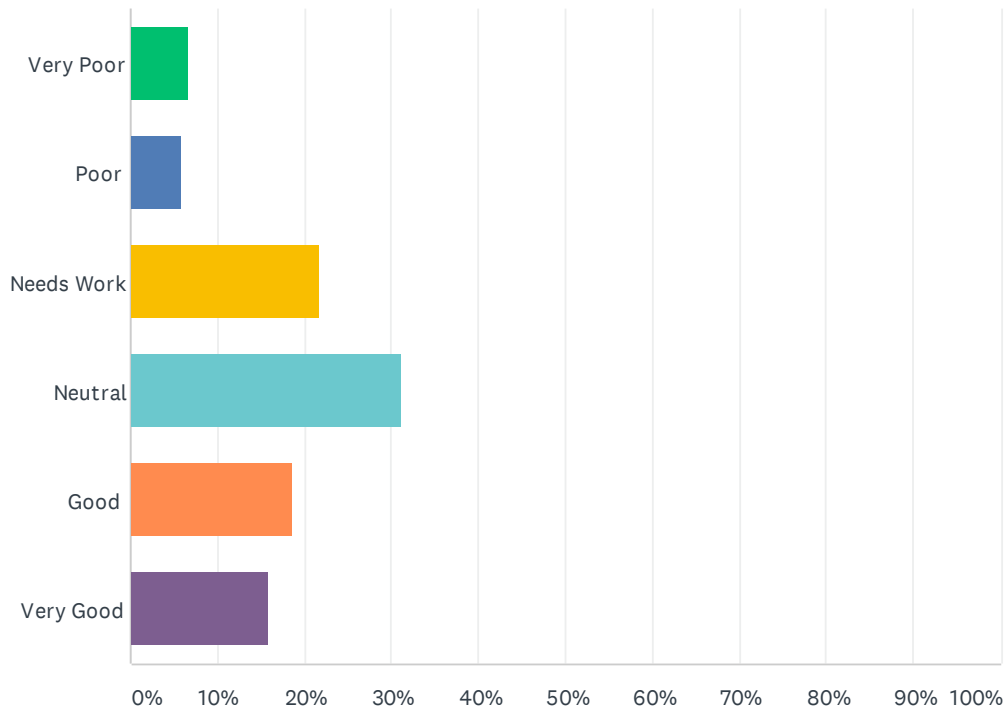
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700	Empathy and equality shown to all.	12/11/2020 1:48 PM
701	I don't believe there is a problem. The PPD should treat all people the same. It would be good if they got off their motorcycles and out of their cars and walk a beat. Good for their health as well	12/11/2020 1:48 PM
702	Hi are more officers of color	12/11/2020 1:46 PM
703	Listen to what the BIPOC community says it needs to feel safe.	12/11/2020 1:46 PM
704	Move the funding in the city budget from the police to programs that provide housing and jobs.	12/11/2020 1:45 PM
705	They could not do more that the excellent job they are doing.	12/11/2020 1:44 PM
706	diversity in the force, improve conversations and connections w/all	12/11/2020 1:43 PM
707	interact more. do more community outreach - partner with people and families of color - in order to create more trust and understanding and less fear.	12/11/2020 1:43 PM
708	Everyone is treated equally	12/11/2020 1:43 PM
709	I think they need better training	12/11/2020 1:42 PM
710	They can quit their jobs	12/11/2020 1:41 PM
711	be color blind	12/11/2020 1:40 PM

Q13 How would you rate the City’s efforts to embrace diversity, equity, and inclusion?

Answered: 684 Skipped: 172



ANSWER CHOICES	RESPONSES	
Very Poor	6.73%	46
Poor	5.85%	40
Needs Work	21.78%	149
Neutral	31.14%	213
Good	18.57%	127
Very Good	15.94%	109
TOTAL		684

Q14 Please explain your experience and your rating. (no character limit)

Answered: 544 Skipped: 312

#	RESPONSES	DATE
1	City government has had to be pushed to elevate racism in Petaluma as an issue that we must come to grips with. While it is good that this has happened, it appears to me that the process the City Manager and Police Chief are implementing is not transparent and that the plan in its entirety is not being presented to the community in a way that allows for meaningful input prior to the plan being put into effect.	1/9/2021 3:21 PM
2	I am not aware of all the City's efforts so don't feel I can comment	1/8/2021 1:18 PM
3	neither good nor bad. To my knowledge diversity has not been a priority for City until 2020	1/8/2021 10:14 AM
4	Again, our police do very well. The problem is too many people read news stories and then cloak our police with those attitudes.	1/8/2021 7:32 AM
5	This is an unnecessary waste of time and resources. You are looking for and creating problems that don't exist.	1/7/2021 11:15 PM
6	There is not efforts being made currently	1/7/2021 10:59 PM
7	Great fair experience with the city and law enforcement.	1/7/2021 9:14 PM
8	I've always felt Petaluma is a diverse community. And love seeing surveys like this one. Communication is always the best tool and Petaluma as far I can tell does do that.	1/7/2021 9:00 PM
9	There are black families being attacked and the lack of response is sad. The consensus is to call for paper trail, not necessarily protection.	1/7/2021 7:38 PM
10	The City is always striving to be better and more inclusive.	1/7/2021 7:16 PM
11	A black lives matter mural at the library! Wow. People drive over that. I don't sit there and discuss race in the middle of a street. How about actively recruiting and supporting more diverse business owners in town.	1/7/2021 4:55 PM
12	I'm beginning to realize that we may all be racist even though we do not acknowledge it. And the police are no exception.	1/7/2021 4:51 PM
13	I do not see many outward signs that the city is making these efforts. I do not consider a mural, or street painting to fall into that category.	1/7/2021 1:03 PM
14	I think my prior paragraph sums it up best.	1/7/2021 12:47 PM
15	I don't know.	1/7/2021 12:05 PM
16	These words are not what brings together people. The solution is not about dividing people in this manner. These are words written by a Godless narrative. What we can do as a human race is to know who we are as individuals, what we are asked to do according to values and morals, thou shalt not steal, thou shalt not covet, thou shalt not harm, etc.. The words embrace diversity, equity, and inclusion is a manifestation of critical theory, which is a coordinated campaign to infuse Marxist ideas into our media, schools, governments and work places.	1/7/2021 11:54 AM
17	Again, unknown. I don't have experience or memory one way or another.	1/7/2021 10:28 AM
18	I was impressed with our arts community painting a BLM mural on the ground as this is a huge message of what Petaluma as a city stands for, but this is only a spurious sticker if we do not actively train our police and community on racial inequalities.	1/7/2021 10:25 AM
19	I am not aware of any incidences Petaluma police ever racially used profiling for law enforcement or any policies or programs they sponsor.	1/7/2021 9:50 AM
20	I think the intention is good, but it is difficult to find ways to make it happen	1/7/2021 9:46 AM
21	I'm sorry, they have gone out to try and stop contact sports at the high school near me to reduce contact sports going on there, to reduce the spread of covid and have the pastor, school coaches, staff and school athletes to follow the health orders. The school disregards those laws, and you can't keep calling the police to disperse them.	1/7/2021 9:26 AM
22	Petaluma has elected women and non-white citizens. However, until now there has been no concerted effort on part of City to address inequities.	1/7/2021 8:27 AM
23	Not sure what the city has done in this area.	1/7/2021 7:50 AM

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24	I cannot believe with all the business and people out of work in Petaluma that we would spend 16K on a street painting.	1/7/2021 6:44 AM
25	No experience yet, but I must say that to see the efforts the City is going through to improve relations is awesome. And the transparency is top notch!	1/6/2021 11:46 PM
26	There is clear sincere interest for embracing all cultures in Petaluma and to be unbiased in criminal pursuits. Example: The city notifications are typical race-neutral. The city appears to be more accepting of diverse backgrounds.	1/6/2021 11:33 PM
27	Our community feels segregated and we need to learn what our diverse community members need and address those needs.	1/6/2021 9:51 PM
28	I'm aware of the city's support of the Black Lives Matter mural at the library, the listening session and that the city's plan to do a pilot CAHOOTS program.	1/6/2021 9:40 PM
29	Based on experiences within the community.	1/6/2021 9:38 PM
30	The City has recognized work needs to be done and has supported the community displays at the tennis courts. BLM murals on the street are nice but don't get at systemic solitons but it is a good first step.	1/6/2021 9:01 PM
31	Not applicable	1/6/2021 8:19 PM
32	The City does a great job of being inclusive.	1/6/2021 8:15 PM
33	I do not have experience with this issue so cannot provide useful feedback.	1/6/2021 8:00 PM
34	N/A	1/6/2021 7:56 PM
35	no known racism	1/6/2021 7:54 PM
36	all lives matter	1/6/2021 7:43 PM
37	I served on the Diversity Council of the nation's largest HMO for 20+ years. It takes a lot of work to provide good diversity training for a workforce. Yes, expensive but worth the investment. As I understand it, the PPD	1/5/2021 5:53 PM
38	Identifying if there is an issue, IS good. But puts more of a focus on creation of issues which I (in MY opinion) aren't there	1/5/2021 3:19 PM
39	We have done a pretty good job of inviting and including a broad base of community activities in our community calendar, however we fundamentally need more affordable housing to invite and achieve a more diverse population. Only when we live together, work together, and recreate together will we begin to appreciate and understand that we have so much more in common with one another than the perceived perceptions that currently divide us.	1/5/2021 1:00 PM
40	The City is not very visible about its attempt to include people of color. I would say that it is pretty nonexistent.	1/5/2021 10:55 AM
41	Again, I have had no problems with our police forces, but you are asking about racial issues that should be opened up to the public	1/5/2021 10:48 AM
42	The city has made it abundantly clear that they support diversity and embrace equality. The city needs to be able to show that support for equality, while also supporting the local Police Department. If the same level of support could be shown for all people, including their local police department, it would make this community a happier and more peaceful place.	1/4/2021 10:22 PM
43	The City needs their values to align with the values of BIPOC communities, not just what they think their values *should be or what *they think their values are. The City does needs to set conditions for inclusive decision making, beyond weekend workshops, interpreters, and childcare. They need to actually understand the fears and apprehension and mitigate those barriers that keep BIPOC from participating, engaging, and leading.	1/4/2021 2:39 PM
44	POC also need to take accountability for their actions. PD is there to control tough situations and when the person in question is defiant and bystanders jump in to blame police it's a problem	1/4/2021 10:13 AM
45	Because I know that members of the BIPOC community are unsatisfied.	1/4/2021 12:05 AM
46	I hear good things in general.	1/3/2021 5:57 PM

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47	I have not seen the city make any efforts in this regard	1/3/2021 5:19 PM
48	my rate comes from the the response of the police to give speeches instead of listening to what people of color has to say, in terms of their concern of police interactions	1/3/2021 2:12 PM
49	I think ourPolice department is doing the best they can in a community that is overreacting just to spew hate on other people. I think they just need to continue to be neutral and try to get the hate and anger out of so many of our adults community Who are now putting their hands on our youth.	1/3/2021 1:27 PM
50	I have not seen any effort	1/3/2021 11:50 AM
51	This city council and mayor focuses on the wrong things. Like \$125K bathtubs. As a 48 year old native to the town, Petaluma has changed for the worse. All these people now running the town have changed it for the worse	1/3/2021 8:35 AM
52	You can't just talk about it you need to do it.	1/3/2021 12:47 AM
53	I don't think they have any problems dealing with the people of color in petaluma	1/2/2021 9:21 PM
54	While some things have changed and many are embracing more diversity, our city could still make a bigger effort to uplift and give voice to the actual people of color who live here.	1/2/2021 9:01 PM
55	I think the PPD is caving to the pressure of the radical left rather than promoting facts and persona responsibility. How about posting the real facts about George Floyd, Breonna Taylor...they were NOT innocent by any means. PPD post the actual facts about these high profile cases. The media only poses a slanted view that makes it look the PD's are the enemy just killing black people. Any one with a brain, knows that is not TRUE!	1/2/2021 12:26 PM
56	Moved to Petalima about 4 years ago and noticed how "white" it is. Have also heard people say that's why they moved to Petaluna.	1/2/2021 10:58 AM
57	They say all the right things	1/2/2021 7:16 AM
58	There has been little efforts that I am aware of to meaningfully embrace diversity.	1/1/2021 11:51 PM
59	Havent seen much action	1/1/2021 10:35 PM
60	The tv show was embarassing.	1/1/2021 7:12 PM
61	This so stupid that it sounds like that is all you want to make it about	1/1/2021 6:36 AM
62	All talk. Policies need to support diversity. They do not currently.	12/31/2020 11:59 AM
63	Downtown Petaluma appears very friendly towards diversity, and I believe many people do support diversity. But with its police force, lack of affordable housing projects, lack of serious public transit, etc, that's really only a skin deep level of support.	12/31/2020 9:51 AM
64	I have never felt welcome in Petaluma because I am black	12/31/2020 9:47 AM
65	More help with protecting Hispanic members of our community- from ICE and threats of deportation. As a community we have to address the unaddressed systemic trauma experienced by BIPOC community members.	12/31/2020 9:35 AM
66	Having the BLM painting on the street was a good step but....I feel that i snot the pulse of the city. I felt it set a divide in between the community. I felt that the funds spent could have been put to better use instead of paying the artists. I believe there were artists that would have painted the mural for free if they were sought out.	12/31/2020 8:42 AM
67	Simple Direct The fact that we have this is the beginning	12/30/2020 8:12 AM
68	if the purpose of diversity of color/race/background/status is to ensure that we receive a diversity of opinions/perspectives/solutions, then explicitly focus on diversity of opinion. Don't use color/race/background/status as a proxy for opinion since that assumes mental states reliably track skin color. That's racist.	12/29/2020 1:38 PM
69	Not enough experience.	12/27/2020 8:08 AM
70	I recently watched Emanuel Acho's interview with the Petaluma Police Department and while I felt a huge sense of pride for my town and the police department for being willing to participate in this conversation I felt some of the responses lacked the recognition that as a	12/24/2020 9:07 AM

predominately white town we all need to accept responsibility for our racism and prejudices and be actively trying to change that.

71	As previously stated, I am not aware of specific problems regarding diversity / equity / inclusion in the city in general. I would interpret this to mean that by and large, the city is possibly already making a reasonable effort to address the issue (or at least I hope that is the case). However, I won't say "very good" because this would imply that there are no problems, and I would suggest that there is always room for improvement!	12/23/2020 11:22 AM
72	Petaluma has always been a diverse community, placing issues that have never been there is a waste of time. Drug issues and the homelessness is a priority, they are in all colors.	12/22/2020 7:21 PM
73	I feel petaluma is trying to address race issues.	12/22/2020 8:23 AM
74	I'm not in a position to rate.	12/22/2020 1:42 AM
75	As much as white Petaluma likes to think of itself as open-minded and inclusive, the effect of most of its actions is to protect the power and status of its wealthy white homeowners.	12/21/2020 9:26 PM
76	How many people of color are on the City of Petaluma payroll?	12/21/2020 4:14 PM
77	Mostly, because I am not a person of color, so really don't know! As a caucasian, I enjoy certain privileges that BIPOC do not.	12/21/2020 2:30 PM
78	I don't know what the City is doing, and may be that is part of the problem. I saw the Dept participate in an interview with a national consultant, but I an unsure what has materialized as a result.	12/21/2020 10:42 AM
79	The cops seem friendly enough	12/20/2020 7:53 PM
80	I do not recall seeing non white staff. What is demographic breakdown of town?	12/20/2020 7:17 PM
81	To start, City Council needs to make no exception with developers regarding low income constructions on new developments or small permits like on Adobe Creek small expansion regardless of how needed funds are for pending projects because well to do owners unlike me will continue to use their influence and money to discourage elected officials to require it from developers in exchange for the minimal and insignificant per square foot building fees.	12/20/2020 4:40 PM
82	I'm not really familiar with their efforts. From the short summary I got today it looks like it's headed in the right direction.	12/20/2020 8:20 AM
83	Stated earlier	12/19/2020 10:32 PM
84	Saw the video recently online conversations with a black man	12/19/2020 6:36 PM
85	The large Latinx population of the city is extremely underrepresented in city government.	12/19/2020 1:21 PM
86	I would like to see some civic action to encourage more people of color to move here.	12/19/2020 1:12 PM
87	Already noted previously	12/19/2020 10:01 AM
88	Please see my answer to question 10. I may add that hiring managers have much to blame for the lack of diversity of decision making staff. It will help tremendously to seek, encourage and value the ideas, thoughts and problem solving skills of diverse personnel, starting at the schools.	12/18/2020 11:25 PM
89	I mainly see white people in positions of authority	12/18/2020 10:13 PM
90	Petaluma seems very open!	12/18/2020 10:11 PM
91	The city leaders don't reflect the diversity of Petaluma. Latinos and people of color deserve representation	12/18/2020 8:55 PM
92	Have personally seen DARE & School Resource Officers in action	12/18/2020 7:17 PM
93	The City put out factual information about Police arrests, incidents etc by race. Reached out of Facebook and managed peaceful protests	12/18/2020 6:36 PM
94	Until recently, I have felt that Petaluma has done a pretty good job with its diversity, that is until this past year. It's sad to watch a town jump on a bandwagon movement and create problems where none exist. Our police department and it's officers have been targeted for no reason other than they are police. Petaluma conservatives have been targeted for no reason	12/18/2020 4:27 PM

other than they are conservative. This is ridiculous and needs to stop! Why is this ok? Why is a group like "Petaluma Indivisible " embraced, and hard working, law abiding conservatives are being alienated by our city council?

95	I think the city is just going through hoops because of a few squeaky wheels. Let's move on. You will always have racism. It comes from all sides. For the majority we all love each other so again let's move on and stop making it so awkward.	12/18/2020 2:11 PM
96	I have included many examples of my personal experiences in this survey that explains my rating. One experience that I missed was when I first moved here and wanted to be involved in my child's school. I volunteered to be on the School Site Committee while I was on leave from my job. My leave ended was ending in June. One SSC member, who was accepting a position at the school was going to be immediately replaced. I was going to be her replacement. To keep me from the position, she was talked into staying on the committee until the school term ended in June.	12/17/2020 1:55 PM
97	Having more access to low-income housing would increase diversity in the city. Currently, housing prices are the primary driver of keeping minority communities small in the area. Increasing our diversity and subsequently, representation on the city council would do wonders for the city as a whole.	12/17/2020 12:20 PM
98	Just need to do their jobs and be public servants.	12/17/2020 5:55 AM
99	I've lived in Petaluma my whole life and this is a nice town for me. But I'm white and I'm from here. Petaluma needs to guarantee housing and healthcare for its residents. Devote real resources to making people equal in this city - that's the path to diversity, equity and inclusion.	12/16/2020 6:30 PM
100	I have only seen a handful of real effort put forth by the Petaluma Police department to announce and practice their allegiance to the equality movement, and only recently. So although I am proud of the work the PPD has done thus far, there is ALWAYS room for improvement.	12/16/2020 12:44 PM
101	just not encountering much outward facing communication helping me to know if or how the City is engaged in this topic.	12/16/2020 11:38 AM
102	I have no knowledge.	12/16/2020 11:29 AM
103	Embrace it?	12/16/2020 1:35 AM
104	The city needs to focus on city issues, not made-up BS about diversity, equity and inclusion.	12/15/2020 9:04 PM
105	We have a predominately white community. I want to experience more diversity.	12/15/2020 7:09 PM
106	It is talked about, I don't know what is being done about it.	12/15/2020 4:57 PM
107	Just a guess	12/15/2020 3:54 PM
108	Since moving here I have seen a change in the city and I believe we are moving in the right direction. There is still a lot of work to be done, but it seems Petalumans are up for the doing the work to do better.	12/15/2020 3:49 PM
109	I have been here nearly 30 years and can't even recall seeing a POC on the city staff -- certainly not on the city council. That's not right.	12/15/2020 3:17 PM
110	I am neutral because I don't know. I don't feel much "diversity", maybe a little for Latino cultural but otherwise, none that I can think of for other people of color.	12/15/2020 2:30 PM
111	Unknown	12/15/2020 2:00 PM
112	I'm a White Petaluman and have always been treated as part of the community. I think the city has started to do work to embrace diversity, equity, and inclusion, but there is still a lot of discriminatory law, policy, and behavior built into our community. There is also very low representation of POC in our governing bodies and as well intentioned as we White folk might be, that lack of representation is a manifestation of exclusion.	12/15/2020 12:50 PM
113	No problems that I have seen.	12/15/2020 12:44 PM
114	I think the City of Petaluma is should focus on other issues that are more important - a cross town connector, on-off ramp at Rainier that we have voted in twice! Stop catering to liberal requests for offensive and unnecessary art: bathtubs, signs that were attached to the tennis	12/15/2020 10:16 AM

courts on Sonoma Mountain. Those signs were offensive. I am glad they have been taken down.

115	they seem to be trying. everyone here works so much no one has time to be involved. fix the cost of living and then working parents might have more time to help contribute	12/15/2020 6:25 AM
116	I have never witnessed an incident of prejudicial treatment in Petaluma. The BLM and Antifa groups have used the brutal killing of George Floyd to justify a national revolution for those identifying with the underdog. They have never owned a slave or been a slave but want to perpetuate the, "victim," mentality to stoke anger and justify violence. Their accusations of unfair treatment are inapplicable locally to the best of my knowledge. Embracing diversity, equity and inclusion in city government has successfully been going on for years. The BLM and Antifa crowds have generated hysteria with their allegations. They are domestic terrorists masquerading as civil rights groups. To form policies based upon their unfounded accusations would be patronizing, and imply that a favored skin color could not succeed without special treatment. Such policies would not promote unity or reconciliation, but hostility and division. The police employees, in my view, can be commended for their service and many personal sacrifices that the job requires, especially in contentious times like these.	12/15/2020 12:11 AM
117	We can all use additional work and training.	12/14/2020 4:42 PM
118	I'm ignorant of the efforts.	12/14/2020 3:19 PM
119	The city seems to go overboard accommodating fringe groups and ideas.	12/14/2020 3:08 PM
120	It's not bad, but a lot of the time I feel like the outreach (like this survey for example) doesn't reach the majority of the groups it needs to.	12/14/2020 3:05 PM
121	Is there a problem????	12/14/2020 2:40 PM
122	I have no experience in that area. I do wish that people would stop falling all over themselves making themselves feel guilty.	12/14/2020 12:42 PM
123	It is an ongoing effort and Petaluma has been/is a primarily white community so efforts need to continue.	12/14/2020 11:54 AM
124	We are working on our dialogue	12/14/2020 11:29 AM
125	I do not read the local newspaper, I read only on line and access to the Argus Courier is limited. The Patch is a bit more accessible. So I do not know of any day by day efforts. Since the fires, I do get the Nixel reports and find them fo be good.	12/14/2020 10:44 AM
126	The African-American and Hispanic friends I have tell me they have had no problems with our city or the PD	12/14/2020 10:34 AM
127	There are structural ways in which Petaluma is not inclusive. Many of the sidewalks in Petaluma don't even have ramps for wheelchair and stroller access.	12/14/2020 9:30 AM
128	I am not sure how to rate this, but after my dealing with Petaluma's Public officer, they are working hard with the community to support the public.	12/14/2020 9:17 AM
129	Other than the BLM street painting at the library (which is incredible) I have not seen the city do anything to embrace diversity, equality or inclusion.	12/14/2020 9:10 AM
130	My experience with people of color who are homeless is they want help. It's a two-way street but I believe the PPD is making progress in the social issues facing Petaluma's diverse society.	12/14/2020 8:33 AM
131	I am not aware of any efforts	12/14/2020 8:16 AM
132	I think this is Ridiculous	12/14/2020 7:01 AM
133	I'm a white female. Raised in a white-supremacist society. The recipient of male-mysogyny, my entire life. And, I've had the privilege of not being pulled over while driving black...or brown. I acknowledge the privilege that my white skin has afforded me. And I know that when Black and Brown lives matter, ALL lives will matter. We've got a long road ahead. And this is no time to be defensive. Own up to what has been so wrong for so long. Get uncomfortable! That's the first step to individual person and professional growth. We can't fix this overnight. Not even in our lifetime's. We can move forward. We must move forward.	12/14/2020 6:58 AM
134	Please define each word for the people. Education is key. I know of other issues not listed.	12/13/2020 11:55 PM

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	Who truly has time to sit and communicate? Communication is key. Wish I could write better.	
135	Survey is getting too long.	12/13/2020 10:56 PM
136	City staff and our elected officials have made visible and sincere efforts in this regard.	12/13/2020 10:06 PM
137	My personal experience is non existent. I am not aware of any negative news in this regard.	12/13/2020 9:13 PM
138	no experience	12/13/2020 9:13 PM
139	In response to Black lives demonstrations and harassment by right wing provocateurs, the City decided to invite Chief Savano to lecture the community on why they are doing a great job, rather than actually engage them. This catalized a series of separate community conversations (not city sponsored) that provided recommendations that the city has yet to address. It seems as though Petaluma is not very interested to improve life for BIPOC residents.	12/13/2020 8:53 PM
140	I have seen no effort by city to reach out to Latinos or people of color	12/13/2020 7:56 PM
141	We have had no incidents yet in Petaluma but one is going to happen down the road.	12/13/2020 7:15 PM
142	I have had no direct experience to reference.	12/13/2020 7:14 PM
143	Honestly, the police force seems a bit redneck.	12/13/2020 6:58 PM
144	Not enough experience.	12/13/2020 5:59 PM
145	I'm not going to say that the city hasn't tried to improve their race relations but I only ever see the efforts on cultural holidays or significant days of the year. While doing is acceptable, to me, it's the city signaling they see people of color as tokens. If the city truly wants to be integrated with the colored community they need to ensure that we are being thought of year round. We are just like the rest of the people who live in the city and deserve the same as everyone else. No more, no less. We don't need objects or praise for us being of a different color. That's tokenism. What we want is policy and advocacy at the same level as non-colored people. It really isn't that hard.	12/13/2020 5:47 PM
146	NA	12/13/2020 5:07 PM
147	Working for the city, I have personally witnessed on numerous occasions the daily effort by all to be inclusive, hire a diverse work force and bring equality to employment practices and promotions.	12/13/2020 4:26 PM
148	It's being blown way out of proportion. Petaluma is a very kind and generous town. If someone wishes to dispute that, or can't see that, then they should leave. Clearly there's no pleasing someone who can't see this fact. Please stop wasting money on these inclusive conversations and trainings. You will never please the naysayers.	12/13/2020 4:17 PM
149	In my opinion, the City needs to be more proactive about the active racists in town. I know they have First Amendment rights but there must be some way to rein them in so they don't scare people or tear down property	12/13/2020 4:06 PM
150	U=turn, police officer. had a attitude, told me 2 get out of the car. keep Ur mouth shut. just had a nasty attitude. over a U-turn.	12/13/2020 4:05 PM
151	I think the BLM street mural was a step in the right direction.	12/13/2020 3:28 PM
152	Their training is ongoing and excellent.	12/13/2020 3:28 PM
153	seems to me the artist in this town are the ones that really embrace the efforts.	12/13/2020 3:12 PM
154	There is always room to make things better!	12/13/2020 3:09 PM
155	Name the good qualities of each group.? People are struggling with Covid 19 which brings frustration .	12/13/2020 2:13 PM
156	I feel it is	12/13/2020 1:28 PM
157	We're in a safe little white bubble here. That's NOT reality. It shouldn't be forced but this needs to change.	12/13/2020 1:25 PM
158	This city is very poorly managed in almost every aspect. By far the most inept of any city in which I have lived. Awful.	12/13/2020 1:11 PM

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159	Even by asking, i.e. this survey, you are showing effort to make change.	12/13/2020 12:57 PM
160	I think that white people shouldn't be driving all of the efforts, assuming what people of color want. I think there are a lot of white liberals in town who can be very exclusive to people who aren't liberal or people of color. Don't let that narrative take over. Be truly open to all perspectives, even moderate and conservative.	12/13/2020 11:05 AM
161	I've had no problems	12/13/2020 11:03 AM
162	I'm not informed enough to comment.	12/13/2020 10:51 AM
163	Again, making everything about race is RACIST.	12/13/2020 10:19 AM
164	I Love Petaluma, I'm originally from Compton in L.A., and I have always said this is the best town I have ever lived in.	12/13/2020 10:10 AM
165	there is only 1% of our population that is of color. We need to outreach and be sure that everyone feels welcome. and have opportunity. I am not speaking of the Latino population...that is another survey.	12/13/2020 9:11 AM
166	No experience only what I hear	12/13/2020 8:53 AM
167	Unaware of the efforts being made.	12/13/2020 8:39 AM
168	Beyond zoom meetings where all we do is let Chief Savano make unchallenged excuses???? Honestly the one way questions and then he answers and then you move on to the next question without any dialogue. So frustrating. Or an online survey? Everything is so passive and is the type of action that nothing gets done but you can say 'well we tried this...' DO something real.	12/13/2020 8:13 AM
169	None except as an observer.	12/13/2020 8:07 AM
170	Have no experience with Petaluma police.	12/13/2020 7:25 AM
171	I believe we all need work in this area, and assume that the city is in a similar position	12/13/2020 7:22 AM
172	Never heard or seen anything one way or the other	12/13/2020 5:26 AM
173	I've never heard that there are any problems in this area.	12/13/2020 3:23 AM
174	The "good ole boy" way of doing things still steers the politics and policies of Petaluma. The church has had to develop its own enclave for a sense of belonging in the community. Has there ever been a person of color elected to city politics?	12/12/2020 10:35 PM
175	There is a lack of diversity in staff and leadership of City of Petaluma	12/12/2020 10:29 PM
176	Do not feel informed enough to give an educated answer	12/12/2020 8:39 PM
177	I don't know enough, am only just recently aware of my historical blindness and the need to look up and look around at what's going on rather than stay comfortable.	12/12/2020 6:45 PM
178	When I see our police in person or in pictures they seem diverse.	12/12/2020 6:16 PM
179	The City always seems engaged and open to improving in all areas. Collectively, over the years the city appears to embrace diversity and inclusion within a diverse community...beyond racial and cultural entities as well.	12/12/2020 5:29 PM
180	Again I have not been in any situations where diversity, equity, and inclusion has come up.	12/12/2020 5:23 PM
181	No experience	12/12/2020 5:13 PM
182	Everyone is responsible for themselves and ones actions. That's why we have a wonderful community.	12/12/2020 5:08 PM
183	Having lived in many other cities, Petaluma clearly has a culture more compatible with acceptance of diversity	12/12/2020 5:03 PM
184	Have none.	12/12/2020 5:02 PM
185	I don't rate idiotic questions.	12/12/2020 4:45 PM
186	I thought the police handled the time of protests very sensitively & respectfully.	12/12/2020 4:44 PM

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187	From my personal experience your officers need training in respect for citizens, and kindness; without room for macho bravado. I would like to add however I have encountered good interactions with the Petaluma police and I'd like to believe the department has the best intention to serve the community well.	12/12/2020 4:35 PM
188	Unless I am mistaken, the City Council is all White; I am unfamiliar with the Boards and Commissions but they are likely mainly White. Through recruitment, seek out more persons of color, more women, more LGBTQ so that all members of our community have adequate representation in city government.	12/12/2020 4:19 PM
189	see my response to question # 10	12/12/2020 4:05 PM
190	This has been an issue and the City has stepped up and embraced it.	12/12/2020 3:48 PM
191	This survey seems like a pretty good effort. But, I'm a middle-aged white lady. So, what do I really know???	12/12/2020 3:04 PM
192	20% of Sonoma county voted for trump	12/12/2020 2:59 PM
193	I believe the City is challenged by a lack of diversity in its population. That said, I see a willingness on the part of the City and the PPD to make every effort to embrace diversity and inclusion in law enforcement. De-escalation of potentially violent situations is imperative. I believe this occurs. PPD needs social services support in dealing with psychological, learning disabled, alcohol, and drug abuse situations which often form the basis of behavior which is contrary to current norms and laws. Neither law enforcement personnel or members of the public benefit from negativity in these situations. It is helpful to have a diverse City staff and PPD staff which goes above and beyond to reflect the diversity of the national population which is not reflective of Petaluma's population recruiting the creme de la creme, Walking the beat as stated above in neighborhoods, coffee with cops, and other citizen informal meetings in minority areas are ideas if not already done and if budget allows.	12/12/2020 2:45 PM
194	I find the Petaluma Police to be lazy slow to respond and basically just uncaring.	12/12/2020 2:16 PM
195	We need to invite and welcome people of color to our community through advertising and housing opportunities.	12/12/2020 1:57 PM
196	The police chief, the city manager and the mayor put on a town hall zoom meeting and the chief was very professional- the head of the NAACP even called in to complement the police! When a reasonable and knowledgeable man like that complements the police I believe him!	12/12/2020 1:51 PM
197	I think the City of Petaluma has done a great job with diversity, I did not rate very good, because trends and challenges always happen that can cause disruption sometimes, but the City works past these situations as needed.	12/12/2020 1:34 PM
198	Stop shoving it down our throats. It's manufactured propaganda. All it's doing is dividing us even more.	12/12/2020 1:27 PM
199	I totally appreciate the City's efforts to understand and embrace diversity, equity and inclusion. The City's efforts in the last 9 months have far exceeded any that I've witnessed in the 30+ years that we have lived in Petaluma! Because inequity, exclusion and disrespect cause so much damage and pain to people of color, we will never have a truly diverse community until we root out racism and implicit bias at every level of our community!	12/12/2020 1:22 PM
200	I hear the city discussing diversity equity and inclusion which is a good start.	12/12/2020 1:11 PM
201	No experience so rating is Neutral.	12/12/2020 12:57 PM
202	The fact that this survey was sent.	12/12/2020 12:49 PM
203	There is no effort	12/12/2020 12:38 PM
204	Petaluma is very white and expensive to live in . More affordable housing might help Petaluma be more open to diversity	12/12/2020 12:20 PM
205	City has excellent outreach with updates.. conveys willingness to listen and engage in dialogue Also the emphasis of collective experience (e.g., "we're int his together...re Covid") is very good. Police and other interactions are hampered by Covid restrictions so the that makes things difficult. Also, our very challenging problem with unhoused individuals is complicated for all of us.. wish I had an answer for that (they are on our streets and hence part of our community)	12/12/2020 12:19 PM

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206	I want to believe that the city of Petaluma and the PPD truly cares about diversity, equity, and inclusion from a non-performative standpoint, but in order to make that true they must listen to POC in this town.	12/12/2020 12:14 PM
207	Have not seen anything or heard of anything that would indicate anything else.	12/12/2020 12:13 PM
208	PPD officers have always been professional and courteous anytime we've needed assistance.	12/12/2020 12:11 PM
209	none	12/12/2020 12:08 PM
210	Very helpful and courteous while dealing with past issues.	12/12/2020 12:04 PM
211	This is the first effort that I have really seen.	12/12/2020 12:04 PM
212	I've connected with Jennifer Parsons-Prichard, both personally and on behalf of our mobile home park, Leisure Lake Village. She's wonderful!	12/12/2020 11:57 AM
213	The recent exercise of police officers conversing with person of color	12/12/2020 11:49 AM
214	Petaluma is behaving a lot like the Latte Liberals criticized by Al Sharpton. It is taking pride from its "art" supporting BLM, even though Blacks are no more than 2% of its population. At the same time, there is no evidence of meaningful effort to deal with the multiple challenges faced by Petaluma's large Latinx population. The same is true with the homeless, who obviously need help	12/12/2020 11:38 AM
215	I saw a video of some members of the Petaluma police talking with a man of color to have "an uncomfortable conversation." I hope that event led to some changes.	12/12/2020 11:33 AM
216	No opinion	12/12/2020 11:31 AM
217	see above responses	12/12/2020 11:18 AM
218	Only experience is what I've read in the paper	12/12/2020 11:09 AM
219	We all need to work on diversity, equality and inclusion	12/12/2020 11:09 AM
220	Recruitment, testing, hiring, and retention are not aimed at done with the goal of embracing diversity, equity, and/or inclusion.	12/12/2020 10:59 AM
221	I have not seen the Police act in any way but Professional, and why should you do anything just keep doing your job the best you can as you always have. I'm sure there will be another Trending Topic we can all worry about soon.	12/12/2020 10:54 AM
222	I don't think the City is as aggressively prejudice as the Police Department (though their recent support of them is concerning in the form of pro-police mailings), but I see very little coming from the City that makes me think this is in anyway an issue for them.	12/12/2020 10:52 AM
223	I really don't think we need to worry about this too much. Let's fix the roads and address our property problems and the rampant overbuilding that's ruining the nature of our town. If you want to fix inequality in Petaluma, look at the housing issue and the rent problems. Work on the homeless problem. But those are real problems and hard to solve, where having XX Diversity Week on a banner downtown is easy. Worrying about symbolic issues of race on a city level is a waste of time and resources when there are real problems to address.	12/12/2020 10:41 AM
224	All is quiet..	12/12/2020 10:40 AM
225	The city doesn't need to waist time with this, the city can't change what's in people's hearts.	12/12/2020 10:36 AM
226	I rate the effort by its outcome. This is not a diverse community. Furthermore, the state of the debates regarding affordable housing and the imbalance thereof speaks volumes.	12/12/2020 10:27 AM
227	All we build are low income housing.	12/12/2020 10:20 AM
228	We have not had an experience with that problem.	12/12/2020 10:13 AM
229	Unaware that the Petaluma Police Dept did not embrace diversity, equity, and inclusion activities.	12/12/2020 10:06 AM
230	The most recent election results for our city council show just how much the constituents want a more progressive and socially responsive council. Healy, Kearny, and Miller, King, Supervisor Rabbit, and many before them have upheld racist policies, even if unintended.	12/12/2020 9:56 AM

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231	I've seen the Uncomfortable conversations with a black man and thought that was a good step. Also, I've read about the police being involved at schools.	12/12/2020 9:55 AM
232	I don't know how city embraces this	12/12/2020 9:52 AM
233	I really do not know. I don't know how diverse our city is in population or Public Servants. I had checked the police web page a while back for such statistics and didn't find an answer.	12/12/2020 9:52 AM
234	Most of the officers in Petaluma are not minority and could use some bi-lingual and diversity training.	12/12/2020 9:42 AM
235	I was really looking for a "don't know" response but since there wasn't one, chose Needs Work because of how the town feels or seems to me which is not diverse. It's like minorities have their place serving the white community and efforts to address that are received with some hostility by the white community, i.e. BLM mural. Whites are so accustomed to having superiority that we don't see it and don't understand it appreciate efforts to create a more equitable community. Just as men may not be aware of their privilege and resent efforts by women and LGBTQ community members to create a more welcoming and fair town.	12/12/2020 9:35 AM
236	I have no thoughts here but from what I read the City leaders care about the issue.	12/12/2020 9:22 AM
237	Good survey- makes me think. City council is talking about race issues and attempting to be more inclusive.	12/12/2020 9:16 AM
238	Again I have no information to the contrary	12/12/2020 9:06 AM
239	The city needs to focus on keeping the city safe and clean - not to meddle in other people's lives	12/12/2020 8:58 AM
240	Not sure how the city handles this	12/12/2020 8:55 AM
241	I like the BLM mural at the library. Good start, but what else are you going to do? It's hard in a pandemic, but a pandemic is a good time to plan for future action.	12/12/2020 8:55 AM
242	I have not had direct interactions with the PPD and people of color, but I don't see officers singling out minorities over anyone else when arrests are made.	12/12/2020 8:44 AM
243	I think there is always room for work no matter what the subject	12/12/2020 8:12 AM
244	Again, nothing but good experiences	12/12/2020 8:10 AM
245	I think the quick response from the City in regards to the Black Lives matter movement is indicative that the City recognizes there is a problem-- I just hope it goes farther than the one-time mural painting project. That was a sign of support-- but that's not doing the real work.	12/12/2020 8:09 AM
246	I've seen very little outreach. Mostly seen meetings between loud individuals and police administrators. What's needed is community policing by foot patrols who know the people they are protecting.	12/12/2020 8:07 AM
247	I have explained it before.	12/12/2020 8:00 AM
248	I think you are causing more divide and issues by calling out the differences. Instead just make it equal for all. As a person of color I feel embarrassed that you act like I need more then anyone else. Just make sure you are inclusive of everyone. Right now it seems like you only care about black lives. You've done nothing for the Hispanic or Asian community. You painted a mural to appease a group but forgot about everyone else.	12/12/2020 7:35 AM
249	This survey is a good start, Petaluma TIDE is a nice organization, the interview on Uncomfortable Convos was very forward thinking and brave, RMCS does great work within our school community.	12/12/2020 7:32 AM
250	We all have room to learn and grow - my rating would always be neutral - because it should be an ongoing process.	12/12/2020 7:28 AM
251	The city needs to worry about people before their paycheck	12/12/2020 7:20 AM
252	we seem to have a lot more stuff about these things than other cities like rohnert park or santa rosa.	12/12/2020 7:11 AM
253	Not really the city's position to act in this "social" manner. Just run the government, make certain the public is properly served and really, really, really fix the streets instead of being	12/12/2020 7:10 AM

	politically correct unnecessarily.	
254	I am ignorant to this kind of information.	12/12/2020 7:08 AM
255	Just take care the trouble makers. And do follow up with complain	12/12/2020 7:08 AM
256	All talk. What has been done to address the fact that more hate crime happens in Petaluma than Santa Rosa? When I read about it in the paper, I read that the police department spokesperson was unaware, did not indicate that anyone would look into it, and put responsibility on vulnerable populations to come to them. Why aren't the trucks being investigated? Why aren't people who drive around the city with racist regalia, people that others in the LGBTQA+ community have identified as engaging in harassing behavior, been investigated. It's good ol' boys and girls that are threat to people of color. There the ones who treat my family like shit in their stores and discriminated against us in housing.	12/12/2020 6:53 AM
257	Seeing some efforts but largely responsive ie: during protests after the murder of George Floyd. Wish for ongoing very transparent connectivity to low income families and POC	12/12/2020 6:46 AM
258	I was very impressed with the YouTube video I saw of tge Petaluma Police talking about racism. Conversations with a Black Man.	12/12/2020 6:34 AM
259	Train police, or have certain police assigned to issues not involving crimes. Once had police come to door after I called and explained my son was having hallucinations and police asked him to step outside. Once he did they arrested him for drunk in public! REALLY! people don't ask to be born with mental illness and should be punished for it! THEY NEED HELP AND UNDERSTANDING. Just so you know, my son died of suicide last October. He had called his case worker and got a return call the following afternoon, he was already dead. He had a very hard life and didn't deserve to be mistreated by the people who are paid to keep us safe.	12/12/2020 6:13 AM
260	Again no issue here	12/12/2020 5:40 AM
261	It would be good to see more counseling offered for people causing trouble. To find out why they do this but also to clear the town of high cost residents.	12/12/2020 4:25 AM
262	I haven't seen anything yet	12/12/2020 3:39 AM
263	Not aware, either way	12/12/2020 3:38 AM
264	Not enough experience.	12/12/2020 12:24 AM
265	Prior experience	12/12/2020 12:23 AM
266	Petaluma has many different cultural events that brings people together.	12/11/2020 10:55 PM
267	Feel liking for and stirring up trouble	12/11/2020 10:46 PM
268	No experience.	12/11/2020 10:44 PM
269	As a long time resident in Petaluma, I believe everyone is treated equally and the City of Petaluma has gone out of its way to make sure everyone feels valued and respected.	12/11/2020 10:43 PM
270	Too much emphasis on creating issues. Focus on the fact we are all people, and all people deserve respect. Stop trying to create categories of people and dividing us.	12/11/2020 10:41 PM
271	I believe the PPD is doing a lot of professional development around interactions with people of color.	12/11/2020 10:41 PM
272	Unaware of efforts, so I can't honestly comment on this one.	12/11/2020 10:40 PM
273	The City has never did anything prior to the past year to embrace other races, especially the afro American community.	12/11/2020 10:36 PM
274	If you don't fall in line with the liberal view of the city council you are not treated equal.	12/11/2020 10:16 PM
275	I see no difference between any race and don't because they should be treated any differently then whites all lives matter 0	12/11/2020 10:13 PM
276	There are many more important things to worry about especially in Petaluma where Racism is very rare. You let the BLM folks put up their posters at the tennis courts (which I supported) but never held them accountable for cleaning up. The fences are still full of zip-ties and rotted tape.	12/11/2020 9:50 PM

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277	I have never noticed, heard of, or felt need for improvement with diversity. Never felt that was lacking.	12/11/2020 9:48 PM
278	This survey is good start but we still needs a lot of work. Petaluma, though a great place to live, it is not a diverse town which makes it challenging for the majority of the city's residents to have cultural awareness and respect for people of color.	12/11/2020 9:45 PM
279	The fact that you are conducting this survey is positive.	12/11/2020 9:38 PM
280	I have limited knowledge of the police interaction with people of color	12/11/2020 9:37 PM
281	Myopic and over the top, fake and superficial	12/11/2020 9:35 PM
282	Our personal experience has been poor. We are happy about the recent efforts such as inviting a black speaker to talk about race relations with the police. That's a start. Our question is... how many talks about race had the police department had in the last 30 years?!	12/11/2020 9:34 PM
283	Personally I have had a good experience living in Petaluma.	12/11/2020 9:33 PM
284	There is very little racial diversity, but there is a big income gap between the wealthy and the rest of the population.	12/11/2020 9:21 PM
285	The city seems to be so careful not to offend & to want to be inclusive. Anything they plan is for all of Petaluma.	12/11/2020 9:20 PM
286	From the interaction I have seen, there is room for improvement. There is something missing from the attitude of police I see in Petaluma.	12/11/2020 9:14 PM
287	No knowledge on this matter	12/11/2020 9:07 PM
288	See earlier comment. We are too expensive of a community to encourage diversity. We need affordable housing and entry-level homes. We shouldn't have to depend on another housing crisis in order for Gens X, Y, and Z to be able to afford a home here.	12/11/2020 9:01 PM
289	because of the 'outlaw' and 'old families' culture, there are lots of individualized, isolated actions that defy community. Downtown neighbors are never consulted, meeting of neighbors to address issues is not encouraged. Examples: 26 6th St dig, St. John's unauthorized erection of a mausoleum next to the street. These are not race diversity examples, but shows the general City complacency about improving 'community' and reluctance to enforce existing protections against the 'old white privilege' element of Petaluma.	12/11/2020 8:56 PM
290	I am unimpressed with the City of Petaluma in every way. The Mayor, the City Council, etc, are all lackluster, uninspiring, lame, selfish and self centered.	12/11/2020 8:54 PM
291	This city is very kind to all citizens	12/11/2020 8:52 PM
292	Respect the police and they will treat you with same respect.	12/11/2020 8:44 PM
293	I have nothing to support high or low ratings.	12/11/2020 8:41 PM
294	They have always been respectful no matter what the situation was.	12/11/2020 8:35 PM
295	I read that it is valued, I don't know what the follow through has been.	12/11/2020 8:34 PM
296	The city's function is to ensure the laws are applied equally, not invest in equality of outcomes. Politicians in Petaluma, like other social engineering politicians in CA corrode the culture of rights and the rule of law by overstepping their charge.	12/11/2020 8:32 PM
297	I believe the City has gone way above in embracing diversity, equity and inclusion already. EVERYPONE should be treated the same and not base any benefits, or leniency or special treatment based on race, color etc.	12/11/2020 8:29 PM
298	I find Petaluma a very homogenous City with little diversity and support for low income families	12/11/2020 8:27 PM
299	There is no way in this climate that any governing body can claim very good, good, or even neutral. I am a white man and suspect my view of needs work is much too generous but I do not know what I do not know.	12/11/2020 8:22 PM
300	City tries its best but is limited by money and the cost of living here to be able to seriously diversify the community or the people working for the city. Not the city's fault, we live in a beautiful desirable place. This city supports a number of diverse events and is incredibly	12/11/2020 8:15 PM

progressive in our area which being in California means we are light years ahead of 99.9% of the rest of the entire country.

301	There does not seem to be an issue	12/11/2020 8:13 PM
302	Their rhetoric does not match their actions. The west shows they need work most. They are rich so they buy property to block development, they complain about bus stops in front of their houses, move crowded density housing projects to the east, pot shops on east side and show bias to have support services in their neighborhoods.	12/11/2020 8:12 PM
303	Efforts seem mixed. 2020 has shown a light on issues Black folks face. With a Latinx population (and a growing one) I would like to see more emphasis to include this and other BIPOC communities.	12/11/2020 8:11 PM
304	I don't see Petaluma as a racist place.	12/11/2020 8:08 PM
305	The city tries but there isn't much diversity here and so it's hard to be inclusive. We are looking to move in hopes to find families of color, more diverse cultures, and a more progressive mindset from the majority of the community. Petaluma residents are a bit apathetic in my experience and don't really care about things that don't affect their life (suburban bubble).	12/11/2020 8:07 PM
306	no experience	12/11/2020 8:03 PM
307	Leadership in action, professionalism, training, community involvement, City Council and Mayor support.	12/11/2020 8:02 PM
308	Survey is too long.	12/11/2020 8:00 PM
309	I know the PPD is actively working to improve their relations with everyone in town focusing on those persons that have experienced problems with police, not necessarily PPD, in the past.	12/11/2020 8:00 PM
310	I think the efforts to embrace "diversity, equity and inclusion" are a fantasy based on a naive egalitarian perspective on human nature. Such a delusional worldview hinders police officers from doing their jobs effectively. Crime is a real problem in Petaluma. The city has a rapidly decreasing quality of life and we intend to move out of Petaluma as soon as we can. It is not a safe place to raise family. You can feel a palpable sense of contempt from the mayor and the city councilors for average Americans (including police officers), but the police officers all seem like fine people. No one wants to live in a city that takes the "Defund the Police" mantra seriously. Petaluma was once a charming city, and that is why I moved here, but it has become a dump.	12/11/2020 7:57 PM
311	Petaluma is and will always be Petaluma. Thank God	12/11/2020 7:56 PM
312	It's good the way it is	12/11/2020 7:55 PM
313	BLM mural was awesome! Nice work. But we need more clear statements and leadership around signs being torn down, harassment, and threats. Racism seems acceptable here bc leaders don't actively condone it.	12/11/2020 7:55 PM
314	7 years living here. I have witnessed nothing adverse regarding communities of color	12/11/2020 7:52 PM
315	Great everyone the SAME regardless of race. No special treatment across the board. Common sense!!	12/11/2020 7:48 PM
316	I have no knowledge what the Dept has done	12/11/2020 7:39 PM
317	City Council and Mayor were too quiet when the protests were going on.	12/11/2020 7:38 PM
318	Just seems like an entitled bunch of white dudes who aren't listening to the concerns of the community.	12/11/2020 7:38 PM
319	I read each of the reports that are sent almost daily and each time I read I understand that they do a very fine job in all the interactions with the people who need help or have broken the law in some way.	12/11/2020 7:36 PM
320	Neutral	12/11/2020 7:35 PM
321	The city attempted to address racism issues by holding a "discussion" that ended up being the police lecturing the community, and the community questions were answered with copy paste snippets from previously issued Police press releases. The city voted to arm police with semi	12/11/2020 7:29 PM

automatic military grade assault rifles -literally every single officer, a huge escalation in police militarization and responsible for a rapid erosion of trust in policing. The police are indifferent to residents receiving death threats or other threats of violence.

322	We are a community need to keep working on this topic until it's no longer a topic. We need to help everyone feel safe and comfortable in our community	12/11/2020 7:28 PM
323	I think there are enough improvements in the city besides focusing on race. I'd rather see our City government focus its efforts on helping small businesses during this COVID epidemic and on alleviating traffic that wasting time with race	12/11/2020 7:25 PM
324	I worked for the city, feel singled out due to age.	12/11/2020 7:24 PM
325	I have never heard of them making any sort of effort to do this.	12/11/2020 7:21 PM
326	No experience	12/11/2020 7:20 PM
327	Always be working even if you get excellent ratings.	12/11/2020 7:19 PM
328	The city buys into identity politics and therefore creates a wedge between ethnicities that ought not be there. The city should worry about treating all people equally regardless of skin color rather than emphasizing one's color.	12/11/2020 7:18 PM
329	I think the walking on eggshells approach is non-productive. I feel like if you keep up the mindset that you don't want to offend us, many will abuse that gesture to no end. Do you really think people of mixed background will someday say," police have really pulled back on holding us accountable, I think racism is almost abolished. I'm ready for them to apply the law without fear now". I doubt it. That's why I gave you a Nutella score, too much fear based behavior	12/11/2020 7:18 PM
330	Not aware that there is a problem.	12/11/2020 7:15 PM
331	It's all very subjective and all in all Petaluma does a good job	12/11/2020 7:12 PM
332	It was brave and generous to be part of "uncomfortable conversations with a black man" ... many cities of our size would not have taken that step - I applaud the Petaluma PD for taking this step - it was really important, and impressive.	12/11/2020 7:08 PM
333	I have no knowledge.	12/11/2020 7:00 PM
334	You have gone way overboard and have alienated all citizens who are not of color you are the problem	12/11/2020 6:58 PM
335	Not sure	12/11/2020 6:53 PM
336	Petaluma does try. Having social media posts in both English and Spanish is really good. More of that.	12/11/2020 6:52 PM
337	The staff at the City have always shown care and compassion for all community members. It is clear they care and trying to be inclusive of everyone.	12/11/2020 6:52 PM
338	Other than the email for this survey, I know of no other effort made.	12/11/2020 6:52 PM
339	Every exchange I have had with the PPD has been fair and respectful and positive. Too much time and money is being wasted on this non-issue.	12/11/2020 6:46 PM
340	I see some negative interactions with people of color	12/11/2020 6:43 PM
341	The city needs to stop catering to the 1 percenters. The silent 99 percent love our police officers. I would like to see more support for them from city hall and the counsel.	12/11/2020 6:36 PM
342	City is inclusive and welcoming to people of color	12/11/2020 6:36 PM
343	I have never experienced anything negative from the people of Petaluma because of a person's race or otherwise.	12/11/2020 6:29 PM
344	Not sure	12/11/2020 6:27 PM
345	They are doing the best they can with what they have to work with. Spending money painting the street in front of the library was a complete waste of money! There are businesses in town that could have used that money to keep their business afloat.	12/11/2020 6:24 PM
346	I do not have a reason to give it a bad rating	12/11/2020 6:20 PM

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347	The Police Department is well trained!	12/11/2020 6:17 PM
348	Stop pandering. Do your job like normal.	12/11/2020 6:16 PM
349	I don't know what you mean by equity. I think the city's efforts show they value diversity, fairness, and inclusion.	12/11/2020 6:13 PM
350	My personal experience wasn't a racist issue. Instead of a citation, the officer could have given me a warning. He chose to assert his authority knowing the costs involved.	12/11/2020 6:12 PM
351	I have no reason to believe that the city does not embrace these qualities. There is no unfair treatment that I am aware of and I think the city does what it can to ensure all citizens have equal access to city services.	12/11/2020 6:10 PM
352	Have not any interaction with PD	12/11/2020 6:03 PM
353	It just needs to improve. Better officer training.	12/11/2020 6:02 PM
354	Actively persue diversity training	12/11/2020 6:01 PM
355	see number 9.....I dont see a problem	12/11/2020 6:00 PM
356	nothing specific except general observation	12/11/2020 5:57 PM
357	You're trying	12/11/2020 5:52 PM
358	I don't care about Diversity, Equity, and Inclusion.	12/11/2020 5:48 PM
359	I'm of color and have experienced some very disturbing things pertaining to my race	12/11/2020 5:47 PM
360	No experience so neutral rating	12/11/2020 5:44 PM
361	Based on Historical context, Petaluma police needs to have more outreach with different communities	12/11/2020 5:44 PM
362	No experience	12/11/2020 5:43 PM
363	I believe that the Petaluma PD is aware of the problems and that they're trying hard to learn to be allies.	12/11/2020 5:41 PM
364	I did this in previous questions somewhat. My rating of our police force is definitely Good to Excellent!	12/11/2020 5:39 PM
365	Staff leaders are white. Women, yes, but the city needs BIPOC.	12/11/2020 5:37 PM
366	Where is the minority middle-class? Where is minority representation on city commissions and committees?	12/11/2020 5:34 PM
367	I am a new resident, unsure / no opinion	12/11/2020 5:33 PM
368	It is improving but BIPOC still fear for their lives -- and with good reason.	12/11/2020 5:32 PM
369	Diversity is a sham. You must always go with the most qualified.	12/11/2020 5:31 PM
370	No rating. It isn't the city's job to socially engineer the community. Step the fuck off and leave people alone.	12/11/2020 5:30 PM
371	PPD REPRESENT THE COMMUNITY THEY SERVE. PEOPLE FORGET CENSUS RATIOS AND I BELEIVE PPD HAS AN EQUITABLE AMOUNT OF REPRESENTATION FOR THE COMMUNITY THEY SERVE	12/11/2020 5:28 PM
372	experience, observations, taking with neighbors and friends.	12/11/2020 5:26 PM
373	I see that they are trying to learn.	12/11/2020 5:23 PM
374	I've done so.	12/11/2020 5:21 PM
375	I give credit to the mayor and city council for starting dialogue on this issue, trying to defend the Leghorn signs and allowing the BLM mural but we have a very long way to go.	12/11/2020 5:17 PM
376	from what I have seen, read and heard...and a significant amount heard was from PPD officers	12/11/2020 5:14 PM
377	I don't think the Petaluma police are worse than the police in similar towns.	12/11/2020 5:11 PM

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378	I have no knowledge/experience on which to base an answer other than neutral	12/11/2020 5:09 PM
379	Communtiy tour guide to Petaluma didn't have one POC in any of its adds.....subtle message that POC are not part of who is wanted bin Petsluma . General unfriendliness in the town.	12/11/2020 5:05 PM
380	There are visible signs that DEI are important. The commitment to the BLM mural in front of the library is something I am proud of, as well as the protecting of free speech of posters and displays of support to our BIPOC community at the tennis courts.	12/11/2020 5:05 PM
381	Frankly, the more you guys espouse diversity/inclusion and all the other popular buzz words the more you divide and segregate people. This whole 'systemic racism' mantra is in my view just a social construct to make some rather verbal groups of people more equal than others and simply fosters bad feelings and ill will with everyone. Let it go and quit wasting time and resources that could be better used elsewhere, fix the potholes and quit trying to turn the surface streets into parking lots.	12/11/2020 5:03 PM
382	In reality I don't know what the city is doing specifically. Nevertheless, I marked good. The reason is that there are many Latinx in the community, some of whom I know. I have never seen, nor heard of any negative interactions that they have had with the police.	12/11/2020 5:01 PM
383	It's unknown to me.	12/11/2020 4:58 PM
384	Seems to be okay]	12/11/2020 4:56 PM
385	It has not been a priority.	12/11/2020 4:56 PM
386	I don't have to explain anything other than the fact that I'm sad that this city is succumbing to this sort of nonsense. How about sticking to what you get paid to do and fix the potholes and repair the infrastructure. Oh, wait! You might actually have to put in a little effort or at least a little more than coming up with this crybaby racial survey requires.	12/11/2020 4:54 PM
387	I still don't know. I haven't had any experiences to form an option.	12/11/2020 4:54 PM
388	Petaluma has less racially charged problems than many areas and the police department's attitude since last summer's national protests reflects a willingness to address a potentially larger problem and the essential need for change that reflects their unique position in the larger society.	12/11/2020 4:54 PM
389	I think DEI is often overestimated as a solution to fundamentally economic problems (jobs, living wages, housing, health care).	12/11/2020 4:53 PM
390	It seems forced. Only when news hits the headlines have actions been taken. And sometimes too much for other way thus forced.	12/11/2020 4:51 PM
391	All white--not right.	12/11/2020 4:48 PM
392	As stated previously my own experience and observations lead me to feel that depending on the circumstances the ppd treat all citizens the same. What I would express is that improving any relationship between people takes both sides to treat each other fairly and would submit that the community needs to learn more about the pressure and dangers our police face each day and temper some of their reactions	12/11/2020 4:48 PM
393	See above and below.	12/11/2020 4:44 PM
394	I am white so my answer may be different than someone of color.	12/11/2020 4:43 PM
395	Not sure what more the City can do.	12/11/2020 4:41 PM
396	I know many on the previous City Council "tried" but they are not well-educated enough yet to understand the true depth of racism and white fragility apparent all around. A little compassionate listening is not enough. Real civilian oversight of the PD is a bare minimum necessity. Make it happen.	12/11/2020 4:40 PM
397	I believe there is almost zero diversity because Other Ethnic groups do not feel Welcome or Safe in Petaluma. Also, many cannot afford it, or sure as hell don't want to live in a city that is only 1% black!	12/11/2020 4:38 PM
398	I don't know what the police efforts are for DEI	12/11/2020 4:35 PM
399	Noted previously	12/11/2020 4:35 PM

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400	Petaluma is very onesided , not everyone feels the same aboutn many serious racial and political issues and the amount of protesting permitted was excessive .	12/11/2020 4:34 PM
401	There is no data to show if there is any effort to embrace diversity here.	12/11/2020 4:33 PM
402	Our community has limited numbers of black and Asian members and therefore it's hard to establish requirements for parity in a very white community. Our city should make buying or renting a home and starting a business in Petaluma equitable for all races and ethnicities.	12/11/2020 4:33 PM
403	Stop being so quick to support Marxist anti American organizations like BLM and rather focus on supporting your brave and dedicated police officers...them and their families!	12/11/2020 4:33 PM
404	An area in which we should be doing more, no matter what. Would be good for our city to have more city-sponsored ethnic events and to incorporate ethnic groups into already set events (eg Butter & Eggs)	12/11/2020 4:32 PM
405	Most officers I see are white or Hispanic. I think they are a fair representation of the community .	12/11/2020 4:32 PM
406	I think theres lots of cultural diversity experiences here. I am sure that if a group wanted more exposure on their diverse lives, experience they could find a way the city would participate with them.	12/11/2020 4:30 PM
407	The citizens need to be responsible for their actions. I have not seen any public service messages going out to the public regarding their actions and being responsible for what they do, from the mayor office or the city council.	12/11/2020 4:29 PM
408	There are few people in place of power that reflect the diversity of our community. People of color and working-class community members (two communities that have felt a great deal of pressure in terms of social and economic opportunity as the demographics of the city have changed) need to have more opportunities to be engaged.	12/11/2020 4:27 PM
409	Not enough time living in Petaluma to give much of a rating.	12/11/2020 4:26 PM
410	As I said we're a "white" town, there is a mix of ethnicities and it is reflected in the people of Petaluma but I do not feel the city does.	12/11/2020 4:26 PM
411	I see no doors closed here	12/11/2020 4:25 PM
412	the overall experience I have had has been positive. I have an autistic child and the people in the community are very helpful and kind.	12/11/2020 4:24 PM
413	Im unaware of any issues with the City's efforts to embrace diversity, equity, and inclusion.	12/11/2020 4:23 PM
414	PPD officers are professional and fair.	12/11/2020 4:21 PM
415	I'm unfamiliar with what Petaluma has been doing regarding this issue but this survey is a great start ! KUDOS !!	12/11/2020 4:20 PM
416	People should be hired on basis of how they do a job/skills/experience - not race. If the council is mostly white-hey they were voted in not hired.	12/11/2020 4:20 PM
417	As described above. Kuddos to whoever came up with the library parking BLM paintings.	12/11/2020 4:19 PM
418	See statement number 10.	12/11/2020 4:18 PM
419	I do to ow	12/11/2020 4:17 PM
420	More empathy training and trauma-informed service training is needed	12/11/2020 4:17 PM
421	No comment	12/11/2020 4:17 PM
422	The efforts need to be more visible over time and not just in crisis response. I cant rate what Inhave not dealt with so do not want to skew your data with a bias in my response	12/11/2020 4:10 PM
423	Working with the Latino population and knowing some of them as friends, I have not heard any negative feedback.	12/11/2020 4:09 PM
424	I have no experience with POC and PPD.IN	12/11/2020 4:09 PM
425	The city needs work. The city needs to stop listening to and catering to the lies that the media, local officials, and criminals tell people about race relations with the police. The men and	12/11/2020 4:07 PM

women of law enforcement DESERVE the utmost respect and support. They are responding to calls that can and often do change in an instant. They are trained well and continue to support the citizens in their communities even when they're not supported. I used to work in county government (in CPS) and my husband is a retired police sergeant so I have had a birds eye view into police interactions, as well as the standard "theme" that keeps popping up - "police are racist and target ppl of color". It's beyond ridiculous.

426	Observed a incident when a car hit a pedestrian. They driver was black the pedestrian was old and white. Both were treated equally throughout the reporting aspect.	12/11/2020 4:06 PM
427	I haven't experience anything bad, the survey is good idea	12/11/2020 4:06 PM
428	I have seen no Latino -a policemen - women.	12/11/2020 4:05 PM
429	From where I can see the City of Petaluma it is a wonderful place to live.	12/11/2020 4:03 PM
430	No Info	12/11/2020 4:02 PM
431	In my own personal experience during a BLM protest, when the chief kneeled, that showed they understood where people were coming from and they wanted to help. And with the video with Emanuel that was growth. I just hope they take what he said into consideration and apply it.	12/11/2020 4:02 PM
432	I have been asked what my ethnicity is more times living here than ever in my life. Why should the white elites even think about asking a person this question.	12/11/2020 4:00 PM
433	Receive City communication msg regularly , well informed on emergency and community alerts.	12/11/2020 4:00 PM
434	No police contact and the police are willing to listen to suggestions	12/11/2020 3:59 PM
435	I have no experience with the City's efforts.	12/11/2020 3:58 PM
436	Just having a survey like this one, means there is a commitment to trying to be sensitive to different ethnic groups. But honestly, when I hear "embrace diversity, equity and inclusion", I see it as condescending to me as a Hispanic and as an immigrant. I want to be treated as an individual without being categorized all the time and being treated like I need a handout because of my race.	12/11/2020 3:58 PM
437	A bit Excessive, don't you think?	12/11/2020 3:57 PM
438	Clearly the black community feels like they are not safe. It had taken a long time and too many incidents for this to be a conversation in the community, It appears that black community members don't feel comfortable to speak about their experiences because they don't feel safe or respected. It's 2020 and these issues are just bring broached.	12/11/2020 3:57 PM
439	When I tried to discuss in city council meetings and with mayor I either experienced defensiveness or they just blew it off completely. Empty slogans with no real action	12/11/2020 3:56 PM
440	Without experiencing a racial situation first-hand, I can only speak of my observations. I have always observed innocent citizens of any color are protected to the best of their ability.	12/11/2020 3:55 PM
441	I don't really have an opinion yet. The BLM mural is cool though.	12/11/2020 3:54 PM
442	I have answered as fully as I am able.	12/11/2020 3:54 PM
443	I have no experience in order to comment.	12/11/2020 3:54 PM
444	Limited experience with the topic	12/11/2020 3:54 PM
445	I do not know enough about the City's efforts to give a meaningful rating.	12/11/2020 3:54 PM
446	I never really hear anything about what the city is doing other than selling out to corporations. We need better roads, inclusion, etc. diversity can't be embraced if people of color don't feel comfortable living in a white town.	12/11/2020 3:53 PM
447	Not qualified to answer	12/11/2020 3:53 PM
448	City council is all white	12/11/2020 3:53 PM
449	Minimal experience, did see announcement re diversity meetings	12/11/2020 3:53 PM

Petaluma Community Survey

Attachment 9

450	I am not educated on the matter enough to give useful feedback.	12/11/2020 3:51 PM
451	I am very proud of the work that our police department is doing to educate and bring awareness. Also, to let the community know about their position on race relations and Black Lives Matter.	12/11/2020 3:51 PM
452	You now have a good police chief fully committed to doing the best possible job in dealing with all issues affecting the community	12/11/2020 3:50 PM
453	O	12/11/2020 3:49 PM
454	I have nothing more to say. Minus rating.	12/11/2020 3:49 PM
455	Unaware of negative or positive events by city's efforts.	12/11/2020 3:49 PM
456	I was born and raised in Petaluma. Have moved many times but always stayed in Petaluma. I love the diversity in Petaluma. You can find a restaurant with almost every type of ethnic food.	12/11/2020 3:48 PM
457	Why does this have to be a thing? How about lets treat everyone how we want to be treated and move on?	12/11/2020 3:47 PM
458	unknown	12/11/2020 3:46 PM
459	I have seen the city hire people from all types of backgrounds and ethnicities for many years, this has been a very good practice.	12/11/2020 3:46 PM
460	The Uncomfortable Conversations was excellent but I didn't recognize any of the officers that were present and I work a job that interacts with many of your officers in the streets. I wonder if those ideas are embraced by the entire force or just a few?	12/11/2020 3:46 PM
461	Always been good.	12/11/2020 3:45 PM
462	I have no idea what efforts the City makes to embrace diversity except paint that mural on the street in front of the library.	12/11/2020 3:43 PM
463	No experience with the actual City staff	12/11/2020 3:42 PM
464	I am just assuming with all of the sensitivity around George Floyd, that the city is beng very open.	12/11/2020 3:42 PM
465	There is an abundance of awareness and support for diversity inclusion.	12/11/2020 3:41 PM
466	Some of the individual Council members have tried to outreach to our communities, but usually around election time then we dont see them again.	12/11/2020 3:41 PM
467	There a lot of community events that are very fun and inclusive of all races.	12/11/2020 3:39 PM
468	The "Conversations with a Black Man" was an excellent start, acknowledging racial bias and bringing awareness to this important issue.	12/11/2020 3:39 PM
469	Don't understand the question	12/11/2020 3:37 PM
470	I'm not sure if there is anything being done to embrace the situation.	12/11/2020 3:37 PM
471	I love living here, if not I'd leave	12/11/2020 3:37 PM
472	you guys are doing good. I do not like the fact you had the BLM mural painted on the street as that is a politicized movement. Other than that I think our town is doing well.	12/11/2020 3:36 PM
473	City Commissions/Commities lack diverse representation. There does not appear to be enough outreach to recruit. District elections of city council might promote better representation on the council.	12/11/2020 3:36 PM
474	My only disappointment is the BLM mural has to have video coverage. Seems like a waste of tax payers dollars. There is no need for the mural - its a distraction .	12/11/2020 3:35 PM
475	This is ridiculous! There hasn't been a problem before, so why this survey?	12/11/2020 3:33 PM
476	I haven't seen examples of this at a city level. I mean, I appreciate some of the forums that came up this summer. Otherwise, I've seen signs on lawns and thats about it.	12/11/2020 3:33 PM
477	The City seems to be making a good faith effort in this regard. BLPOC need to be consulted at all stages of this effort. I applaud the first steps but want to see concrete steps taken to make	12/11/2020 3:31 PM

sure the PPD is the best it can be. Rather than seeing its budget increased and more officers hired, I would like to see money moved away from the PPD and into mental health and homeless services, which I think would lessen the need for police calls.

478	They have created open opportunities for dialog and have a policy force that represents the community foe which they serve. The city council seems to take up current issues and willingness to address opportunities to review policies and community engagement.	12/11/2020 3:29 PM
479	I have limited experience and make the choice only on what I have observed. I have little or no relevant experience with the PPD related to diversity issues.	12/11/2020 3:29 PM
480	It's getting better with the new city manager.	12/11/2020 3:27 PM
481	In 40 years in Petaluma, I have never seen any problems.	12/11/2020 3:22 PM
482	This area is will be always work in progress.	12/11/2020 3:16 PM
483	See last response.	12/11/2020 3:13 PM
484	Diversity is not a goal. Goodwill among people is the goal. Diversity set as a goal leads to assuming skin color, religion, ethnicity, are all that matter. On the contrary homogeneous values needed for all to get along is the goal. I do not know what equity means. How does it apply to grossly expensive access to legal counsel and the courts. Do you mean equality and equal within the community? By inclusion, I assume you mean society is open to embrace others. But does it mean others are open to embrace the community? How does Sharia law (Muslim) create inclusion?	12/11/2020 3:13 PM
485	I haven't seen any evidence of this beyond some minimal lawn signs by residents.	12/11/2020 3:10 PM
486	That some receive problems means Be polite we must strive to do it better.	12/11/2020 3:10 PM
487	I see increasing outreach in the Hispanic community with Spanish speakers (who are visual minorities), which is great. But no representations of Blacks or Asians, etc.	12/11/2020 3:08 PM
488	I have talked with people of Diversity and been shocked and the way children in some schools and adults who go into Downtown Businesses are treated.	12/11/2020 3:06 PM
489	This survey is evidence	12/11/2020 3:05 PM
490	No comment	12/11/2020 3:03 PM
491	Just look at city council. No action on diversity or consideration of needs for other than white business owners	12/11/2020 3:03 PM
492	Petaluma and Sonoma county doesn't have much diversity outside white and latino. If the goal is equity of outcome then you're looking to check off diversity boxes. If it's equality then it should be an equality of opportunity.	12/11/2020 3:00 PM
493	I believe the City of Petaluma goes out of their way to be inclusive to the detriment of the public at large. The City should provide equity in opportunity for our community, but not equality of outcome.	12/11/2020 2:59 PM
494	It will take a long time and dedicated efforts from many parts of our community to reduce racism - both overt and based on hidden biases	12/11/2020 2:54 PM
495	The City is doing the basic things like using the right words, making messages available in Spanish, and approving affordable housing. But there are still barriers to actually being a diverse, racially and socioeconomically integrated community. If our working-class parents and grandparents didn't have access to mortgages decades ago my husband and I wouldn't have been able to make the down payment on our house in Petaluma during the narrow window when houses around here were affordable. While I'm not sure what the City can constitutionally do about it, I think trying to give people of color the same home-buying benefits my ancestors had after WWII is the place to start. Is there a way to encourage or subsidize low interest, no down payment mortgages? Can we do a housing voucher program, complete with career counselors and mental/health support? Can a special equity certification be required for real estate agents to work in our city? Can we increase funding for schools that have a higher proportion of kids whose families don't speak English at home rather than punish them for not testing as well - and can we make the solution NOT starting a gifted and talented program further increasing the disparity? I know this all sounds crazy and expensive and maybe illegal	12/11/2020 2:54 PM

but short of federal reparations I think it is on the level of what it would take to actually start breaking down barriers and effectively include people of color in the community.

496	Well, Petaluma is increasingly becoming a very expensive place to live, allowing for it to become more and more affluent which most likely will make it more and more white.	12/11/2020 2:53 PM
497	Compared to the rest of the country and world, petaluminaries are generous and tolerant.	12/11/2020 2:52 PM
498	I chose neutral because I haven't seen much about diversity and inclusion specifically. I don't know anything about the City's efforts, good or poor.	12/11/2020 2:50 PM
499	In response to requests by the public to police reform and redirecting of funds away from policing and towards more community support services, our initial city response was a webinar featuring the chief of police and the mayor telling us about what a great police department we have. This was totally tone-deaf and a poor response. I see we are still advertising to hire more police officers. Why? The people of this community are asking for fewer police and more community support services. Please invest in people, not police.	12/11/2020 2:48 PM
500	All sports programs I have been involved with were inclusive. High rating.	12/11/2020 2:42 PM
501	My personal experience has been fine, as i am white. But i don't see much diversity in the managerial elite, or those that are hired by them.	12/11/2020 2:39 PM
502	Not many other-than-white men in many positions of authority and interactions with the public.	12/11/2020 2:39 PM
503	Petaluma does not seem to have too many issues with any of those items. For a community with lots of 5th generation families, diversity and inclusion is happening pretty well organically.	12/11/2020 2:38 PM
504	seen some outreach	12/11/2020 2:37 PM
505	The Petaluma Police department put in action before the rest of the world that police officers would be held accountable for any wrongdoings. They did not wait for the rest of the world, It was more important than that to Petaluma to let everybody know that we will not allow mistreating of people of color.	12/11/2020 2:37 PM
506	The City Council is all white. There should be a task force that is created that gives input to all decisions for the city that helps develop future leaders in town. One POC will not be enough. You need several that makes up the population and then feedback can be given as a group on all decisions that need to be discussed.	12/11/2020 2:36 PM
507	Stop letting developers pay fees instead of building affordable housing. Veto any project that doesn't build affordable housing. Also please consider allowing Single Family zoning to allow for multiplexes (like Portland). We are pushing out all but the wealthy.	12/11/2020 2:34 PM
508	None	12/11/2020 2:31 PM
509	I don't see any issues. But I am white. The only information I have to use is from my minority friends. They have no complaints.	12/11/2020 2:30 PM
510	no experience to draw from	12/11/2020 2:22 PM
511	The City wouldn't of had this survey If they didn't want to improve the relationship with persons of color. I believe it's very important never to be satisfied you can always be better.	12/11/2020 2:22 PM
512	Again, people who obey the law have nothing to worry about.	12/11/2020 2:20 PM
513	Looking at the makeup of city council, leadership positions, the community is not equally represented	12/11/2020 2:20 PM
514	I watched "Uncomfortable Conversations With a Black Man" and thought it was realistic and brave. And I was proud of our officers for taking part in the conversation. But truly I was also blown away about the lack of knowledge/experience and the needs that must be addressed for our officers and community.	12/11/2020 2:19 PM
515	I'm not super familiar with what the city is doing in this regard.	12/11/2020 2:18 PM
516	There seems to be an over effort to make the outside population see how PC Petaluma is when there was never a problem. I think it is racist to put out adds that say support black owned business. What about the Brown, yellow and white owned business.	12/11/2020 2:15 PM
517	Do not listen to loud, radical groups and make big changes for political brownie points. People	12/11/2020 2:06 PM

are suffering economically.

518	If you can point out misconduct on a racial level, you need to point it out to us.	12/11/2020 2:05 PM
519	Not aware of any problems	12/11/2020 2:05 PM
520	I think you are trying to hard to cater to a small group.	12/11/2020 2:04 PM
521	Recently at Leghorn Park there were positivity messages posted by residents started by the Kindness Committee that were taken down again by a fringe element. There was not an overt condemnation of that from the city. When it happened similarly during the black lives matter protests, there was some attention brought to it which was helpful. There needs to be consistency and a clear message that the city has a zero tolerance policy for racism.	12/11/2020 2:04 PM
522	I saw a video of the interaction between the PPD and a black "activist." A good, and probably useful, effort. More effort than I believe is widely practiced in the U.S.	12/11/2020 2:02 PM
523	I have no idea what the city has done	12/11/2020 2:01 PM
524	The ultimate answer is the lack of people of color in the community.	12/11/2020 2:01 PM
525	I see only talk, no action	12/11/2020 2:00 PM
526	I've had good experiences getting my business permitted.	12/11/2020 1:59 PM
527	I haven't noticed any people of color at City Hall or implementing City Programs, except for one person.	12/11/2020 1:59 PM
528	It's not clear what the city has done about this at all. Maybe they are just getting started? The one statement I saw on the city's fb page seemed well-intentioned but poorly worded. The Black Lives Matter mural seemed like a community led effort so I'm not sure the city would have made that happen without the community leading.	12/11/2020 1:59 PM
529	I think our community wants to embrace all human beings but saying it and practicing it when we aren't a very diverse community are two different things!	12/11/2020 1:57 PM
530	I don't know exactly what the city is doing in these regards. So I can only be neutral toward this. In my opinion though, all public efforts of the city should benefit its citizen independent of their skin color or sex, but only depending on their individual needs. This is American as per our constitution.	12/11/2020 1:57 PM
531	again not here long enough	12/11/2020 1:55 PM
532	As far as I know, the city hasn't taken on any antiracist policies and, until it does, equality will not be achieved. The city has encouraged high end housing development over low income housing. The city provides ample funding to the police and not nearly enough funding toward social programs for low income and homeless people.	12/11/2020 1:55 PM
533	There are barely any people of color employed by the City.	12/11/2020 1:53 PM
534	People are asking for there to be improvements through their personal stories. If people are asking then the city needs to address the issue.	12/11/2020 1:52 PM
535	Not much here	12/11/2020 1:51 PM
536	None	12/11/2020 1:51 PM
537	Nothing really to add	12/11/2020 1:50 PM
538	Petaluma is a city with a couple of Black Lives Matter signs and limited Black Lives Matter action.	12/11/2020 1:49 PM
539	no comment	12/11/2020 1:49 PM
540	The city is saying that they are attempting to improve how they handle racist incidents in town. I have seen no concrete proof of this and incidents continue to happen and are excused repeatedly	12/11/2020 1:48 PM
541	We should celebrate the LatinX community here, make them feel like they are safe to be here.	12/11/2020 1:46 PM
542	The city has gone way above as they provide millions of dollars toward the illegal immigrant and homeless populations	12/11/2020 1:46 PM

543	All good	12/11/2020 1:46 PM
544	not a diverse team	12/11/2020 1:43 PM

Q15 What are the top three actions that the City of Petaluma can do to improve the experiences of people of color within the city?

Answered: 548 Skipped: 308

ANSWER CHOICES	RESPONSES	
Action 1	100.00%	548
Action 2	91.06%	499
Action 3	81.39%	446

#	ACTION 1	DATE
1	Civilian oversight of the PPD.	1/9/2021 3:21 PM
2	Explore the history of the names of public places/schools/streets - are any names after racists?	1/8/2021 1:18 PM
3	treat them equally	1/8/2021 10:14 AM
4	Review internal investigations for completeness and accuracy.	1/8/2021 7:32 AM
5	Open more authentic and diverse restaurants/dining.	1/8/2021 2:36 AM
6	Nothing	1/7/2021 11:15 PM
7	Improve diversity in workforce and at the top	1/7/2021 10:59 PM
8	Family	1/7/2021 9:14 PM
9	Surveys and communication is a great start	1/7/2021 9:00 PM
10	Diversity hiring	1/7/2021 7:38 PM
11	Listen to them.	1/7/2021 7:16 PM
12	Invite and include minorities to participate in all open forums	1/7/2021 4:51 PM
13	High more people of color	1/7/2021 1:03 PM
14	Add more culture, and I don't mean tubs on stilts or wall murals.	1/7/2021 12:47 PM
15	Treat fairly	1/7/2021 12:05 PM
16	deny the coordinated critical theory	1/7/2021 11:54 AM
17	Defund the police.	1/7/2021 10:25 AM
18	Highering enough minorities to have a diversified enforcement staff.	1/7/2021 9:50 AM
19	provide translators at city hall	1/7/2021 9:46 AM
20	be nice and respectful	1/7/2021 9:26 AM
21	Other than implementing ideas that arise from this survey, no idea	1/7/2021 8:27 AM
22	Open offices one evening a week and part time on weekends for working people to have access who cannot take time off.	1/7/2021 7:50 AM
23	More inclusion with people of color	1/6/2021 11:46 PM
24	Continue to be proactive	1/6/2021 11:33 PM
25	Community outreach to diverse community members	1/6/2021 9:51 PM
26	See #11	1/6/2021 9:40 PM
27	CAHOOTS pilot	1/6/2021 9:40 PM
28	Hire people of color	1/6/2021 9:38 PM
29	Continue	1/6/2021 8:19 PM
30	Nothing	1/6/2021 8:15 PM
31	Ensure city staff reflects the demographics of Petaluma. Hiring and recruitment processes must change.	1/6/2021 8:00 PM
32	Awareness Training	1/6/2021 7:56 PM
33	equality	1/6/2021 7:54 PM
34	everyone is a different color.....?	1/5/2021 8:47 PM
35	Focus groups	1/5/2021 5:53 PM

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36	Not look at race	1/5/2021 3:19 PM
37	Give them a voice. Give them a proverbial seat at the table.	1/5/2021 1:00 PM
38	Visibly and vocally stand up for people of color	1/5/2021 10:55 AM
39	New Police Training about Racial Equity	1/5/2021 10:48 AM
40	All citizens should be treated the same, regardless of color	1/4/2021 10:22 PM
41	Change policies to foster a more inclusive and democratic decision-making model.	1/4/2021 2:39 PM
42	Hire more officers of color	1/4/2021 10:13 AM
43	More open dialogue with community members concerned with racial equity issues.	1/4/2021 12:05 AM
44	Be welcoming	1/3/2021 5:57 PM
45	Create more affordable housing	1/3/2021 5:19 PM
46	Education of the police officers and dispatch.	1/3/2021 2:27 PM
47	help police accountable	1/3/2021 2:12 PM
48	Not be afraid to do their job because of the color of someone's skin.	1/3/2021 1:27 PM
49	Listen	1/3/2021 12:50 PM
50	Hire Latinos	1/3/2021 11:50 AM
51	The entire work force should be equally representative of the racial make up of the community.	1/3/2021 12:47 AM
52	More funding	1/2/2021 9:21 PM
53	make commitments for justice and equity public so residents can hold the city accountable	1/2/2021 9:01 PM
54	do not cave or pander to the BLM agenda	1/2/2021 12:26 PM
55	Have boards and commissions with representation from diverse communities	1/2/2021 10:58 AM
56	End victimization	1/2/2021 7:16 AM
57	Recruit Spanish speakers	1/1/2021 11:51 PM
58	celebration of diversity within police department	1/1/2021 10:35 PM
59	More implicit bias training	1/1/2021 8:39 PM
60	Defund	1/1/2021 7:12 PM
61	Have forums with young latinx	1/1/2021 5:49 PM
62	Move to a community model of policing	1/1/2021 4:57 PM
63	Na	1/1/2021 6:36 AM
64	Enforce affordable housing mandates scattered in all neighborhoods.	12/31/2020 11:59 AM
65	Diversity Training	12/31/2020 10:30 AM
66	More accountability and consequences for racist people that target BIPOC	12/31/2020 10:22 AM
67	Massive expansion of affordable housing projects	12/31/2020 9:51 AM
68	Listed previously	12/31/2020 9:47 AM
69	Provide education about white privilege and its centuries of benefit.	12/31/2020 9:35 AM
70	Have some type of sanctioned event related to cultural holidays of POC	12/31/2020 8:42 AM
71	We are already doing it	12/31/2020 8:13 AM
72	Stop profiling	12/30/2020 8:12 AM
73	Educate themselves in psychology	12/29/2020 7:36 PM

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74	stop focusing on color, just do your job the same with everyone	12/29/2020 1:38 PM
75	Declarations of the issues that exist and their intention to actively engage in those issues.	12/27/2020 8:08 AM
76	hire a diverse workforce - latino, black, women	12/23/2020 8:27 PM
77	eviction protections during Covid-19	12/23/2020 5:52 PM
78	encourage people of color to take on leadership roles in the community	12/23/2020 11:22 AM
79	Community outreach	12/22/2020 8:23 AM
80	talk to them	12/22/2020 1:42 AM
81	Build more low- and moderate-income housing	12/21/2020 9:26 PM
82	Hire more people of color.	12/21/2020 4:14 PM
83	Open local conversations (regardless of how difficult)	12/21/2020 2:30 PM
84	Hire a professional consultant - full time	12/21/2020 10:42 AM
85	Diversify	12/20/2020 7:17 PM
86	Housing affordability	12/20/2020 4:40 PM
87	Hear peoples story	12/20/2020 8:20 AM
88	Education and awareness of other ethnicities	12/19/2020 10:32 PM
89	Hire people of color	12/19/2020 1:36 PM
90	Increase BIPOC representation	12/19/2020 1:21 PM
91	Promote more minorities moving here	12/19/2020 1:12 PM
92	HIRE THEM for City jobs especially the police	12/19/2020 11:50 AM
93	None	12/19/2020 10:01 AM
94	School district personnel should reflect the community Actively seek to employ diverse personnel at every level in the schools, not just custodial or janitorial.	12/18/2020 11:25 PM
95	Ask the community what is needed	12/18/2020 10:13 PM
96	Affordable housing	12/18/2020 10:11 PM
97	Diversify staff and leaders	12/18/2020 8:55 PM
98	Can't imagine there's much else that can be done	12/18/2020 7:17 PM
99	Nothing	12/18/2020 6:51 PM
100	Increase resources for communicating on other languages signs, brochures etc	12/18/2020 6:36 PM
101	Be respectful.	12/18/2020 4:27 PM
102	Nothing	12/18/2020 2:11 PM
103	don't obsess over color	12/18/2020 11:59 AM
104	Reach out to people of color to make them feel welcome in the community.	12/17/2020 1:55 PM
105	Lower taxes on shopping in the city (directly impacts low income communities)	12/17/2020 12:20 PM
106	Communicate	12/17/2020 5:55 AM
107	Guarantee healthcare	12/16/2020 6:30 PM
108	Bias/history of racial inequality/history of police violence training	12/16/2020 12:44 PM
109	Employ more poc	12/16/2020 11:38 AM
110	Employment recruitment efforts toward diverse workforce	12/16/2020 11:29 AM
111	Arrest them all for being ugly	12/16/2020 1:35 AM

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112	Eliminate Section 8 housing.	12/15/2020 9:04 PM
113	Lower housing costs	12/15/2020 7:09 PM
114	Ask them :) Better yet, create on going dialogue with them	12/15/2020 4:57 PM
115	Be pro active	12/15/2020 3:54 PM
116	Exponentially increase funding to low income programs	12/15/2020 3:49 PM
117	Change to district elections in order to diversify our council.	12/15/2020 3:17 PM
118	Task force	12/15/2020 2:30 PM
119	More representation	12/15/2020 2:00 PM
120	Stop acting like everything is just fine for POC. Good intentions are not enough.	12/15/2020 12:50 PM
121	Be fair	12/15/2020 12:44 PM
122	Hiring more police	12/15/2020 12:36 PM
123	Hire people of color into well paying jobs	12/15/2020 11:25 AM
124	No action - there is no issue	12/15/2020 10:16 AM
125	Stop focusing on race	12/15/2020 9:48 AM
126	keep up what has been done already this city is better from my previous residence	12/15/2020 6:25 AM
127	Training	12/14/2020 4:42 PM
128	Continue to pursue ethnic diversity	12/14/2020 3:19 PM
129	Don't divide people by color	12/14/2020 3:08 PM
130	Hire people of color to City jobs	12/14/2020 3:05 PM
131	Treat all people equally	12/14/2020 2:40 PM
132	training for all employees	12/14/2020 11:54 AM
133	Keep on keeping on	12/14/2020 11:29 AM
134	do not know	12/14/2020 10:44 AM
135	Treat everyone the same	12/14/2020 10:34 AM
136	out reach by police department	12/14/2020 10:27 AM
137	Fix sidewalks	12/14/2020 9:30 AM
138	Don't hire racists officers	12/14/2020 9:17 AM
139	Hire people of color to have on your staff to answer these questions based on personal experience.	12/14/2020 9:10 AM
140	Hire more officers	12/14/2020 8:33 AM
141	Housing --	12/14/2020 8:16 AM
142	Take felons off the street	12/14/2020 7:01 AM
143	See previous	12/14/2020 6:58 AM
144	Hiring diversity	12/14/2020 5:29 AM
145	Didn't know there was any problem.	12/13/2020 11:55 PM
146	Treat everyone as equal	12/13/2020 10:14 PM
147	model the behavior we seek	12/13/2020 10:06 PM
148	be aware of differences in culture	12/13/2020 9:13 PM
149	Reinvest a significant portion of Police budget into a CAHOOTS style program	12/13/2020 8:53 PM

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150	Include minorities in decision making	12/13/2020 7:56 PM
151	Set up diverse community groups.	12/13/2020 7:15 PM
152	Bring in bilingual community liaisons	12/13/2020 7:14 PM
153	Uphold law and order	12/13/2020 7:13 PM
154	Accountability for their actions	12/13/2020 6:58 PM
155	Competent city workers regardless of color	12/13/2020 5:59 PM
156	Policy	12/13/2020 5:47 PM
157	Obey privacy laws	12/13/2020 5:07 PM
158	mandatory inclusive training for prejudiced west side ranchers	12/13/2020 4:36 PM
159	Seek knowledge from people of color	12/13/2020 4:26 PM
160	Stop	12/13/2020 4:17 PM
161	Ask people of color	12/13/2020 4:06 PM
162	not all people R colored, people: have lost respect 4 all	12/13/2020 4:05 PM
163	Invite them into leadership positions in departments that can make an impact	12/13/2020 3:28 PM
164	Support our police	12/13/2020 3:28 PM
165	communication between groups	12/13/2020 3:09 PM
166	Ask them	12/13/2020 2:39 PM
167	Recognize the problems	12/13/2020 2:13 PM
168	Everyone quit talking about color	12/13/2020 1:28 PM
169	Invite more people of color here	12/13/2020 1:25 PM
170	Enforce Traffic Laws	12/13/2020 1:11 PM
171	Better statistics on who has interaction with police	12/13/2020 12:57 PM
172	Seek out their stories/experiences but verify and get a large number of stories, not just a sampling	12/13/2020 11:05 AM
173	Treat everyone the same NO special treatmnet	12/13/2020 11:03 AM
174	Provide a safe venue for them to express concerns they have with the City of Petaluma and Petaluma Police Department	12/13/2020 10:51 AM
175	more training with diversity.	12/13/2020 10:10 AM
176	inclusion	12/13/2020 9:11 AM
177	Tolerance	12/13/2020 8:39 AM
178	More training in implicit bias, race, inequities and mental health	12/13/2020 8:13 AM
179	Listen	12/13/2020 8:07 AM
180	talk to more people of color	12/13/2020 8:04 AM
181	Be polite	12/13/2020 7:25 AM
182	Education	12/13/2020 7:22 AM
183	Just treat everyone with respect. No other actions would be needed.	12/13/2020 5:26 AM
184	Mariachi festivals	12/12/2020 10:35 PM
185	Give Preference to Applicants who speak Spanish in all roles.	12/12/2020 10:29 PM
186	Community education	12/12/2020 8:56 PM

Petaluma Community Survey

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187	More people of color becoming Petaluma PD Officers	12/12/2020 8:39 PM
188	Support and work with our local Police and Fire Department	12/12/2020 8:34 PM
189	R u kidding with this	12/12/2020 8:27 PM
190	Be open to power centers set up by people of color, listen to them	12/12/2020 6:45 PM
191	Don't look for a problem where there is none.	12/12/2020 6:16 PM
192	Encourage participation on City volunteer boards, council and advisory groups.	12/12/2020 5:29 PM
193	Pay attention to what people of color have to say.	12/12/2020 5:23 PM
194	Be nice	12/12/2020 5:13 PM
195	They should give each person of color a free swimming pool pass	12/12/2020 5:08 PM
196	Talk about it	12/12/2020 5:03 PM
197	Kindness	12/12/2020 5:02 PM
198	Be inclusive	12/12/2020 4:52 PM
199	Stop pandering to them.	12/12/2020 4:45 PM
200	open dialog	12/12/2020 4:44 PM
201	Do not assume criminal activity due to race	12/12/2020 4:35 PM
202	Seek out opportunities to meet one on one with community leaders	12/12/2020 4:19 PM
203	conduct more personal meetings with people of color for ideas	12/12/2020 4:05 PM
204	Listen	12/12/2020 4:04 PM
205	Listen	12/12/2020 3:48 PM
206	Listen.	12/12/2020 3:04 PM
207	More Diversity and inclusion	12/12/2020 2:59 PM
208	Continue activities of the current Chief, PPD	12/12/2020 2:45 PM
209	Stop racial profiling	12/12/2020 2:16 PM
210	Show inclusiveness in all advertising and tourist advertising	12/12/2020 1:57 PM
211	support the police when they have acted appropriately so people don't think they can take advantage, thereby avoiding starting confrontation	12/12/2020 1:51 PM
212	Education on culture changes	12/12/2020 1:34 PM
213	See character not color	12/12/2020 1:27 PM
214	Listen to people of color of all ages and then listen some more.	12/12/2020 1:22 PM
215	Listening	12/12/2020 12:57 PM
216	Hire more people of color officers	12/12/2020 12:49 PM
217	Better hiring; hire for attitude, not necessarily exam passing	12/12/2020 12:43 PM
218	Have colored officers	12/12/2020 12:38 PM
219	Ask people of color what they need	12/12/2020 12:20 PM
220	help police and others understand their unconscious bias	12/12/2020 12:19 PM
221	listen to POC	12/12/2020 12:14 PM
222	keep communicating with all ethnic groups	12/12/2020 12:13 PM
223	Recruit and employ Black officers.	12/12/2020 12:11 PM
224	Establish a method of talking to youth in junior high and high school, answer questions, show	12/12/2020 12:04 PM

	that police are people first	
225	Patience	12/12/2020 11:57 AM
226	Create/share public policy on race relations, etc.	12/12/2020 11:49 AM
227	recognize that there are very few blacks in Petaluma	12/12/2020 11:38 AM
228	Enact the most effective and most asked for change by people of color.	12/12/2020 11:33 AM
229	Training as needed	12/12/2020 11:31 AM
230	Hire only nonracist officers (test for this proclivity)	12/12/2020 11:18 AM
231	Ignore any crime they commit.	12/12/2020 11:15 AM
232	Dialogue with leaders of the various groups	12/12/2020 11:09 AM
233	Understand the skewed nature of current practices and services, relating to people of color.	12/12/2020 10:59 AM
234	Keep Doing What You Always Have	12/12/2020 10:54 AM
235	Ask people of color this question.	12/12/2020 10:52 AM
236	Have the same legal consequences for murder/manslaughter any other citizen. No special protections for police who murder/assault/manslaughter.	12/12/2020 10:41 AM
237	Don't rock the boat...	12/12/2020 10:40 AM
238	Focus on quality of life for all.	12/12/2020 10:36 AM
239	Stop saying people of color and simply put the people of Petaluma	12/12/2020 10:35 AM
240	Attract more POC. Actively pursue POC by creating the conditions for them to want to be here. This will improve the experiences of the POC already here.	12/12/2020 10:27 AM
241	Training	12/12/2020 10:13 AM
242	Make sure our police force is diversified	12/12/2020 10:08 AM
243	no basis to suggest specific activity	12/12/2020 10:06 AM
244	Change policing	12/12/2020 9:56 AM
245	Fire employees who have had racist incidents on the job	12/12/2020 9:55 AM
246	Treat everyone equally	12/12/2020 9:52 AM
247	Communicate who you are and how you reflect with and interact with the public.	12/12/2020 9:52 AM
248	Be inclusive	12/12/2020 9:50 AM
249	Interact wherever possible at minority events.	12/12/2020 9:42 AM
250	Foster diversity in leadership	12/12/2020 9:35 AM
251	Stop supporting BLM	12/12/2020 9:33 AM
252	Unknown	12/12/2020 9:22 AM
253	encourage engagement of people of color in City government committees and meetings.	12/12/2020 9:16 AM
254	no idea	12/12/2020 9:06 AM
255	Keep the city safe	12/12/2020 8:58 AM
256	treat EVERYONE THE SAME>>>>	12/12/2020 8:55 AM
257	Make them comfortable in "white spaces" by making public spaces multiracial	12/12/2020 8:55 AM
258	Interact with them	12/12/2020 8:44 AM
259	Uncertain	12/12/2020 8:12 AM
260	Recognize the problem	12/12/2020 8:09 AM

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261	community policing not just for people of color but for everyone.	12/12/2020 8:07 AM
262	Be inclusive of everyone	12/12/2020 7:35 AM
263	International Peace Day	12/12/2020 7:32 AM
264	Continue to acknowledge that everyone needs to improve	12/12/2020 7:28 AM
265	Donate a portion of your paycheck to the poor Community every month	12/12/2020 7:20 AM
266	encourage those feeling differently about things to be involved	12/12/2020 7:11 AM
267	Perform required governmental functions as they should be.	12/12/2020 7:10 AM
268	Communications	12/12/2020 7:08 AM
269	Color is not the issue	12/12/2020 7:08 AM
270	Investigate the trucks	12/12/2020 6:53 AM
271	Bilingual outreach	12/12/2020 6:49 AM
272	Ask to hear their voices/Inclusivity	12/12/2020 6:46 AM
273	More racial and gender bias training.	12/12/2020 6:34 AM
274	Train	12/12/2020 6:13 AM
275	Education	12/12/2020 4:25 AM
276	Meet and great get out of the cruiser when a group is watching. Be the friend or bo an asshole	12/12/2020 3:39 AM
277	I don't...	12/12/2020 3:38 AM
278	Expand de-escalation and bias training for PPD officers	12/12/2020 2:48 AM
279	Learn about the difference	12/12/2020 2:42 AM
280	Kindness	12/12/2020 12:24 AM
281	Intensive Training of Diversity & Inclusion	12/12/2020 12:23 AM
282	Take part in sports for kids	12/11/2020 10:55 PM
283	Treat like everyone one	12/11/2020 10:46 PM
284	Listen	12/11/2020 10:44 PM
285	Training police officers regarding unknown biases.	12/11/2020 10:41 PM
286	equality of response to citizens regardless of ethnicity, religion, other type of differentiation.	12/11/2020 10:40 PM
287	Diversity in all City Departments based upon skills not race	12/11/2020 10:36 PM
288	Treat everyone the same	12/11/2020 10:13 PM
289	Stop this overreacting about race	12/11/2020 10:09 PM
290	Quit treating them as if they need/want your special care	12/11/2020 9:50 PM
291	Treat people equally	12/11/2020 9:48 PM
292	Listen more.	12/11/2020 9:45 PM
293	Find platforms of communication to listen to the experiences of people of color	12/11/2020 9:45 PM
294	Engage in education of the city employee.	12/11/2020 9:38 PM
295	Hire more racially diverse people in all different jobs in the City	12/11/2020 9:37 PM
296	Create jobs	12/11/2020 9:35 PM
297	Keep up dialogues and police seminars with leaders of color	12/11/2020 9:34 PM
298	Provide diversity training to officials and staff	12/11/2020 9:33 PM

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299	Don't shoot anyone unless your life is threatened, and then aim for their legs.	12/11/2020 9:21 PM
300	Act on true hate acts quickly	12/11/2020 9:20 PM
301	Treat all people with the respect you want to be treated with	12/11/2020 9:14 PM
302	Conversations	12/11/2020 9:08 PM
303	ask them	12/11/2020 9:07 PM
304	Listen to what is being said	12/11/2020 9:07 PM
305	Put them in positions of leadership	12/11/2020 9:02 PM
306	Affordable Housing	12/11/2020 9:01 PM
307	recruit and hire (including on boards and committees)	12/11/2020 8:56 PM
308	I dont know	12/11/2020 8:44 PM
309	Start cultivating good relations with youth in schools.	12/11/2020 8:41 PM
310	Always	12/11/2020 8:35 PM
311	Hire more police of color	12/11/2020 8:32 PM
312	Continue to treat all equally	12/11/2020 8:29 PM
313	Enhance public services for low income families: public transportation, daycare, after school programs, scholarships for vocational studies	12/11/2020 8:27 PM
314	Read (learn)	12/11/2020 8:22 PM
315	Improve services	12/11/2020 8:15 PM
316	Hire more POC at the police Department. Commit money to recruitment, hiring assistance and developing a program to groom younger community members for the job.	12/11/2020 8:12 PM
317	Work with local businesses (incentivize them!) to participate in learning about and celebrating other cultures and communities.	12/11/2020 8:11 PM
318	Hire more people of color	12/11/2020 8:08 PM
319	Humanize Them	12/11/2020 8:07 PM
320	Enforce the law	12/11/2020 8:00 PM
321	Increase housing opportunities	12/11/2020 8:00 PM
322	Ignore Sundari Mase and open Petaluma for business	12/11/2020 7:57 PM
323	Engagement	12/11/2020 7:55 PM
324	Loudly condone racism	12/11/2020 7:55 PM
325	Stay the same	12/11/2020 7:52 PM
326	Reach out to them	12/11/2020 7:52 PM
327	Stop dividing people by color, who cares be good to everyone	12/11/2020 7:48 PM
328	Act on listening circle recomendations	12/11/2020 7:39 PM
329	See 12	12/11/2020 7:39 PM
330	LISTEN	12/11/2020 7:38 PM
331	Have community conversations without defensiveness	12/11/2020 7:38 PM
332	Do not pre judge	12/11/2020 7:36 PM
333	None	12/11/2020 7:35 PM
334	Reinvest 25% of the police budget into a local CAHOOTS program	12/11/2020 7:29 PM
335	Listen	12/11/2020 7:28 PM

336	Better training	12/11/2020 7:21 PM
337	Observe the situation	12/11/2020 7:20 PM
338	Walk then streets	12/11/2020 7:19 PM
339	Treat everyone equally	12/11/2020 7:18 PM
340	Engage those who respectfully engage back	12/11/2020 7:18 PM
341	N/A	12/11/2020 7:15 PM
342	more People of color on the force	12/11/2020 7:12 PM
343	Find positive ways to interact	12/11/2020 7:08 PM
344	Continue to listen and better understand those you serve.	12/11/2020 6:52 PM
345	Educate	12/11/2020 6:52 PM
346	Keep doing what you're doing.	12/11/2020 6:46 PM
347	listen	12/11/2020 6:43 PM
348	Training on implicant bias	12/11/2020 6:36 PM
349	Make sure housing is available	12/11/2020 6:36 PM
350	education	12/11/2020 6:34 PM
351	Listen	12/11/2020 6:29 PM
352	Hire more minorities	12/11/2020 6:27 PM
353	Fire Savano	12/11/2020 6:27 PM
354	Not treat them any different then they have been.	12/11/2020 6:24 PM
355	I'll defer to people of color to better answer.	12/11/2020 6:20 PM
356	Treat everyone the same!	12/11/2020 6:17 PM
357	No special treatment	12/11/2020 6:16 PM
358	Open communication	12/11/2020 6:13 PM
359	Not sure	12/11/2020 6:12 PM
360	unsure	12/11/2020 6:10 PM
361	Multi cultural diversity training	12/11/2020 6:08 PM
362	Be fair	12/11/2020 6:02 PM
363	move the problem to the country ,what ever the problem is?	12/11/2020 6:00 PM
364	1) ask the various diverse groups this question; use key respondent interviews by trained social science researchers	12/11/2020 5:57 PM
365	Don't t treat people different	12/11/2020 5:56 PM
366	Education about other cultures	12/11/2020 5:52 PM
367	Stop treating them like helpless children.	12/11/2020 5:48 PM
368	Understand	12/11/2020 5:47 PM
369	Diversity in staffing	12/11/2020 5:44 PM
370	outreach programs	12/11/2020 5:44 PM
371	No idea	12/11/2020 5:43 PM
372	Invite communication/ Examine your own internalized racism and privilege.	12/11/2020 5:41 PM

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373	Am so sorry, but I'm too worn out to write much more. Hopefully, my earlier suggestions in other questions would answer some of this question.	12/11/2020 5:39 PM
374	Hire BIPOC	12/11/2020 5:37 PM
375	Recruit minorities to be on boards/commissions	12/11/2020 5:34 PM
376	Hire people of color!	12/11/2020 5:32 PM
377	Everybody given equality to apply.	12/11/2020 5:31 PM
378	Leave people alone.	12/11/2020 5:30 PM
379	PUBLISH CRIMINAL DATA DETAILS ON A WEEKLY BASIS	12/11/2020 5:28 PM
380	treat every person with professionalism	12/11/2020 5:26 PM
381	Listen	12/11/2020 5:23 PM
382	Hire more POC	12/11/2020 5:21 PM
383	Hire a more diverse staff, including police officers	12/11/2020 5:17 PM
384	follow the law treating all people equally	12/11/2020 5:14 PM
385	Get to know people of color.	12/11/2020 5:11 PM
386	Be just	12/11/2020 5:09 PM
387	Openly make it a mission statement.	12/11/2020 5:06 PM
388	See POC as human beings that share humanity	12/11/2020 5:05 PM
389	More visible signs particularly at our schools, where hate can be addressed	12/11/2020 5:05 PM
390	?	12/11/2020 5:03 PM
391	Work hard to increase ethnic diversity within the city.	12/11/2020 5:01 PM
392	Put practices into place to overcome bias in hiring	12/11/2020 4:58 PM
393	Respectful	12/11/2020 4:56 PM
394	Listen	12/11/2020 4:56 PM
395	Tell those concerned to quit whining.	12/11/2020 4:54 PM
396	I would not know.	12/11/2020 4:54 PM
397	make sure the persons they interact with are being treated the same whatever their race	12/11/2020 4:54 PM
398	community wealth building projects w anchor institutions	12/11/2020 4:53 PM
399	Send out a survey to people of color asking them how they can improve the experience .	12/11/2020 4:49 PM
400	Have more sidewalk presence and get to know residents by getting out of squad cars.	12/11/2020 4:48 PM
401	Educate them about the way to be better citizens	12/11/2020 4:48 PM
402	Community Policing	12/11/2020 4:44 PM
403	Reduce racial profiling and consistently track it.	12/11/2020 4:43 PM
404	Promote diversity on our City Council	12/11/2020 4:42 PM
405	Nothing	12/11/2020 4:41 PM
406	Convene and empower citizen oversight of policing	12/11/2020 4:40 PM
407	Educate Students about Diversity - Engage them with Groups Outside of theirs!	12/11/2020 4:38 PM
408	Listen	12/11/2020 4:37 PM
409	Ask people of color what the city can do for them	12/11/2020 4:36 PM
410	Actively reach out to the LatinX population	12/11/2020 4:33 PM

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411	Recruit for all city jobs from diverse communities	12/11/2020 4:33 PM
412	Remove the BLM mural in front of the library...it's not helping race relations!!	12/11/2020 4:33 PM
413	Make people of color feel welcome - reach out - have a office that specializes in this	12/11/2020 4:32 PM
414	Stop with BLM	12/11/2020 4:31 PM
415	Community meetings	12/11/2020 4:30 PM
416	Train downtown shopkeepers to stop being so white centric.	12/11/2020 4:30 PM
417	Promote self responsibility by all people regardless of skin color.	12/11/2020 4:29 PM
418	Create advisory panels for public oversight of public services	12/11/2020 4:27 PM
419	Be authentic in "who Petaluma" is don't be fake	12/11/2020 4:26 PM
420	Nothing	12/11/2020 4:25 PM
421	community outreach	12/11/2020 4:24 PM
422	Follow the Law	12/11/2020 4:23 PM
423	None needed	12/11/2020 4:23 PM
424	Treat all people fairly.	12/11/2020 4:21 PM
425	Learn more about how to handle mentally ill minorities	12/11/2020 4:20 PM
426	Stop pretending it is not politically motivated	12/11/2020 4:20 PM
427	Hire people of color.	12/11/2020 4:19 PM
428	empathy training (for humans in general. not just racial minorities)	12/11/2020 4:17 PM
429	Employee screening	12/11/2020 4:17 PM
430	make the everyday interactions with people of color visible to the community	12/11/2020 4:10 PM
431	Participating in school programs	12/11/2020 4:10 PM
432	Increase Diversity Training	12/11/2020 4:09 PM
433	Nothing	12/11/2020 4:06 PM
434	celebrate holidays from other cultures beside usa holidays	12/11/2020 4:06 PM
435	As above, courtesy and respect and open manner	12/11/2020 4:05 PM
436	Look for ethnic groups that want to open businesses in Petaluma	12/11/2020 4:02 PM
437	More training programs specifically for dealing with POC and mental health	12/11/2020 4:02 PM
438	stop being hypocrites	12/11/2020 4:00 PM
439	Houseless community	12/11/2020 3:59 PM
440	Church outreach	12/11/2020 3:59 PM
441	Treat them equally to all	12/11/2020 3:58 PM
442	Job opportunity is most important	12/11/2020 3:58 PM
443	Treat them like you would treat everyone else regardless of color	12/11/2020 3:57 PM
444	Sponsor a 21 day racial equity challenge for the community (United ways around the country do these)	12/11/2020 3:57 PM
445	Make a specific plan of how to engage minorities in local politics (make space for them and give them access)	12/11/2020 3:56 PM
446	Seek out people of color to answer this question	12/11/2020 3:54 PM
447	Black....	12/11/2020 3:54 PM

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448	Treat all races the same	12/11/2020 3:54 PM
449	Conduct a study to assess the legacy of Federally-driven redlining in local home loans from decades past	12/11/2020 3:54 PM
450	Ask the people for opinions and ideas and put them into actuo	12/11/2020 3:53 PM
451	Communication	12/11/2020 3:53 PM
452	Outreach	12/11/2020 3:53 PM
453	Everyone needs to RELAX	12/11/2020 3:53 PM
454	Community involvement and policing	12/11/2020 3:53 PM
455	Get to know the community and people who look differently than them	12/11/2020 3:51 PM
456	Exposure to their culture	12/11/2020 3:51 PM
457	Words over weapons	12/11/2020 3:50 PM
458	Take race out of the equation	12/11/2020 3:49 PM
459	You figure it out. I'm a homeowner and tax payer. It's your job, not mine, thank you.	12/11/2020 3:49 PM
460	Strengthen community relations	12/11/2020 3:49 PM
461	Treat everyone the same	12/11/2020 3:47 PM
462	Open communication	12/11/2020 3:46 PM
463	Listen, even if it's uncomfortable	12/11/2020 3:46 PM
464	Community engagement	12/11/2020 3:45 PM
465	Quit dwelling on it.	12/11/2020 3:43 PM
466	See every one as a human being and drop the color thing	12/11/2020 3:42 PM
467	Discuss how to get more people of color to live in Petaluma	12/11/2020 3:42 PM
468	Awareness	12/11/2020 3:41 PM
469	Voluntarily Enact District Elections without being sued to do so	12/11/2020 3:41 PM
470	Police walking the streets	12/11/2020 3:39 PM
471	Inclusion	12/11/2020 3:39 PM
472	Ongoing training	12/11/2020 3:39 PM
473	allocate funds to other organizations like social work and other mental health professionals	12/11/2020 3:37 PM
474	Be nice	12/11/2020 3:37 PM
475	Respect	12/11/2020 3:37 PM
476	Don't cater to the far left	12/11/2020 3:37 PM
477	Police training and school resource officers	12/11/2020 3:36 PM
478	Remove the mural	12/11/2020 3:35 PM
479	More efforts to include and hear from people of color within the city. Find a way to communicate with people of color and organizations within the community (i.e. maybe not everyone is signed up for this email, or can access it and will have the time or ability to complete it.) Reach out and make it EASY for people of color within the city to speak. And then listen, and comply.	12/11/2020 3:33 PM
480	This question should be addressed to the people of color, and as a white person, I don't feel I should answer this. Please read my responses to the previous question(s).	12/11/2020 3:31 PM
481	Don't treat them as different but rather inclusive within the entire community.	12/11/2020 3:29 PM
482	insure respect toward people of color within the city.	12/11/2020 3:29 PM

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483	Find diversion and de-escalation programs to divert social calls away from emergency services like the police	12/11/2020 3:27 PM
484	Nothing.	12/11/2020 3:22 PM
485	Events hosted by the city that will highlight cultural differences	12/11/2020 3:16 PM
486	Improve hiring methodology.	12/11/2020 3:13 PM
487	Go to the schools and teach classroom size groups about interaction with the police.	12/11/2020 3:13 PM
488	More efforts to include and hear from people of color within the city. Find a way to communicate with people of color and organizations within the community (i.e. maybe not everyone is signed up for this email, or can access it and will have the time or ability to complete it.) Reach out and make it EASY for people of color within the city to speak. And then listen, and comply.	12/11/2020 3:10 PM
489	Provide youth programs all can be involved in and be leaders they choose. Only sports has kept pace with population growth and it does not have youth leaders only adults.	12/11/2020 3:10 PM
490	hire more people of colour, ie not just Hispanic but Black, Asian, etc.?	12/11/2020 3:08 PM
491	Set aside funding to engage and listen to the needs of people of color	12/11/2020 3:06 PM
492	Education	12/11/2020 3:06 PM
493	Visit elementary schools	12/11/2020 3:05 PM
494	be open to accepting other races	12/11/2020 3:03 PM
495	Fund recreation for all especially for kids after school	12/11/2020 3:03 PM
496	Embrace equality instead of equity	12/11/2020 3:00 PM
497	Treat everyone equally	12/11/2020 2:59 PM
498	More public forums to raise awareness	12/11/2020 2:54 PM
499	Break down housing barriers	12/11/2020 2:54 PM
500	Improve the schools. There is a lot of inequality in the schooling system.	12/11/2020 2:53 PM
501	get to know them	12/11/2020 2:52 PM
502	Diversity in city staff	12/11/2020 2:50 PM
503	Create an unarmed, non-police traffic service	12/11/2020 2:48 PM
504	Represent their keen among the city's management and employees	12/11/2020 2:39 PM
505	In difficult calls, LISTEN to all parties	12/11/2020 2:39 PM
506	include people of color	12/11/2020 2:37 PM
507	Create a Task Force that is made up of POC	12/11/2020 2:36 PM
508	Better approaches to affordable housing / zoning	12/11/2020 2:34 PM
509	Affordable housing	12/11/2020 2:31 PM
510	Treat them as equals and stop pandering.	12/11/2020 2:30 PM
511	Realize that white is a color too	12/11/2020 2:22 PM
512	Inclusivity Training	12/11/2020 2:22 PM
513	Communication	12/11/2020 2:22 PM
514	Treat them as they do everyone else	12/11/2020 2:20 PM
515	Be equitable	12/11/2020 2:20 PM
516	More diversified police and fire departments	12/11/2020 2:19 PM
517	Reflect the diversity within the community	12/11/2020 2:18 PM

518	Ask each person of color for the three things THEY want	12/11/2020 2:17 PM
519	Don't treat people of color ant different than anyone else.	12/11/2020 2:15 PM
520	Do not delegate decisions to radical groups	12/11/2020 2:06 PM
521	Leave the PD alone. They are doing a good job.	12/11/2020 2:05 PM
522	Stop having stupid surveys	12/11/2020 2:04 PM
523	keep themself safe	12/11/2020 2:04 PM
524	Don't single them out	12/11/2020 2:04 PM
525	Make efforts known	12/11/2020 2:02 PM
526	Make things available in Spanish easily	12/11/2020 2:01 PM
527	Better quality of people on police force with more diversity	12/11/2020 2:01 PM
528	Read	12/11/2020 2:00 PM
529	Promote diversity	12/11/2020 1:59 PM
530	Hire people of color	12/11/2020 1:59 PM
531	Hire more people of color	12/11/2020 1:59 PM
532	Hire more staff who are culturally competent and people of color	12/11/2020 1:59 PM
533	Invite people of color to participate in the conversation.	12/11/2020 1:57 PM
534	Treat them with dignity (like everyone else)	12/11/2020 1:57 PM
535	Defund the police	12/11/2020 1:55 PM
536	Appoint BIPOC to boards, commissions, councils	12/11/2020 1:54 PM
537	Recruitment	12/11/2020 1:53 PM
538	Listen to the publics ideas, opinions, and asks	12/11/2020 1:52 PM
539	Ignore race	12/11/2020 1:51 PM
540	Hire officers of color	12/11/2020 1:51 PM
541	Have a diverse work force in all areas of job classifications	12/11/2020 1:50 PM
542	Defund the police	12/11/2020 1:49 PM
543	none needed this is petaluma not oakland	12/11/2020 1:49 PM
544	Listen to BIPOC voices	12/11/2020 1:48 PM
545	Actively attract people of color to move here	12/11/2020 1:46 PM
546	Protect everyone equally	12/11/2020 1:46 PM
547	Be visible in positive ways and positive interactions	12/11/2020 1:44 PM
548	diversify staffing	12/11/2020 1:43 PM

#	ACTION 2	DATE
1	Having trained mental health professionals rather than sworn officers respond to mental health calls.	1/9/2021 3:21 PM
2	Continue to safeguard efforts of activists to seek equality	1/8/2021 1:18 PM
3	treat them fairly	1/8/2021 10:14 AM
4	Insist that the police never lie, cheat or steal without being disciplined.	1/8/2021 7:32 AM
5	Bring in more diverse grocery stores (i.e. Asian markets, etc.).	1/8/2021 2:36 AM
6	Nothing	1/7/2021 11:15 PM
7	Form committee	1/7/2021 10:59 PM
8	Education	1/7/2021 9:14 PM
9	Go out on the street and ask people of color in person this question	1/7/2021 9:00 PM
10	Training	1/7/2021 7:38 PM
11	Hire qualified people of color if they apply for jobs and meet all the requirements.	1/7/2021 7:16 PM
12	Recruit minorities to serve on the City committees	1/7/2021 4:51 PM
13	Be present in the community, literally going door to door	1/7/2021 1:03 PM
14	Quit catering to animal agriculture and playing favorites with those families.	1/7/2021 12:47 PM
15	Treat equally	1/7/2021 12:05 PM
16	deny the coordinated critical theory	1/7/2021 11:54 AM
17	Invest in low income/homeless services.	1/7/2021 10:25 AM
18	On going senseitivity training for patrol officers	1/7/2021 9:50 AM
19	help for front line workers (\$\$\$, PPE, education on safety)	1/7/2021 9:46 AM
20	take actions to reduce crimes	1/7/2021 9:26 AM
21	Take care of park facilities so lower income folks can congregate there.	1/7/2021 7:50 AM
22	Transparency in all actions	1/6/2021 11:46 PM
23	Maintain transparency	1/6/2021 11:33 PM
24	Recruit diverse people for commission positions	1/6/2021 9:51 PM
25	Community presence at ethnic group gatherings	1/6/2021 9:40 PM
26	unconscious bias training for all police, fire and city personnel	1/6/2021 9:40 PM
27	Be anti-racist	1/6/2021 9:38 PM
28	Continue	1/6/2021 8:19 PM
29	Nothing	1/6/2021 8:15 PM
30	Actively recruit people of color to boards, commissions, council so they accurately reflect the community	1/6/2021 8:00 PM
31	equality	1/6/2021 7:54 PM
32	practice social distance	1/5/2021 8:47 PM
33	Better Communication (listen!!)	1/5/2021 5:53 PM
34	Treat ALL races equally (as you do)	1/5/2021 3:19 PM
35	Actively listen to their reality without pandering to tokenism.	1/5/2021 1:00 PM
36	Stop backing "bad apple" police officers, yes we have more than one!	1/5/2021 10:55 AM

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37	Monthly open discussion about any issue that may have happened	1/5/2021 10:48 AM
38	This question in itself insinuates a segregation between people of color in the community. Rather than continuing to support all citizens, regardless of color.	1/4/2021 10:22 PM
39	Remove the Indivisible Petaluma FB page, It's filled with hate	1/4/2021 10:13 AM
40	More robust protocols in place re: "screening" phony racist accusations (e.g., the alleged kidnapper suspects from Michaels should never have had their pics posted by the PD!!)	1/4/2021 12:05 AM
41	Find out what their experiences are	1/3/2021 5:57 PM
42	Create more job opportunities	1/3/2021 5:19 PM
43	reduce the military grade of police response and increase the mental health response	1/3/2021 2:12 PM
44	Be more active on theft	1/3/2021 1:27 PM
45	Involve all parties - it will take us all	1/3/2021 12:50 PM
46	Hire Spanish speakers	1/3/2021 11:50 AM
47	Officers should be walking in the streets and communicating with people.	1/3/2021 12:47 AM
48	Keep up the good work	1/2/2021 9:21 PM
49	invite a third party to audit or oversee the cities efforts to better their ability to support people of color and marginalized people	1/2/2021 9:01 PM
50	do not forget about the rest of Patriotic Petaluma who believes all lives matter	1/2/2021 12:26 PM
51	Support schools	1/2/2021 7:16 AM
52	Hire more people of color	1/1/2021 11:51 PM
53	More education about anti-racism in the schools	1/1/2021 8:39 PM
54	Demilitarize	1/1/2021 7:12 PM
55	Have forums at school	1/1/2021 5:49 PM
56	Elevate BIPOC voices	1/1/2021 4:57 PM
57	Na	1/1/2021 6:36 AM
58	Climate action to avoid worst impacts of climate change which disproportionately impact communities of color.	12/31/2020 11:59 AM
59	Only going to emergency calls	12/31/2020 10:30 AM
60	More representation!!!!!!	12/31/2020 10:22 AM
61	Free and frequent public transit	12/31/2020 9:51 AM
62	Encourage our schools to develop anti-racist curriculum	12/31/2020 9:35 AM
63	Nothing	12/31/2020 8:13 AM
64	Improve ppd education of mental health issues	12/30/2020 8:12 AM
65	Be active in support services	12/29/2020 7:36 PM
66	stop focusing on race, just do your job the same with everyone	12/29/2020 1:38 PM
67	Detailed action plans and efforts to engage the community	12/27/2020 8:08 AM
68	defund police and reinvest in communities	12/23/2020 5:52 PM
69	?	12/23/2020 11:22 AM
70	Training	12/22/2020 8:23 AM
71	talk to them	12/22/2020 1:42 AM
72	Increase public transportation accessibility and make the city more bike-friendly	12/21/2020 9:26 PM

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73	Hire police officers that aren't "Chicken"	12/21/2020 4:14 PM
74	Create a local committee - a cross section of the community	12/21/2020 2:30 PM
75	Hire and train officers on multicultural competencies, etc	12/21/2020 10:42 AM
76	Hire	12/20/2020 7:17 PM
77	cultural access and inclusion such as Dia de los Muertos annual events. Petaluma Historical museum and Petaluma Arts cultural center access to Latinx community. 2 year access denial has been discriminatory.	12/20/2020 4:40 PM
78	Be compassionate	12/20/2020 8:20 AM
79	Diversity in recruitment for local government jobs	12/19/2020 10:32 PM
80	Stop preying on people of color	12/19/2020 1:36 PM
81	Affordable housing	12/19/2020 1:21 PM
82	make sure banks and real estate entities don't harbor prejudices	12/19/2020 1:12 PM
83	PROMOTE THEM when they have been hired	12/19/2020 11:50 AM
84	None	12/19/2020 10:01 AM
85	Provide opportunities for individuals of color to provide ideas and value those ideas.	12/18/2020 11:25 PM
86	Work with youth, hire youth consultants to law enforcement	12/18/2020 10:13 PM
87	Diversity incentives	12/18/2020 10:11 PM
88	Train and retrain staff on cultural sensitivity	12/18/2020 8:55 PM
89	Less talk about different races more focus on talk about equality	12/18/2020 6:36 PM
90	Listen to everyone, that doesn't mean act on what everyone says.	12/18/2020 4:27 PM
91	None	12/18/2020 2:11 PM
92	don't obsess over color	12/18/2020 11:59 AM
93	Establish city programs educating people on diversity.	12/17/2020 1:55 PM
94	Increase availability of low income housing	12/17/2020 12:20 PM
95	Have vision	12/17/2020 5:55 AM
96	Guarantee housing	12/16/2020 6:30 PM
97	Get more involved and friendly with people who live in lower income areas	12/16/2020 12:44 PM
98	create incentives for privileged people/businesses to learn/act regarding race	12/16/2020 11:38 AM
99	Community outreach efforts	12/16/2020 11:29 AM
100	Give them a peanut butter sandwich on stale bread	12/16/2020 1:35 AM
101	Stop supporting the homeless. It just attracts more homeless.	12/15/2020 9:04 PM
102	Raise wages for childcare and teachers	12/15/2020 7:09 PM
103	Invest in safe infrastructure (roads, sidewalks, street lights) and safety in Eastern Petaluma	12/15/2020 4:57 PM
104	Not jump to conclusions	12/15/2020 3:54 PM
105	Defund the police and re-allocate funding to specially trained units that respond to different types of situations and include criteria that allow POC to be hired into them so they can be more highly represented in law enforcement and public service	12/15/2020 3:49 PM
106	Hire more people of color in management roles.	12/15/2020 3:17 PM
107	Open communication	12/15/2020 2:30 PM
108	Publicity re the city's efforts	12/15/2020 2:00 PM

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109	Review and modify laws that unfairly impact POC.	12/15/2020 12:50 PM
110	Equality	12/15/2020 12:44 PM
111	More funding for the police	12/15/2020 12:36 PM
112	Embrace cultural activities that pertain to people of color	12/15/2020 11:25 AM
113	Stop trying to create issues where there are none	12/15/2020 10:16 AM
114	Stop creating a problem that doesn't exist	12/15/2020 9:48 AM
115	remain focused on the local issues there is too much controversy surrounding national issues that just aren't here. which is why we moved here	12/15/2020 6:25 AM
116	Talking to people of color about their experiences	12/14/2020 4:42 PM
117	Continue to educate city personnel	12/14/2020 3:19 PM
118	Don't divide people by sexual orientation	12/14/2020 3:08 PM
119	Host ongoing community meetings	12/14/2020 3:05 PM
120	same as above	12/14/2020 2:40 PM
121	consequences for inappropriate responses	12/14/2020 11:54 AM
122	Social media about their efforts	12/14/2020 11:29 AM
123	No profiling	12/14/2020 10:34 AM
124	meet in person to hear their side of the issue	12/14/2020 10:27 AM
125	Lower housing costs	12/14/2020 9:30 AM
126	Have said people do outreach WITH the Petaluma PD within the community.	12/14/2020 9:10 AM
127	Train in social issues	12/14/2020 8:33 AM
128	Hiring	12/14/2020 8:16 AM
129	Improve Mental Health services	12/14/2020 7:01 AM
130	See previous	12/14/2020 6:58 AM
131	Awareness of systemic racialism	12/14/2020 5:29 AM
132	We need an unbiased, qualified, and honest city inspector to check the water system where I live.	12/13/2020 11:55 PM
133	Stop making everything about race	12/13/2020 10:14 PM
134	urgently seek the means & methods to address inequality	12/13/2020 10:06 PM
135	do not be condescending	12/13/2020 9:13 PM
136	Develop/revise a charter and code of conduct governing police behavior	12/13/2020 8:53 PM
137	Diversify staff at city, police, fire, hospital, EMS	12/13/2020 7:56 PM
138	More activities for youth.	12/13/2020 7:15 PM
139	Create opportunities for providing non-emergency response/support	12/13/2020 7:14 PM
140	Uphold law and order	12/13/2020 7:13 PM
141	Better, ongoing classes and education	12/13/2020 6:58 PM
142	?	12/13/2020 5:59 PM
143	Stronger concerted efforts of community to city interactions	12/13/2020 5:47 PM
144	Obey Privacy laws	12/13/2020 5:07 PM
145	encourage to run for office	12/13/2020 4:36 PM

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146	Listen to their concerns	12/13/2020 4:26 PM
147	The	12/13/2020 4:17 PM
148	Listen to people of color	12/13/2020 4:06 PM
149	work on basis, attitude	12/13/2020 4:05 PM
150	Offer them more business opportunities	12/13/2020 3:28 PM
151	Support our police	12/13/2020 3:28 PM
152	less use of guns and training in other methods	12/13/2020 3:09 PM
153	Avoid paternalism	12/13/2020 2:39 PM
154	Think of solutions that help rather than PR	12/13/2020 2:13 PM
155	Same for race	12/13/2020 1:28 PM
156	Create cultural events to invite black, latino, Asian cultures here	12/13/2020 1:25 PM
157	Perform Regular Patrols Within City Limits	12/13/2020 1:11 PM
158	Employ more POC - people of color	12/13/2020 12:57 PM
159	Support teachers who already teach what kids need to hear/learn	12/13/2020 11:05 AM
160	Share the experiences and concerns identified in the conversations above with the whole Petaluma Community	12/13/2020 10:51 AM
161	hire more people of color.	12/13/2020 10:10 AM
162	diversify- more persons of color in city jobs	12/13/2020 9:11 AM
163	More interaction	12/13/2020 8:39 AM
164	Hire women and people of color	12/13/2020 8:13 AM
165	Act with empathy	12/13/2020 8:07 AM
166	be in the community and interact with more people of color	12/13/2020 8:04 AM
167	Provide sensitivity training on a continuing basis	12/13/2020 7:25 AM
168	Training	12/13/2020 7:22 AM
169	Elect an appropriate representative	12/12/2020 10:35 PM
170	District Elections to increase meaningful participation in local elections	12/12/2020 10:29 PM
171	Listen to people of color on the force	12/12/2020 8:56 PM
172	Continue to encourage the public forum and feedback	12/12/2020 8:39 PM
173	Treat all as equal, including the Petaluma Police Department	12/12/2020 8:34 PM
174	Support any efforts for anti-racist training and conversations	12/12/2020 6:45 PM
175	Extra training for police to deal with people with mental problems.	12/12/2020 6:16 PM
176	Foster community programs for youth and diversity engagement.	12/12/2020 5:29 PM
177	Don't jump to conclusions because of the color of ones skin.	12/12/2020 5:23 PM
178	Be fair	12/12/2020 5:13 PM
179	They City should provide 30 acres of farm land to each person of color for free.	12/12/2020 5:08 PM
180	Have town hall meetings to solicit input from people of color	12/12/2020 5:03 PM
181	Enforce the laws	12/12/2020 5:02 PM
182	Listen	12/12/2020 4:52 PM
183	Stop playing into the agenda of liberal trolls.	12/12/2020 4:45 PM

184	involving the people of color youth	12/12/2020 4:44 PM
185	Treat the person under question with respect	12/12/2020 4:35 PM
186	Recruit people of color for boards and commissions	12/12/2020 4:19 PM
187	respond and share information	12/12/2020 4:05 PM
188	Create a mental health team	12/12/2020 4:04 PM
189	Pay attention	12/12/2020 3:48 PM
190	Refer back to answer #12.	12/12/2020 3:04 PM
191	Constant non militant training	12/12/2020 2:59 PM
192	Recruit quality staff in line with national color/disabl percentiles	12/12/2020 2:45 PM
193	Better interaction and communication with people that live in this town.	12/12/2020 2:16 PM
194	Create multiple opportunities for people to discuss this issue	12/12/2020 1:57 PM
195	Condemn police when they are wrong so people know corrective action will be taken without them making innocent people suffer riots	12/12/2020 1:51 PM
196	Education of Diversity challenges	12/12/2020 1:34 PM
197	keep them safe	12/12/2020 1:27 PM
198	Enact genuine police reform including stop having police respond alone to Mental Health emergencies. Establish a Community Advisory Committee for the police Department.	12/12/2020 1:22 PM
199	Understanding	12/12/2020 12:57 PM
200	Better training to promote understanding and empathy	12/12/2020 12:43 PM
201	Have experience	12/12/2020 12:38 PM
202	Provide more affordable housing in all neighborhoods. Diverse neighborhoods can be more sustainable	12/12/2020 12:20 PM
203	continue to foster public "reconciliation"..e.g. hard conversations	12/12/2020 12:19 PM
204	learn from POC	12/12/2020 12:14 PM
205	make sure all voices have opportunity to be heard	12/12/2020 12:13 PM
206	Recruit and employ Black civilian staff.	12/12/2020 12:11 PM
207	host a community meeting or event	12/12/2020 12:04 PM
208	Patience	12/12/2020 11:57 AM
209	Query citizenry for ideas	12/12/2020 11:49 AM
210	stop lumping Latinx and Blacks together	12/12/2020 11:38 AM
211	Enact the second most effective and most asked for change by people of color.	12/12/2020 11:33 AM
212	Minority hiring	12/12/2020 11:31 AM
213	Take same approach for people of color than those not of color	12/12/2020 11:18 AM
214	Treat them like everyone else!	12/12/2020 11:15 AM
215	Identify new methods where people of color have equal access to opportunity	12/12/2020 10:59 AM
216	Prosecute The The Meth Users for a Change	12/12/2020 10:54 AM
217	Make it a stated value to care.	12/12/2020 10:52 AM
218	Racial sensitivity training.	12/12/2020 10:41 AM
219	Reduce city revenue waste.	12/12/2020 10:36 AM

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220	More community policing n training	12/12/2020 10:35 AM
221	More affordable housing	12/12/2020 10:27 AM
222	Know our residents	12/12/2020 10:08 AM
223	support better housing policies	12/12/2020 9:56 AM
224	Educate employees	12/12/2020 9:55 AM
225	Be consistent	12/12/2020 9:52 AM
226	Make opportunities when virus restrictions are removed to be visible.	12/12/2020 9:52 AM
227	Be welcoming	12/12/2020 9:50 AM
228	Learn basic Spanish	12/12/2020 9:42 AM
229	Show visible response to acts of intolerance	12/12/2020 9:35 AM
230	Unknown	12/12/2020 9:22 AM
231	fund cultural events that encourage mixing of races. Example is the Dia Los Muertos event.	12/12/2020 9:16 AM
232	Keep the city clean	12/12/2020 8:58 AM
233	Everyone matters!!	12/12/2020 8:55 AM
234	Wall murals by POC artists on POC topics	12/12/2020 8:55 AM
235	Help them - don't shoot, tase or arrest without information	12/12/2020 8:44 AM
236	Educate those in positions of responsibility and power	12/12/2020 8:09 AM
237	local foot patrols and visits by them with the people they are protecting	12/12/2020 8:07 AM
238	Start listening to everyone, not just the loud group from Indivisible (the represent a very small part of the population of Petaluma, but you only listen to them)	12/12/2020 7:35 AM
239	Heritage Fair	12/12/2020 7:32 AM
240	Partner with PPSC to continue to offer opportunities to engage, not as officers but as community members.	12/12/2020 7:28 AM
241	Have Community meetings more often after the pandemic and serve breakfast	12/12/2020 7:20 AM
242	hire more people, the ones i know seem overworked and not happy wiht their job and im sure that is passed on to everyone	12/12/2020 7:11 AM
243	Same	12/12/2020 7:10 AM
244	Actualization's	12/12/2020 7:08 AM
245	Defund the police	12/12/2020 6:53 AM
246	Inclusion of black and Hispanic police officer on force	12/12/2020 6:49 AM
247	Proactively reach out to these communitis via schools, churches etc to establish better connectivity	12/12/2020 6:46 AM
248	Hire more women officers and POC. Do not hire officers who are racist and/or sexist.	12/12/2020 6:34 AM
249	Treat people like they would their own family	12/12/2020 6:13 AM
250	Healing, counseling	12/12/2020 4:25 AM
251	Think they...	12/12/2020 3:38 AM
252	Improve diversity of police force to better reflect the community	12/12/2020 2:48 AM
253	Culture and diversity	12/12/2020 2:42 AM
254	Courtesy	12/12/2020 12:24 AM
255	Recruitment	12/12/2020 12:23 AM

Petaluma Community Survey

Attachment 9

256	Visit schools and introduce some discussions about police work	12/11/2020 10:55 PM
257	Judge by qualifications	12/11/2020 10:46 PM
258	Don't prejudge	12/11/2020 10:44 PM
259	Consider an annual city-sponsored event to promote interactions. Maybe localize it via sanctioned "block parties"?	12/11/2020 10:40 PM
260	Dont cater to one race and allow Parks and streets to have political messages	12/11/2020 10:36 PM
261	Same as above	12/11/2020 10:13 PM
262	If they committed a crime Arrest em	12/11/2020 10:09 PM
263	Talk to the POC and not their white guilt self appointed caretakers	12/11/2020 9:50 PM
264	No special treatment because of race	12/11/2020 9:48 PM
265	Encourage the city's residents to get out of their comfort zones and get to know their neighbors who are people of color	12/11/2020 9:45 PM
266	Share the knowledge you lean with citizens of Petaluma.	12/11/2020 9:38 PM
267	Create programs with children/!teens and young adults of color in the City and police dept.	12/11/2020 9:37 PM
268	Get kids back to school	12/11/2020 9:35 PM
269	Invite the community of color to meet and have dialogue with the police.	12/11/2020 9:34 PM
270	Take a strong stand against racism and discrimination	12/11/2020 9:33 PM
271	Include steady training in defusing tense situations.	12/11/2020 9:21 PM
272	Publicize hate acts to inform community	12/11/2020 9:20 PM
273	Remember that the person you are interacting with is a human even if they are a different color than you	12/11/2020 9:14 PM
274	Continue as is	12/11/2020 9:08 PM
275	listen to experts	12/11/2020 9:07 PM
276	Use your cameras	12/11/2020 9:07 PM
277	Diversify School Boards	12/11/2020 9:01 PM
278	proactively promote neighborhood experience	12/11/2020 8:56 PM
279	Identify neighborhoods dominated by people of color and have open forums to ask and listen to concerns those people voice about public safety and policing.	12/11/2020 8:41 PM
280	Be	12/11/2020 8:35 PM
281	Uphold individual rights	12/11/2020 8:32 PM
282	Do not make people of color feel like victims	12/11/2020 8:29 PM
283	Recruit qualified leaders with diverse economic and cultural backgrounds	12/11/2020 8:27 PM
284	Write (understand)	12/11/2020 8:22 PM
285	Add back services especially parks library and recreational	12/11/2020 8:15 PM
286	Transparency in police discipline, police efforts to recruit POC and take action when goals not met.	12/11/2020 8:12 PM
287	Host community events to learn and celebrate our various communities (race, and all people that are othered)	12/11/2020 8:11 PM
288	Community Outreach	12/11/2020 8:07 PM
289	Treat people with respect	12/11/2020 8:00 PM
290	Encourage minority businesses	12/11/2020 8:00 PM

291	Police quality of life crimes	12/11/2020 7:57 PM
292	Engagement	12/11/2020 7:55 PM
293	Adopt mental health support and accountability as part of PPD defunding	12/11/2020 7:55 PM
294	Add more parks	12/11/2020 7:52 PM
295	Educate kids about equality	12/11/2020 7:52 PM
296	Same as above	12/11/2020 7:48 PM
297	Affordable housing now	12/11/2020 7:39 PM
298	See 12	12/11/2020 7:39 PM
299	CONNECT	12/11/2020 7:38 PM
300	Hire police of color.	12/11/2020 7:38 PM
301	Stay calm	12/11/2020 7:36 PM
302	None	12/11/2020 7:35 PM
303	Reinvest 5% of the police budget into a local IOLERO style civilian oversight body	12/11/2020 7:29 PM
304	Crest outreach	12/11/2020 7:28 PM
305	Hire better people	12/11/2020 7:21 PM
306	Ask questions	12/11/2020 7:20 PM
307	Community events	12/11/2020 7:19 PM
308	Stop focusing on color	12/11/2020 7:18 PM
309	Educate people on what their rights ACTUALLY are and what is legally expected of them when stopped or contacted	12/11/2020 7:18 PM
310	N/A	12/11/2020 7:15 PM
311	Embrace African-American music in bars nightclubs instead of cowboy music all night	12/11/2020 7:12 PM
312	Create an event that is genuine in which Petaluma PD is doing something "with" people of color ... food distribution or another civic engagement opportunity where the PPD is out of uniform, and working side by side with people of color - for the same cause	12/11/2020 7:08 PM
313	Improve systems and processes that remove barriers for some.	12/11/2020 6:52 PM
314	Lead	12/11/2020 6:52 PM
315	Keep doing what you're doing.	12/11/2020 6:46 PM
316	learn	12/11/2020 6:43 PM
317	Training on mental health and criminal justice	12/11/2020 6:36 PM
318	Make sure jobs are available	12/11/2020 6:36 PM
319	messaging	12/11/2020 6:34 PM
320	Listen	12/11/2020 6:29 PM
321	Put minorities in positions of power	12/11/2020 6:27 PM
322	Fire City Manager Peggy Flynn	12/11/2020 6:27 PM
323	Not let them get away with anything because they are black.	12/11/2020 6:24 PM
324	I'll defer to people of color to better answer.	12/11/2020 6:20 PM
325	Educate	12/11/2020 6:17 PM
326	No special treatment	12/11/2020 6:16 PM

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327	Not sure	12/11/2020 6:12 PM
328	unsure	12/11/2020 6:10 PM
329	Eliminate police department high capacity weapons	12/11/2020 6:08 PM
330	Listen	12/11/2020 6:02 PM
331	take a better look at the problem ?	12/11/2020 6:00 PM
332	2) Keep an open mind; and a learning peerspective	12/11/2020 5:57 PM
333	Study growing up Black in US	12/11/2020 5:52 PM
334	Stop speaking about them like they're helpless children.	12/11/2020 5:48 PM
335	Listen	12/11/2020 5:47 PM
336	Training staff on diversity issues	12/11/2020 5:44 PM
337	hire & promote more people of color	12/11/2020 5:44 PM
338	No idea	12/11/2020 5:43 PM
339	Learn to de escalate situations	12/11/2020 5:41 PM
340	Support candidates for CC or advisory committee members/commissioners	12/11/2020 5:37 PM
341	Minority hires	12/11/2020 5:34 PM
342	Hold townhalls to discuss the white supremacy in this town and ways to overcome it	12/11/2020 5:32 PM
343	Publish standards for positions.	12/11/2020 5:31 PM
344	Leave people alone.	12/11/2020 5:30 PM
345	TRANSPARENCY IN CRIMINAL REPORTING IN OUR COMMUNITY	12/11/2020 5:28 PM
346	see #1	12/11/2020 5:26 PM
347	Reflect	12/11/2020 5:23 PM
348	More higher education requirements	12/11/2020 5:21 PM
349	Listen to the BIPOC aim the community — really listen and realize while people should not be taking the lead here	12/11/2020 5:17 PM
350	think before reacting	12/11/2020 5:14 PM
351	Interact with organizations composed of people of color.	12/11/2020 5:11 PM
352	Be kind	12/11/2020 5:09 PM
353	Get educated	12/11/2020 5:06 PM
354	Look at yourselves and understand what POC have to offer your lives.	12/11/2020 5:05 PM
355	Spotlight BIPOC culture in newspaper, businesses, and in our outside spaces	12/11/2020 5:05 PM
356	?	12/11/2020 5:03 PM
357	Provide support and encouragement to especially businesses of color in the city. It appears that the city already supports businesses here but increased efforts to increase support and diversification of businesses could help.	12/11/2020 5:01 PM
358	Have a chamber of commerce or downtown Petaluma campaign that shows all are welcome	12/11/2020 4:58 PM
359	Respectful	12/11/2020 4:56 PM
360	Know their experience	12/11/2020 4:56 PM
361	Quit playing into the hands of liberal left wing Marxist trolls	12/11/2020 4:54 PM
362	Same	12/11/2020 4:54 PM
363	promote activities within Petaluma that allow people of color to interact with them in positive	12/11/2020 4:54 PM

	ways so as to grow trust	
364	low-income housing solutions	12/11/2020 4:53 PM
365	Ask the city of Petaluma to stand behind the police 100%	12/11/2020 4:49 PM
366	Interact with events with the towns younger population	12/11/2020 4:48 PM
367	Educate the citizens about what police officers face,each day and to be more sensitive to what they can do to mitigate their concerns if any	12/11/2020 4:48 PM
368	Holding meetings and forums to answer questions from the public	12/11/2020 4:44 PM
369	Require cameras on police officers and vehicles.	12/11/2020 4:43 PM
370	Promote diversity on city commissions	12/11/2020 4:42 PM
371	Nothing	12/11/2020 4:41 PM
372	Divert many police social functions to more appropriately trained agents (e.g. mental health crises, etc.)	12/11/2020 4:40 PM
373	Housing must be more affordable	12/11/2020 4:38 PM
374	Respect	12/11/2020 4:37 PM
375	Do not ask white people to ask what the city can do for people of color because we do not truly understand the issues that face them	12/11/2020 4:36 PM
376	Establish a goal for diversity in housing	12/11/2020 4:33 PM
377	Create rules for home loans or rentals that are openly fair to all.	12/11/2020 4:33 PM
378	Just treat everyone as equals, no matter their color!	12/11/2020 4:33 PM
379	Add ethnic-focused city-sponsored events & incorporate ethnic groups more into city events	12/11/2020 4:32 PM
380	All lives matter	12/11/2020 4:31 PM
381	Outreach	12/11/2020 4:30 PM
382	Change up butter n eggs day, eliminating the corporate banks and realtors who spread gentrification	12/11/2020 4:30 PM
383	Uphold the law; do the crime, do the time concept. Got the message?	12/11/2020 4:29 PM
384	Create opportunities for public engagement and dialogues regarding the experience of historically-marginalized communities in Petaluma	12/11/2020 4:27 PM
385	Be open	12/11/2020 4:26 PM
386	education	12/11/2020 4:24 PM
387	Dont play favorites	12/11/2020 4:23 PM
388	Quit assuming there is a problem	12/11/2020 4:23 PM
389	Stop trying so hard to please minority groups. Petaluma is less than 2% black. If being treated fairly doesn't work for them, then that's just too bad.	12/11/2020 4:21 PM
390	Understand homelessness and how to manage	12/11/2020 4:20 PM
391	Meet with groups of young people, reps of various groups, religious, etc.,	12/11/2020 4:20 PM
392	Continue to hire officers who respect and want to foster relationships.	12/11/2020 4:19 PM
393	trauma training (marginalized populations have much higher rates of trauma#	12/11/2020 4:17 PM
394	Employment opportunity outreach	12/11/2020 4:17 PM
395	work with whatever coalition to mutually establish 3 priority actions to promote racial honesty	12/11/2020 4:10 PM
396	Workplace outreach	12/11/2020 4:10 PM
397	Wear Body Cameras	12/11/2020 4:09 PM

Petaluma Community Survey

Attachment 9

398	Nothing	12/11/2020 4:06 PM
399	international food festival/international movie festival	12/11/2020 4:06 PM
400	I have no experience of police in interracial encounters, but this is common sense for every one.	12/11/2020 4:05 PM
401	Offer diverse cultural events - online for Covid	12/11/2020 4:02 PM
402	Make the situation less threatening	12/11/2020 4:02 PM
403	have affordable housing	12/11/2020 4:00 PM
404	Equity issues	12/11/2020 3:59 PM
405	Mc Gruff in schools	12/11/2020 3:59 PM
406	Listen to their concerns	12/11/2020 3:58 PM
407	Maintaining the neighborhoods of lower income people	12/11/2020 3:58 PM
408	No Special privileges for being black, we are all equal	12/11/2020 3:57 PM
409	Work with the schools to ensure social justice is part of the curriculum/dna of the school	12/11/2020 3:57 PM
410	Make specific action and policy plans to address housing access and ownership	12/11/2020 3:56 PM
411	Lives....	12/11/2020 3:54 PM
412	Uphold the laws of our community (regardless of race)	12/11/2020 3:54 PM
413	Investigate whether local financial institutions continue to favor whites over people of color with respect to loans	12/11/2020 3:54 PM
414	Allocate money to the cause	12/11/2020 3:53 PM
415	Research	12/11/2020 3:53 PM
416	Outreach	12/11/2020 3:53 PM
417	Diverse hiring and promotions	12/11/2020 3:53 PM
418	Remain calm, trustworthy and non-fearful of people of color	12/11/2020 3:51 PM
419	Develop friendships	12/11/2020 3:51 PM
420	Police oversight committee with police and public on it	12/11/2020 3:50 PM
421	Be color blind	12/11/2020 3:49 PM
422	Treat all suspects as citizens first	12/11/2020 3:49 PM
423	Stop making it an issue	12/11/2020 3:47 PM
424	Welcome feedback from the community	12/11/2020 3:46 PM
425	Reach out and seek out positive interactions	12/11/2020 3:46 PM
426	Listening to feedback	12/11/2020 3:45 PM
427	Behave like color is not a factor for anything.	12/11/2020 3:43 PM
428	Remove any barriers	12/11/2020 3:42 PM
429	Respect	12/11/2020 3:41 PM
430	Hire more people of color and Spanish-Speaking staff	12/11/2020 3:41 PM
431	Police getting to know people rather than just driving patrols	12/11/2020 3:39 PM
432	Respect	12/11/2020 3:39 PM
433	Outreach to POC	12/11/2020 3:39 PM
434	Pray for God's Kingdom	12/11/2020 3:37 PM

Petaluma Community Survey

Attachment 9

435	Equality	12/11/2020 3:37 PM
436	Stop bringing up color	12/11/2020 3:37 PM
437	Recruit diverse representation in staffing jobs and commissions	12/11/2020 3:36 PM
438	Keep communication open	12/11/2020 3:35 PM
439	Listen and build relationships with communities and organizations supporting non-white communities	12/11/2020 3:33 PM
440	Address minority accomplishment (historical and current) and impact on Petaluma or surrounding communities	12/11/2020 3:29 PM
441	same as 1	12/11/2020 3:29 PM
442	Develop deeper ties with the east side where the majority of BIPOC people live	12/11/2020 3:27 PM
443	School children should receive racial awareness via art including performing arts.	12/11/2020 3:16 PM
444	Send them to recurring sensitivity training.	12/11/2020 3:13 PM
445	Stop stressing skin color in these surveys	12/11/2020 3:13 PM
446	Listen and build relationships with communities and organizations supporting non-white communities	12/11/2020 3:10 PM
447	Concentrate on the positive things in Petaluma.	12/11/2020 3:10 PM
448	post-covid, maybe more public class offerings in world languages, dance, art, cuisine, etc.	12/11/2020 3:08 PM
449	Have authentic representation (NOT tokenism)	12/11/2020 3:06 PM
450	Patrol/visit junior high schools to say HI	12/11/2020 3:05 PM
451	think of other races as equal	12/11/2020 3:03 PM
452	Fund diversity in the arts , artists music murals dance and community events when we can have them	12/11/2020 3:03 PM
453	Know that not all PoC think the same	12/11/2020 3:00 PM
454	Treat everyone equally	12/11/2020 2:59 PM
455	Cultural training for police (and the Sheriff's officers especially!)	12/11/2020 2:54 PM
456	Improve access to healthcare and mental health services	12/11/2020 2:54 PM
457	Do more to attract businesses that provide hourly workers with more equitable wages.	12/11/2020 2:53 PM
458	understand their problems	12/11/2020 2:52 PM
459	Staff that is bilingual to support ESL citizens	12/11/2020 2:50 PM
460	Create an unarmed, non-police addiction & family support response service	12/11/2020 2:48 PM
461	Reach out to listen, learn, and understand	12/11/2020 2:39 PM
462	Do not make snap judgments	12/11/2020 2:39 PM
463	This Task Force should be included for feedback on all decisions	12/11/2020 2:36 PM
464	Hire more LatinX / POC police and engage them more in policy discussions	12/11/2020 2:34 PM
465	Create and support upward mobility jobs	12/11/2020 2:31 PM
466	Stop making all decisions based on skin color	12/11/2020 2:22 PM
467	Practicing interactions	12/11/2020 2:22 PM
468	Get a divorce department	12/11/2020 2:22 PM
469	Treat every one with respect	12/11/2020 2:20 PM
470	Police Don't use excessive force	12/11/2020 2:20 PM

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471	Education and opportunity to interact with a diverse population	12/11/2020 2:19 PM
472	Be co-conspirators not just allies	12/11/2020 2:18 PM
473	Summarize those into specific groups in an article in the Argus.	12/11/2020 2:17 PM
474	Don't make them feel inadequate by painting black lives matter on the streets	12/11/2020 2:15 PM
475	Get positive press and as much visibility	12/11/2020 2:06 PM
476	smile and be compassionate	12/11/2020 2:04 PM
477	Use overt PR to showcase that Petaluma welcomes diversity	12/11/2020 2:04 PM
478	Publicize interactions -- good and bad.	12/11/2020 2:02 PM
479	City-sponosred cultural events like Dia de los Muertos	12/11/2020 2:01 PM
480	Educate people about diversity and their own contributions to racism	12/11/2020 2:01 PM
481	Join groups	12/11/2020 2:00 PM
482	Denounce racism	12/11/2020 1:59 PM
483	Take training seriously & prioritize it	12/11/2020 1:59 PM
484	Bring affirmative action to your hiring practices (if AA is not already a policy.)	12/11/2020 1:59 PM
485	Take money from police funding and use it to fund programs that actually improve the lives of people of color	12/11/2020 1:59 PM
486	Listen to what people of color are saying.	12/11/2020 1:57 PM
487	Listen to their needs and help where possible (like everyone else, maybe in public meetings)	12/11/2020 1:57 PM
488	Fund low income housing	12/11/2020 1:55 PM
489	Cahoots style program	12/11/2020 1:54 PM
490	Outreach	12/11/2020 1:53 PM
491	Meet and have open and honest conversations with public	12/11/2020 1:52 PM
492	Keep talking to communities of color	12/11/2020 1:50 PM
493	Refund education	12/11/2020 1:49 PM
494	see above	12/11/2020 1:49 PM
495	Anti racist training and continued follow up with trained mentirs	12/11/2020 1:48 PM
496	Highlight businesses owned by POC	12/11/2020 1:46 PM
497	Recognize the good from the bad no mater what the race	12/11/2020 1:46 PM
498	Make certain they know that people of color are as safe and protected here as any other citizen	12/11/2020 1:44 PM
499	encourage conversations	12/11/2020 1:43 PM

#	ACTION 3	DATE
1	Establishing a policy that prevents an officer from being hired who has left another law enforcement agency as a result of a disciplinary action.	1/9/2021 3:21 PM
2	be compassionate	1/8/2021 10:14 AM
3	Hold those doing the accusations to the same scrutiny as the police.	1/8/2021 7:32 AM
4	Continue to bring in more diversity within the community, new families moving in, etc. I hope for a day where my children aren't always the minority in their classrooms.	1/8/2021 2:36 AM
5	Stop race-baiting and focusing so much on the color of skin.	1/7/2021 11:15 PM
6	Invest in spreading inclusivity and eliminating bias	1/7/2021 10:59 PM
7	Relationships	1/7/2021 9:14 PM
8	Show solidarity with other social movements or well continue to. I actually think Petaluma already does a great job at that. Maybe educate the public who aren't aware.	1/7/2021 9:00 PM
9	Out reach	1/7/2021 7:38 PM
10	Support local business.	1/7/2021 7:16 PM
11	Provide resources for people in terms of housing, employment, health options, etc.	1/7/2021 1:03 PM
12	Invite more ethnic businesses to downtown via restaurants, shops, entertainment.	1/7/2021 12:47 PM
13	Treat all races the same	1/7/2021 12:05 PM
14	revive our souls	1/7/2021 11:54 AM
15	Educate the community.	1/7/2021 10:25 AM
16	community outreach programs for all ages	1/7/2021 9:50 AM
17	Teach civics and government in school at all levels	1/7/2021 9:46 AM
18	They seem to do all of the above.	1/7/2021 9:26 AM
19	Use the building where Rebuilding Together Petaluma is for a family center.	1/7/2021 7:50 AM
20	Do not treat all People of color as criminals.	1/6/2021 11:46 PM
21	Create a civilian committee of diverse backgrounds and races to assist the police with volunteer and community efforts.	1/6/2021 11:33 PM
22	Review policies and practices in all departments to uncover institutionalized racism	1/6/2021 9:51 PM
23	Active invitations to all citizens to police outreach meetings	1/6/2021 9:40 PM
24	jr. high and high school required history on people of color	1/6/2021 9:40 PM
25	Embrace LBGT+ community	1/6/2021 9:38 PM
26	Continue	1/6/2021 8:19 PM
27	Nothing	1/6/2021 8:15 PM
28	Work with nonprofits that can bridge and build trust with communities of color	1/6/2021 8:00 PM
29	equality	1/6/2021 7:54 PM
30	use turn signals more often	1/5/2021 8:47 PM
31	Diversity Training	1/5/2021 5:53 PM
32	Do not make special treatment race based	1/5/2021 3:19 PM
33	Act to remedy , rather than pay lip service to grievances, with timely and fair resolutions.	1/5/2021 1:00 PM
34	Work to encourage community involvement by people of color in an environment where they feel safe.	1/5/2021 10:55 AM

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35	Community reporting of both of these mentioned above	1/5/2021 10:48 AM
36	Provide a peaceful community where people of all colors and police can share respect for one another.	1/4/2021 10:22 PM
37	Ask them	1/3/2021 5:57 PM
38	Raise the minimum wage	1/3/2021 5:19 PM
39	have higher standard for police education, bias, sensitivity, and restorative justice	1/3/2021 2:12 PM
40	Focus locally	1/3/2021 12:50 PM
41	District elections to give minorities a chance to elect candidates who represent them	1/3/2021 11:50 AM
42	Allow for the community to be apart of the department as a support force.	1/3/2021 12:47 AM
43	invest in mutual aid without objectifying or belittling the people of color in our community	1/2/2021 9:01 PM
44	Do simulated public events and have the public participate. Document and assess their responses and replies.	1/2/2021 12:26 PM
45	Keep visible	1/2/2021 7:16 AM
46	Diversify leadership	1/1/2021 11:51 PM
47	Increased diversity in hiring	1/1/2021 8:39 PM
48	Community oversight committee	1/1/2021 7:12 PM
49	Get to know your community	1/1/2021 5:49 PM
50	Establish a Citizen police oversight committee	1/1/2021 4:57 PM
51	Na	1/1/2021 6:36 AM
52	Consider general plan update in terms of inclusivity.	12/31/2020 11:59 AM
53	Diversify and train police	12/31/2020 10:22 AM
54	Disarming and defunding police and redistributing the funds to the community	12/31/2020 9:51 AM
55	Demilitarization of our police department. The members of the department presented well in the Uncomfortable Conversation video. More people need to see this side of the officers.	12/31/2020 9:35 AM
56	Nothing	12/31/2020 8:13 AM
57	Stop turning a blind eye to bullying an letting off these people because they know or associate with them	12/30/2020 8:12 AM
58	Be genuine	12/29/2020 7:36 PM
59	stop focusing on ethnicity, just do your job the same with everyone	12/29/2020 1:38 PM
60	Monitoring of results and continuing efforts to gather feedback for further action.	12/27/2020 8:08 AM
61	affordable housing	12/23/2020 5:52 PM
62	?	12/23/2020 11:22 AM
63	Host Q&A sessions	12/22/2020 8:23 AM
64	talk to them	12/22/2020 1:42 AM
65	Reallocate funding away from the police department, and toward community programs that help reduce the need for police.	12/21/2020 9:26 PM
66	Have a weekly "Town Hall" meetings with police chief	12/21/2020 4:14 PM
67	PPD to maintain a strong calming/neutral presence in the community (best thing is having community members get to know and appreciate PPD)	12/21/2020 2:30 PM
68	Hire officers of color	12/21/2020 10:42 AM
69	Promote	12/20/2020 7:17 PM

Petaluma Community Survey

Attachment 9

70	Hiring practices and appointments to advisory boards and commissions	12/20/2020 4:40 PM
71	Make them feel safe	12/20/2020 8:20 AM
72	Community outreach	12/19/2020 10:32 PM
73	Put more people of color on the police force	12/19/2020 1:36 PM
74	Bilingual service increase	12/19/2020 1:21 PM
75	Provide assistance assistance for education	12/19/2020 1:12 PM
76	ASK THEM about their experiences and how you can improve	12/19/2020 11:50 AM
77	None	12/19/2020 10:01 AM
78	Engage every city department in problem solving. Hire an equity manager if necessary.	12/18/2020 11:25 PM
79	Punish perpetrators of domestic violence and take their guns away	12/18/2020 10:13 PM
80	Establish citizens oversight committee, and district elections	12/18/2020 8:55 PM
81	treat people the same.	12/18/2020 6:36 PM
82	Stop creating issues where there are none!	12/18/2020 4:27 PM
83	Zero	12/18/2020 2:11 PM
84	don't obsess over color	12/18/2020 11:59 AM
85	Incorporate better school diversity programs.	12/17/2020 1:55 PM
86	(once pandemic is over) Have community festivals to highlight culture of minority communities.	12/17/2020 12:20 PM
87	Celebrate others diversity	12/17/2020 5:55 AM
88	Guarantee jobs	12/16/2020 6:30 PM
89	Find ways to amplify and validate the voices of POC	12/16/2020 12:44 PM
90	Holding bad actors accountable	12/16/2020 11:29 AM
91	Drop them off in Richmond	12/16/2020 1:35 AM
92	Stop behaving like Petaluma needs to change ANYTHING to address grievances of special interest groups that are demanding special treatment. Petaluma can't afford to let these groups dictate the issues our city focuses on.	12/15/2020 9:04 PM
93	Make sure people of color feel safe and wanted and excepted in our community	12/15/2020 7:09 PM
94	Maintain the same level of cleanliness on the East side as the West side (currently, West Side public spaces/walking areas/landscapes are better maintained)	12/15/2020 4:57 PM
95	Continue soliciting feedback from POC themselves and weighing their feedback more heavily than those of white people	12/15/2020 3:49 PM
96	Encourage POC to apply for council committees.	12/15/2020 3:17 PM
97	Suggestion box? Anonymous phone tip line?	12/15/2020 2:30 PM
98	Forums to hear citizen problems	12/15/2020 2:00 PM
99	Refuse to placate racist pushback from long time residents in the name of everyone getting along.	12/15/2020 12:50 PM
100	Treat all people with respect	12/15/2020 12:44 PM
101	Fix the potholes	12/15/2020 12:36 PM
102	Treat everyone as citizens	12/15/2020 9:48 AM
103	invest in our youth one thing is all of our kids are bored. now more than ever we need them to be the change of the future develop youth programs for all ages especially 12-20 year olds	12/15/2020 6:25 AM

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104	Practicing with people they know.	12/14/2020 4:42 PM
105	Don't divide people by religion	12/14/2020 3:08 PM
106	Host family-centered events for all families to come together on the basis of charming cultural events (Kwanzaa, continue dia de los muertos)	12/14/2020 3:05 PM
107	same	12/14/2020 2:40 PM
108	more training	12/14/2020 11:54 AM
109	Circle back to community after PD makes a stop if there is a question	12/14/2020 11:29 AM
110	Once a year forums to discuss race relations	12/14/2020 10:34 AM
111	follow up with action plans after to out reach	12/14/2020 10:27 AM
112	Increase accessibility and public transportation	12/14/2020 9:30 AM
113	see above	12/14/2020 9:10 AM
114	I believe the PPD is going in the right direction.	12/14/2020 8:33 AM
115	Give Police more \$\$\$	12/14/2020 7:01 AM
116	See previous	12/14/2020 6:58 AM
117	Mental health training	12/14/2020 5:29 AM
118	Same for heaters. Just being honest.	12/13/2020 11:55 PM
119	Stop worrying about YOUR image	12/13/2020 10:14 PM
120	can only come with 2!	12/13/2020 10:06 PM
121	use your training to avoid force as long as possible	12/13/2020 9:13 PM
122	Reinvest a significant portion of the Police budget into an oversight body modeled after IOLERO	12/13/2020 8:53 PM
123	Maybe district elections like Rohnert Park?	12/13/2020 7:56 PM
124	Set up a junior city council that is diverse and inclusive.	12/13/2020 7:15 PM
125	Assume positive intent	12/13/2020 7:14 PM
126	Uphold law and order	12/13/2020 7:13 PM
127	Attitude adjustment	12/13/2020 6:58 PM
128	?	12/13/2020 5:59 PM
129	Investments in high colored neighborhoods	12/13/2020 5:47 PM
130	Respect people's rights	12/13/2020 5:07 PM
131	curriculum in the highschool that includes culture and history of people of color	12/13/2020 4:36 PM
132	Find away to address concerns and improve service delivery model	12/13/2020 4:26 PM
133	Madness	12/13/2020 4:17 PM
134	Do what people of color suggest	12/13/2020 4:06 PM
135	find out what culture the officer's came from. C part of the other worlds.	12/13/2020 4:05 PM
136	integrate them more into the various neighborhoods. I live in the Oak Park area and POC are few and far between.	12/13/2020 3:28 PM
137	Support our police	12/13/2020 3:28 PM
138	workshops in high schools	12/13/2020 3:09 PM
139	Always alert to how problems strt	12/13/2020 2:13 PM
140	Treat all ppl alike	12/13/2020 1:28 PM

141	Create a community of inclusion through welcoming them by doing events	12/13/2020 1:25 PM
142	Cease utilizing sirens after dark on Payran Street (emergency lights are sufficient)	12/13/2020 1:11 PM
143	https://srcity.org/1427/Crime-Maps-Charts-Graphs	12/13/2020 12:57 PM
144	Don't assume that everyone is doing a bad job about this equity work	12/13/2020 11:05 AM
145	I think they are doing a great job.	12/13/2020 10:10 AM
146	opportunity	12/13/2020 9:11 AM
147	More tools for helping people needing help.	12/13/2020 8:39 AM
148	Hire mental health experts to ride in the car with you to help deescalate and bring professionalism to people WHO NEED HELP	12/13/2020 8:13 AM
149	DO NOT OVER-REACT	12/13/2020 8:07 AM
150	read and go to trainings about POC issues	12/13/2020 8:04 AM
151	Be nice, if not, fire the creep!	12/13/2020 7:25 AM
152	Advisory boards with impacted communities serving on boards	12/13/2020 7:22 AM
153	More representation in non-profit leadership	12/12/2020 10:35 PM
154	Develop a plan to improve diversity, equity and inclusiveness	12/12/2020 10:29 PM
155	Fairly investigate reports of inequality	12/12/2020 8:56 PM
156	Increase foot and bike patrols	12/12/2020 8:39 PM
157	Question ways city institutions may be blindly perpetuating white-dominant culture	12/12/2020 6:45 PM
158	Remember that it is legal in our country to own a gun.	12/12/2020 6:16 PM
159	Work with community partners to support cultural diversity and recognition.	12/12/2020 5:29 PM
160	Call in other assistance in situation dealing with mental illness.	12/12/2020 5:23 PM
161	Don't be politically correct	12/12/2020 5:13 PM
162	People of color should be able to park for free anywhere	12/12/2020 5:08 PM
163	Be on the streets	12/12/2020 5:02 PM
164	Walk Your Talk	12/12/2020 4:52 PM
165	Stop implying that there are problems when there are none.	12/12/2020 4:45 PM
166	recruiting officers of color	12/12/2020 4:44 PM
167	Do not use excessive force.	12/12/2020 4:35 PM
168	Create an inclusion council	12/12/2020 4:19 PM
169	hold public community meetings	12/12/2020 4:05 PM
170	SEE them	12/12/2020 3:48 PM
171	Listen some more.	12/12/2020 3:04 PM
172	Mandatory emotional therapy	12/12/2020 2:59 PM
173	Neighborhood foot traffic/minority meetings	12/12/2020 2:45 PM
174	Trim some of the fat from your department some of your programs are unnecessary nor are they needed in this small community.	12/12/2020 2:16 PM
175	Encourage more non-enforcement engagement between police and community, DARE, school resource officers, etc encourages positive relationships instead of making police just warriors	12/12/2020 1:51 PM
176	Avoid knee jerk reactions and jumping on political bandwagons	12/12/2020 1:34 PM

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177	listen to people in their community, ignore the propaganda.	12/12/2020 1:27 PM
178	Actively recruit and support BIPOC community members for City Boards and Commissions.	12/12/2020 1:22 PM
179	Compassion for all.	12/12/2020 12:57 PM
180	Reach out to ask for their opinions	12/12/2020 12:43 PM
181	Get to know your city	12/12/2020 12:38 PM
182	Hire people of color and treat them with respect especially in law enforcement and positions with political influence	12/12/2020 12:20 PM
183	implement a CAHOOTS program	12/12/2020 12:14 PM
184	keep training all city employees in race relations	12/12/2020 12:13 PM
185	Keep doing a great job.	12/12/2020 12:11 PM
186	remain open to conversation, invite comments and criticism and admit where there were less than perfect outcomes but also keep track of the positive outcomes in some way	12/12/2020 12:04 PM
187	Patience	12/12/2020 11:57 AM
188	React to incidents with shared review and plans of action	12/12/2020 11:49 AM
189	Appreciate the broad range of experience among Latinx	12/12/2020 11:38 AM
190	Enact the most third effective and most asked for change by people of color.	12/12/2020 11:33 AM
191	Hire more officers	12/12/2020 11:31 AM
192	Do more outreach & be a Sanctuary City	12/12/2020 11:18 AM
193	Be aggressive about instituting methods that will deliver equity for people of color	12/12/2020 10:59 AM
194	That's the Real Danger to the Community, do you know they now call us METHALUMA.	12/12/2020 10:54 AM
195	A emphasis on serving and helping citizens.	12/12/2020 10:41 AM
196	Work on reducing property taxes so quality of live improves.	12/12/2020 10:36 AM
197	Body worn cameras	12/12/2020 10:35 AM
198	PPD takes a public posture of active anti-racism, meaning dismantling white supremacist order	12/12/2020 10:27 AM
199	Offer help to all	12/12/2020 10:08 AM
200	improve transportation and safety	12/12/2020 9:56 AM
201	Get involved (volunteer) in the community (churches and schools)	12/12/2020 9:55 AM
202	See Action 1 and 2	12/12/2020 9:52 AM
203	Look at your structure, your goals and how to grow into them.	12/12/2020 9:52 AM
204	Be kind	12/12/2020 9:50 AM
205	Not hold assumptions based on appearance	12/12/2020 9:42 AM
206	Actively invite non-white businesses. Create assistance programs if necessary to help non-white businesses to start and thrive.	12/12/2020 9:35 AM
207	Unknown	12/12/2020 9:22 AM
208	Develop race relations curricula for schools.	12/12/2020 9:16 AM
209	Provide help for those who need it - regardless of color	12/12/2020 8:58 AM
210	Highlight black owned enterprises so we can support them.	12/12/2020 8:55 AM
211	Educate and have intelligent conversations	12/12/2020 8:44 AM
212	Keep the conversation going with those who are impacted	12/12/2020 8:09 AM
213	A mental health unit within the police department	12/12/2020 8:07 AM

214	Support your police officers who are trying to do good things. Fund education for them to do better and to have better training. But acknowledge that they are doing a wonderful job.	12/12/2020 7:35 AM
215	Explain BLM, "defund" police, marginalization... bipartisan leadership initiatives to educate all generations.	12/12/2020 7:32 AM
216	Provide information to the community how Police Department's work because most people don't have any idea	12/12/2020 7:20 AM
217	address real problems if they happen that will keep or add confidence in the city	12/12/2020 7:11 AM
218	Same	12/12/2020 7:10 AM
219	Spend the money on social programs	12/12/2020 6:53 AM
220	Clear and precise communications	12/12/2020 6:49 AM
221	HEAR THEM. PROTECT THEM. ENGAGE WITH THEM	12/12/2020 6:46 AM
222	Have more discussions with the community about racial issues.	12/12/2020 6:34 AM
223	Stop judging people by their illness	12/12/2020 6:13 AM
224	Affordable housing, basic income, poverty help	12/12/2020 4:25 AM
225	Need improvement	12/12/2020 3:38 AM
226	Reallocate budget to add social workers and mental health care providers to the force	12/12/2020 2:48 AM
227	Unbiased, and even a Loving attitude.	12/12/2020 12:24 AM
228	Interaction	12/12/2020 12:23 AM
229	Don't isolate	12/11/2020 10:46 PM
230	Careful what you say and how you say it.	12/11/2020 10:44 PM
231	Communication is key. Just making information available usually falls short of expectation. Communication must be received for it to be effective.	12/11/2020 10:40 PM
232	Let the police do their job, they have done more outreach than any other department in the City for years	12/11/2020 10:36 PM
233	You just sent out an Alert with three African American's stealing	12/11/2020 10:09 PM
234	Treat them the same way you would treat anyone else -- treat them as equals and not a special class that can't make it on their own without someone being their overseer.	12/11/2020 9:50 PM
235	If a crime is committed- it's punishable regardless of race.	12/11/2020 9:48 PM
236	Diversify the city workers and police and have ongoing trainings on real cases that exemplify encounters with people of color	12/11/2020 9:45 PM
237	Repeat	12/11/2020 9:38 PM
238	Be proactive in demonstrating that you our protectors rather our adversaries.	12/11/2020 9:34 PM
239	Have people of color represented in the city's administration and staff	12/11/2020 9:33 PM
240	Try not to think of your police force as being a distinct and separate entity from the rest of the citizenry.	12/11/2020 9:21 PM
241	Hire more people of color so that the City reflects its population	12/11/2020 9:14 PM
242	read & inform ourselves	12/11/2020 9:07 PM
243	Have another police Officer with you	12/11/2020 9:07 PM
244	Increase Diversity in City Roles	12/11/2020 9:01 PM
245	multi racial activities/events (not all white)	12/11/2020 8:56 PM
246	Have an independent respected entity review any case where police brutality, use of excessive force or failure to respond to calls for help occur involving people if color	12/11/2020 8:41 PM

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247	Respectful	12/11/2020 8:35 PM
248	Ignore policies that promote equality of outcomes based on race, sex, gender or religion.	12/11/2020 8:32 PM
249	Provide programs to teach them not to feel like victims	12/11/2020 8:29 PM
250	Provide business opportunities to leaders and owners from minority groups	12/11/2020 8:27 PM
251	Talk (teach)	12/11/2020 8:22 PM
252	Increase people who work here and make being enticing financial to recruit more diversity in workforce	12/11/2020 8:15 PM
253	City Council members are all talk or all protesting. No action. No goals. No changes. But meetings they will have.	12/11/2020 8:12 PM
254	Teach the tough stuff like privledge (and make it relatable to the folks that think it's not real) in your boards, organizations, and offer it to Petaluma community members	12/11/2020 8:11 PM
255	Interact with High Schools	12/11/2020 8:07 PM
256	Don't waste time on things that won't be prosecuted	12/11/2020 8:00 PM
257	Support efforts to make Petaluma more accommodating to people of any color in lower income levels.	12/11/2020 8:00 PM
258	Fix the roads	12/11/2020 7:57 PM
259	Engagement	12/11/2020 7:55 PM
260	Support businesses that support bipoc	12/11/2020 7:55 PM
261	Make rent less	12/11/2020 7:52 PM
262	Get knowledge about people of colors culture	12/11/2020 7:52 PM
263	Community land trusts!!!!	12/11/2020 7:39 PM
264	See 12	12/11/2020 7:39 PM
265	TAKE ACTION	12/11/2020 7:38 PM
266	Make an effort to listen to young people.	12/11/2020 7:38 PM
267	Always be professional	12/11/2020 7:36 PM
268	None	12/11/2020 7:35 PM
269	8 weeks training for all officers and police leadership in deescalation, equity and mental health crisis response	12/11/2020 7:29 PM
270	Model	12/11/2020 7:28 PM
271	Have community meetings occasionally	12/11/2020 7:21 PM
272	Act without prejudice	12/11/2020 7:20 PM
273	Management communications to public	12/11/2020 7:19 PM
274	Let the police do their jobs	12/11/2020 7:18 PM
275	N/A	12/11/2020 7:15 PM
276	Be nice	12/11/2020 7:12 PM
277	Hire people of color	12/11/2020 7:08 PM
278	Take care of the staff who provide the vital services we depend on.	12/11/2020 6:52 PM
279	Keep doing what you're doing.	12/11/2020 6:46 PM
280	take action	12/11/2020 6:43 PM
281	Make sure schools prohibit any kind of racial bias or discrimination	12/11/2020 6:36 PM

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282	commitment	12/11/2020 6:34 PM
283	Dialogue	12/11/2020 6:29 PM
284	Hire minorities	12/11/2020 6:27 PM
285	Not be afraid to be defunded the police for doing their job.	12/11/2020 6:24 PM
286	I'll defer to people of color to better answer.	12/11/2020 6:20 PM
287	Employ people of color!	12/11/2020 6:17 PM
288	No special treatment	12/11/2020 6:16 PM
289	Not sure	12/11/2020 6:12 PM
290	unsure	12/11/2020 6:10 PM
291	Have all officers participate in junior high and high school	12/11/2020 6:08 PM
292	Get more on commissions, committees etc	12/11/2020 6:02 PM
293	ask the people who are complaining what the problem is	12/11/2020 6:00 PM
294	3) Do not rely on the opinions of others; see for yourself.	12/11/2020 5:57 PM
295	Learn to abandon stereotypes	12/11/2020 5:52 PM
296	Stop assuming white people and whiteness is an evil scourge to be eliminated.	12/11/2020 5:48 PM
297	Compassion	12/11/2020 5:47 PM
298	Inform the community on what is happening in this area	12/11/2020 5:44 PM
299	advocate for more funding for community services	12/11/2020 5:44 PM
300	No idea	12/11/2020 5:43 PM
301	Don't automatically pull out guns and/ or tasers unless the situation really requires it. It will only engender mistrust and fear which, in turn, will increase the risk to everyone in the interaction.	12/11/2020 5:41 PM
302	Promote and support BIPOC businesses	12/11/2020 5:37 PM
303	Reach out minorities (I know this is hard) to discover their needs	12/11/2020 5:34 PM
304	Listen to BIPOC - believe them - create a task force of BIPOC to lead discussions	12/11/2020 5:32 PM
305	Make all results under the umbrella of total transparency.	12/11/2020 5:31 PM
306	Leave people alone.	12/11/2020 5:30 PM
307	see #2	12/11/2020 5:26 PM
308	Commit to do their best.	12/11/2020 5:23 PM
309	Longer and more in depth sensitivity training	12/11/2020 5:21 PM
310	Work with the schools: bring BIPOC form other communities to share their stories, watch The 13th and the 1619 Project, etc. Show these kids the world is bigger than this white town and there is room for us all	12/11/2020 5:17 PM
311	understand anyone can make a mistake	12/11/2020 5:14 PM
312	Without prejudging, ask people of color how they can improve their responses.	12/11/2020 5:11 PM
313	Follow the law	12/11/2020 5:09 PM
314	Recognize how much you have lost and how much your children have lost by not connecting to and interfacing with POC.	12/11/2020 5:05 PM
315	?	12/11/2020 5:03 PM
316	Update the city's website to have greater diversity; I took a quick look and in clicking around, saw a single Black person on the business landing page: https://petalumastar.com/business/ .	12/11/2020 4:58 PM

If people don't see themselves on your website, why would they want to live, work, or shop here?

317	Respectful	12/11/2020 4:56 PM
318	Individual work on racist behaviors and microaggressions	12/11/2020 4:56 PM
319	Stop trying to be politically correct and dancing to the tune of those race baiting morons who want to fix something that doesn't need fixing.	12/11/2020 4:54 PM
320	I have no personal opinion	12/11/2020 4:54 PM
321	strive for personnel who reflect the racial balance of this community	12/11/2020 4:54 PM
322	improve transit+biking/walking infrastructure	12/11/2020 4:53 PM
323	Ask the city of Petaluma to ask the Police how the city can better support the police	12/11/2020 4:49 PM
324	More female officers	12/11/2020 4:48 PM
325	Continue to educate our ppd on the cultural differences that may make someone react t in a bad way when approached	12/11/2020 4:48 PM
326	Stop racial profiling	12/11/2020 4:44 PM
327	Make diversity a priority in police departments.	12/11/2020 4:43 PM
328	Nothing	12/11/2020 4:41 PM
329	Establish ZERO tolerance for policing activity that treats BIPOC community members differently from whites. This happens all the time. Denial, however, is extremely powerful.	12/11/2020 4:40 PM
330	Action to REDUCE Power of Police Unions! FIRE / IMPRISON BAD Cops!	12/11/2020 4:38 PM
331	Don't use guns	12/11/2020 4:37 PM
332	Understand that asking our majority-white population what we can do for people of color will not yield you any ideas that will support people of color	12/11/2020 4:36 PM
333	Hold more diverse public events, parades for other cultures (post pandemic, of course)	12/11/2020 4:33 PM
334	Equal treatment under the law	12/11/2020 4:33 PM
335	Stop sending out surveys like this!! It really doesn't help anyone..it most probably just adds to the issue. Take a page from Morgan Freeman!	12/11/2020 4:33 PM
336	Add more mental health personnel to police department	12/11/2020 4:32 PM
337	Better Training	12/11/2020 4:30 PM
338	Ask for input from the non whites on what they would like to be more included	12/11/2020 4:30 PM
339	Public officials need to engage in de-escalation and not add to problems that do NOT exist.	12/11/2020 4:29 PM
340	Hirepublic officials (city manager, public servants) that truly represent the diversity of the community and are committed to serving all members of the community	12/11/2020 4:27 PM
341	Be approachable	12/11/2020 4:26 PM
342	dialogue	12/11/2020 4:24 PM
343	Enforce the Law	12/11/2020 4:23 PM
344	Treat all people in the same manner.	12/11/2020 4:23 PM
345	Encourage minorities to attend a Citizen's Police Academy, so that they understand police practices.	12/11/2020 4:21 PM
346	Teach officers Spanish language	12/11/2020 4:20 PM
347	Arrest them if they break the law-I get you jave big targeyyon your back now-but not fair to the rest of us who follow rules	12/11/2020 4:20 PM
348	focus on prevention rather than problem-responses.	12/11/2020 4:17 PM

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349	help citizens learn that they have a role in this too. it is not all on LEO to make it work	12/11/2020 4:10 PM
350	Asking the community- thank you for this	12/11/2020 4:10 PM
351	Have a Citizen Review Board for complaints against officers	12/11/2020 4:09 PM
352	Nothing	12/11/2020 4:06 PM
353	holiday decorations of other countries	12/11/2020 4:06 PM
354	Make an effort to publicly support a fair and soft approach for everyone.	12/11/2020 4:05 PM
355	History of other ethnic in Petaluma - if none, why?	12/11/2020 4:02 PM
356	Listen. Don't assume they have a gun, listen to what they are trying to tell you. POC are people too.	12/11/2020 4:02 PM
357	Don't brag about Petaluma is a caring town because it's not	12/11/2020 4:00 PM
358	Police walking the beat	12/11/2020 3:59 PM
359	Be professional and respectful	12/11/2020 3:58 PM
360	Keeping everyone safe	12/11/2020 3:58 PM
361	Color should have nothing to do with the police - We are all equal and should be treated equal.	12/11/2020 3:57 PM
362	Prosecute those that drive around Petaluma harassing black community members	12/11/2020 3:57 PM
363	Make specific action and policy plans to address economic inequalities	12/11/2020 3:56 PM
364	Matter!	12/11/2020 3:54 PM
365	Use cameras and technology to document the Petaluma PD's actions	12/11/2020 3:54 PM
366	Hire people of color in proportion to their population percentages in the larger region	12/11/2020 3:54 PM
367	Hold town halla	12/11/2020 3:53 PM
368	Unbiased reporting	12/11/2020 3:53 PM
369	Outreach	12/11/2020 3:53 PM
370	Publicize info re positive and negative outcomes; transparency!	12/11/2020 3:53 PM
371	Treat individuals with respect and dignity.	12/11/2020 3:51 PM
372	Ask them directly instead of old white Petaluma citizens on Nextdoor/Facebook	12/11/2020 3:51 PM
373	Treat all equal	12/11/2020 3:49 PM
374	Sensitive to mental health of suspects	12/11/2020 3:49 PM
375	Treat everyone as you want to be treated	12/11/2020 3:47 PM
376	Continue to harvest relationships and encourage people of diverse backgrounds to apply for positions within the city.	12/11/2020 3:46 PM
377	Shift some (more) of budget to supporting youth, especially those at risk for gangs	12/11/2020 3:46 PM
378	Educated about 21st Century issues, esp. technology	12/11/2020 3:45 PM
379	Help the homeless and vets, regardless of color.	12/11/2020 3:43 PM
380	Follow the golden rule	12/11/2020 3:42 PM
381	Discussion	12/11/2020 3:41 PM
382	Promote more people of color in staff positions and work to encourage more diversity, inclusion and equity	12/11/2020 3:41 PM
383	Kindness	12/11/2020 3:39 PM
384	Community policing	12/11/2020 3:39 PM
385	Treat all as equals	12/11/2020 3:37 PM

386	Fairness	12/11/2020 3:37 PM
387	This type of survey... sorry	12/11/2020 3:37 PM
388	Regular and ongoing outreach to neighborhoods	12/11/2020 3:36 PM
389	Keep doing you job as you were hired to	12/11/2020 3:35 PM
390	Act on what they want	12/11/2020 3:33 PM
391	Open forums and discussions with guest speakers to generate discussions and understanding.	12/11/2020 3:29 PM
392	same as 2	12/11/2020 3:29 PM
393	Build more affordable, infill, dense housing	12/11/2020 3:27 PM
394	Compulsory orientation programs for apartment dwellers where majority are for apartment dwellers where they learn how to be a good citizen, public awareness, importance of civic behavior etc	12/11/2020 3:16 PM
395	Lead by example.	12/11/2020 3:13 PM
396	What is this "People of Color"? Stop dancing around the issue. The issue is conduct not statistics. Different backgrounds produce different statistics. Accept that as fact.	12/11/2020 3:13 PM
397	Act on what they want	12/11/2020 3:10 PM
398	Stop being negative	12/11/2020 3:10 PM
399	outreach pamphlets, signage, etc. in popular world languages	12/11/2020 3:08 PM
400	Offer more bi-lingual services	12/11/2020 3:06 PM
401	Patrol/visit high schools to say HI	12/11/2020 3:05 PM
402	don't be so macho	12/11/2020 3:03 PM
403	Appoint people of color and diverse cultural economic backgrounds	12/11/2020 3:03 PM
404	Treat us with dignity and not as victims	12/11/2020 3:00 PM
405	Treat everyone equally	12/11/2020 2:59 PM
406	Budgeting for anti racist programs	12/11/2020 2:54 PM
407	"Defund the police" - emphasize supporting us in being better people over policing us	12/11/2020 2:54 PM
408	Offer more cross-cultural events that speak to the majority and stop worrying about monoculture events to focus a celebration on a single culture	12/11/2020 2:53 PM
409	understand their goals	12/11/2020 2:52 PM
410	City programs targeted to the issues that people of color face	12/11/2020 2:50 PM
411	Fund candidates for School Board and for City Council so that low income folks are better able to run for office. And mandate that the Boards must be reflective of the population as a whole. Representation matters	12/11/2020 2:48 PM
412	Confront in-rank racism and stereotypical attitudes.	12/11/2020 2:39 PM
413	Folks from this task force should be groomed for City Leadership	12/11/2020 2:36 PM
414	Find ways to positively celebrate Petaluma's diversity and cultures	12/11/2020 2:34 PM
415	Educate educate educate	12/11/2020 2:31 PM
416	Stop being so racist with your poll	12/11/2020 2:22 PM
417	Actionable steps in the community to acknowledge and celebrate different traditions in our community based on the different cultures	12/11/2020 2:22 PM
418	Have walking beats in the business down town, be more visible.	12/11/2020 2:22 PM
419	People must be judged by their behavior, not by the color of their skin.	12/11/2020 2:20 PM

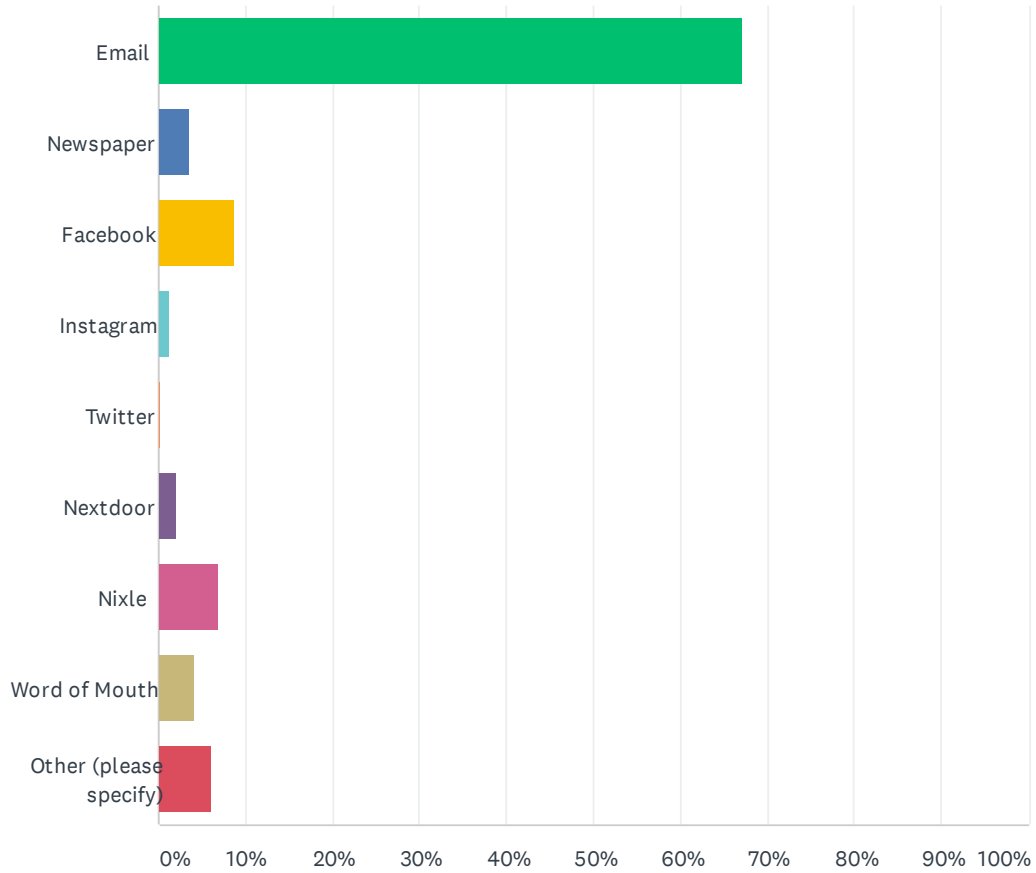
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420	Hire more people of color in city positions	12/11/2020 2:20 PM
421	at least a working knowledge of spanish	12/11/2020 2:19 PM
422	be safe haven for all	12/11/2020 2:18 PM
423	Document how many instances of the TOP 3 things they did at least and then in 3 months do the survey again, but STOP the survey if the person identifies as White.I. And publish a comparison of the two surveys and identify positive change, and callout the NO CHANGES that the PD needs to improve in. And repeat every 3 months until everything is positive.	12/11/2020 2:17 PM
424	Continue community outreach projects	12/11/2020 2:06 PM
425	provide help and information	12/11/2020 2:04 PM
426	Act swiftly to publicly racists activities to hold those responsible accountable and to underscore the importance of racial tolernce in the community	12/11/2020 2:04 PM
427	Make visible the issues and problems.	12/11/2020 2:02 PM
428	Hiring more diverse city staff	12/11/2020 2:01 PM
429	Elect more liberal council members who are not in thrall to developers designing homes for the wealthy alone	12/11/2020 2:01 PM
430	Watch shows	12/11/2020 2:00 PM
431	N/a	12/11/2020 1:59 PM
432	Stop letting the rich west side community be the only voice the council listens to.	12/11/2020 1:59 PM
433	Hire more multi-lingual employees, who speak Spanish and Chinese	12/11/2020 1:59 PM
434	Be more transparent and outspoken about condemning racism, hate speech, and and policies that enable white supremacists to intimidate people of color	12/11/2020 1:59 PM
435	Empathize with people of color.	12/11/2020 1:57 PM
436	Create jobs programs	12/11/2020 1:55 PM
437	Climate justice	12/11/2020 1:54 PM
438	Task force that include all parties involved to work together	12/11/2020 1:52 PM
439	Then have follow up conversations so you know how effective your efforts were.	12/11/2020 1:50 PM
440	Refund health services	12/11/2020 1:49 PM
441	see above	12/11/2020 1:49 PM
442	Diversify the police force	12/11/2020 1:48 PM
443	Hire city officials that are POC	12/11/2020 1:46 PM
444	Lead by example	12/11/2020 1:46 PM
445	Create a review committee of people of color - including teens - to meet with and work with the city of Petaluma on issues as they arise.	12/11/2020 1:44 PM
446	promote awareness	12/11/2020 1:43 PM

Q16 How did you learn about this survey?

Answered: 689 Skipped: 167



ANSWER CHOICES	RESPONSES	
Email	67.20%	463
Newspaper	3.48%	24
Facebook	8.71%	60
Instagram	1.16%	8
Twitter	0.15%	1
Nextdoor	2.18%	15
Nixle	6.82%	47
Word of Mouth	4.21%	29
Other (please specify)	6.10%	42
TOTAL		689

Q17 What groups should be included in future conversations about making our community more inclusive and supportive of people of color? (no character limit)

Answered: 496 Skipped: 360

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#	RESPONSES	DATE
1	The fact that this question is being asked concerns me. I would hope that City government is well aware of organizations/groups/churches that represent persons of color in Petaluma are well known and have already been contacted.	1/9/2021 3:23 PM
2	Petaluma Village Network PPSC	1/8/2021 1:18 PM
3	Everyone. We all have subtle bias and need help understanding how this affects our actions and decisions. Police Unions. I believe police unions have a history of protecting "bad" cops. Some individuals are not suited for modern law enforcement. These individuals should not be peace officers if they cannot meet job requirements. Cities should not allow unions to force them to employ officers deemed unsuitable.	1/8/2021 10:19 AM
4	If there is a problem, then fix the problem. Where exactly is the problem? This kind of survey seems to accuse the police of wrong doing. I do not like that kind of attitude by anyone.	1/8/2021 7:34 AM
5	Small businesses owned by people of color, churches that are primarily attended by people of color, educators that are people of color.	1/8/2021 2:37 AM
6	None. Everything is fine as it is. Stop the nonsense.	1/7/2021 11:15 PM
7	Asian	1/7/2021 9:15 PM
8	Outreach. Don't assume. Diversity hiring Get mental health training and staffing	1/7/2021 7:39 PM
9	Good question.	1/7/2021 7:16 PM
10	NAACP	1/7/2021 4:56 PM
11	City committees, city service groups, groups serving minorities, religious based groups, police & fire.	1/7/2021 4:54 PM
12	Our youth. Pastors of our churches. School administrators. Business owners. People of color themselves.	1/7/2021 1:04 PM
13	All groups	1/7/2021 12:06 PM
14	Everyone. All groups. This survey and future conversations should go out to as many people who live in Petaluma as possible, to get a broad and accurate picture of the field.	1/7/2021 10:29 AM
15	Uhm, not to state the obvious, but...POC...	1/7/2021 10:27 AM
16	All civic and community organizations, especially schools and parent groups.	1/7/2021 9:52 AM
17	workers at production facilities	1/7/2021 9:51 AM
18	I don't know. Maybe when the pandemic is over, having meetings or gatherings to meet people of color with ice cream and cake, etc. to discuss what they would like or need. Or getting information from all the groups in the city that know or work with people of color. (community action groups, a few businesses representatives, schools, a few government personnel , police etc?).	1/7/2021 9:32 AM
19	All	1/7/2021 8:27 AM
20	Communities of faith, schools, preschools, healthcare community, COTS	1/7/2021 7:52 AM
21	All of them.	1/7/2021 6:45 AM
22	All people..	1/6/2021 11:46 PM
23	Interracial families can typically help bridge the gap within majority white communities.	1/6/2021 11:36 PM
24	All church memberships, high school classes, service organizations, farmers and farmworkers, 4H groups, teachers, school staff and administration, unions, advocacy groups, etc..	1/6/2021 9:47 PM
25	Church groups, volunteer groups, school PTAs, school presentations, ethnic group organizers ...	1/6/2021 9:43 PM
26	Indivisible Petaluma	1/6/2021 9:39 PM
27	Already in progress	1/6/2021 8:19 PM

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28	Is there an issue with people of color in the City of Petaluma? I don't think so.	1/6/2021 8:16 PM
29	TIDE. Northbay Organizing Project. CAPSonoma. LandPaths. Churches. Schools. Petaluma Health Center. Petaluma Valley Emergency Department. Wherever these communities get healthcare. 4C's.	1/6/2021 8:03 PM
30	I am not familiar of groups.	1/6/2021 7:57 PM
31	Every group	1/6/2021 7:55 PM
32	All people	1/6/2021 7:55 PM
33	None	1/6/2021 7:46 PM
34	the city could perhaps stop categorizing people by not using people of color as a reference to an issue that is non existent .everyone is a different color....be more specific.	1/5/2021 8:48 PM
35	All - no barriers or boundaries.	1/5/2021 5:54 PM
36	All of the groups you would invite to address any community emergency with specific emphasis on developing ways to reach and include BIPOC individuals in all conversations and outcomes. That is, make sure all sides have equal representation and vesting in the process.	1/5/2021 1:08 PM
37	PPD admin	1/5/2021 12:46 PM
38	I'm unaware of any specific groups but including young people is a must, teens are passionate about these issues	1/5/2021 10:57 AM
39	Not sure what to say other than creating a community group that support disclosure of police actions and community interaction to improve racial equity for all	1/5/2021 10:50 AM
40	TIDE, North Bay Organizing Project, Los Cien.	1/4/2021 2:39 PM
41	Petaluma blacks for community Development, TIDE	1/4/2021 12:07 AM
42	Not sure	1/3/2021 5:57 PM
43	Parents and teachers of McDowell Elementary, persons in subsidized housing, families of the incarcerated	1/3/2021 5:21 PM
44	I think caution should be taken if including Indivisible Petaluma. Zahyra is very reactive and doesn't seem to want to focus on what is effective, she wants to be angry and vindictive. She wants to blame and shame. I believe there are others in that group who are more reasonable.	1/3/2021 2:28 PM
45	all the people of color, not just black or not just latinx. and make them real conversations, not only one sided affairs	1/3/2021 2:13 PM
46	I think social media in our community needs to be watched because those are the sites that are getting our community to become angry and argue one another and we need more neutral things that won't allow people to be so Quick to call out and attack people	1/3/2021 1:29 PM
47	Black, brown, purple, white, cops, firefighters- everyone. You will absolutely never build a consensus unless everyone has a seat at the table despite what some groups think.	1/3/2021 12:51 PM
48	Why don't you reach out to Latino and Black leaders, and bring them together like an advisory committee until things improve	1/3/2021 11:51 AM
49	All the citizens.	1/3/2021 8:35 AM
50	Sporting and other social groups.	1/3/2021 12:48 AM
51	None	1/2/2021 9:21 PM
52	Our unhoused population should be considered in these matters because of the way that wealth disparities in petaluma and sonoma county at large continue the issues that BIPOC face	1/2/2021 9:03 PM
53	Promote actual stats: black on black crime, other stats that apply, Try inviting some conservative groups (Candice Owens is amazing young black person that takes accountability), active military, prison guards, maybe a pastor, business owners of every race, people who have earned their citizenship. Get a broader view other than angry POC who think	1/2/2021 12:32 PM

they are only victimized by white people. Wha are the actual circumstances for each case where POC have been involved with the police? State the facts!

54	People of color (black, Latin-x, Asian) and white peoples. Balanced gender representation. Representation of gay community and people with disabilities. Balanced representation of varying economic status. Balanced representation from east, west, north and south areas of Petaluma. Balanced representation of all age groups over 18	1/2/2021 11:05 AM
55	Talk to people of color themselves, not our well-intentioned white ally's who often claim to represent us.	1/1/2021 11:52 PM
56	Outside oversight group of Police	1/1/2021 10:36 PM
57	Sunrise Movement 350Petaluma Daily Acts Petaluma Community Relations Council (PCRC)	1/1/2021 8:41 PM
58	High school kids	1/1/2021 7:13 PM
59	Indivisible petaluma	1/1/2021 4:57 PM
60	Na	1/1/2021 6:36 AM
61	Principals and teachers at predominantly BIPOC schools (LatinX mostly). Parents of young students.	12/31/2020 12:01 PM
62	Talk to people of color. Do not expect them to trust you though.	12/31/2020 10:30 AM
63	People of color and the working class. Cops and landlords should not be included.	12/31/2020 9:52 AM
64	Racial Justice Allies of Sonoma County, Petaluma Progressive blacks, ACLU, Vince Harper, all black newly elected city council members, BLM the entity, all small black business owners in Petaluma, black children enrolled in Petaluma schools, wrongly convicted people of color from the past, I can go on for days. You have to look for change instead of ignoring it all the time.	12/31/2020 9:49 AM
65	Outreach to BIPOC community, religious leaders, health professionals, educators and encourage neighborhood conversations.	12/31/2020 9:36 AM
66	This is a joke	12/31/2020 8:13 AM
67	BIPOC LBGTQ+ Police It's city council The mayor Schools	12/30/2020 8:15 AM
68	Native Americans	12/29/2020 7:36 PM
69	Don't have enough information about groups here in Petaluma that should be included.	12/27/2020 8:08 AM
70	Petaluma Black Coalition, North Bay Organizing Project, Indivisible Petaluma, Los Cien,	12/23/2020 5:54 PM
71	I'm aware of a North Bay project (not sure exactly) and I know a black HS student from Casa organized a bunch or BLM rallies. I'd start there.	12/22/2020 1:43 AM
72	Churches, Schools (Junior High and High), Latina y Latino Merchants,	12/21/2020 4:20 PM
73	All stakeholders - community-wide forum: City/Pet; PPD; Fire Dept; churches; community members/group leaders representative of all constituents - seniors, BIPOC, general interested members, school reps (public & private); business owners; generally interested members of the community	12/21/2020 2:35 PM
74	Business & Civic leaders; Higher Education leadership who has knowledge and expertise on these issues; partner with SSU criminal justice department; Petaluma Residents OF COLOR townhall.	12/21/2020 10:44 AM
75	Any and all based on population % in town.	12/20/2020 7:19 PM
76	All existing Latino, Asian, Native and African American organizations in the County.	12/20/2020 4:41 PM
77	Not sure of exact groups, but diverse enough to reflect the ethnic communities, and professionals who work with the issues common to people of color. I believe if you understand someone's story, you're better equipped to empathize and that helps interrelate and achieve more positive results.	12/20/2020 8:26 AM
78	PPD. Church groups. Schools	12/19/2020 10:33 PM

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79	Women, teens, elderly	12/19/2020 6:37 PM
80	Tide, North bay organizing project, indivisible Petaluma, Petaluma blacks for community development, more latinx community organizations	12/19/2020 1:22 PM
81	I liked the groups I saw listed. I hope you are including youth of color.	12/19/2020 11:57 AM
82	Not freaking BLM	12/19/2020 10:01 AM
83	All groups that reflect our community. Parents, families, schools, students, Latino community, black community, Asian community and all city departments.	12/18/2020 11:29 PM
84	Tap to the Latino couple who were falsely accused of being kidnappers. Talk to the latino families whose kids are failing in school and haven't been asked what they need to support their kids academic success. Talk to the Latino families who go to Petaluma Valley where no one speaks Spanish and where they are shamed for not speaking English.	12/18/2020 9:00 PM
85	None	12/18/2020 6:52 PM
86	Any group without an agenda. How about listening to the people, especially the people of color. This movement seems like it's being pushed by groups in town that only want to disrupt and cause problems. Stop the insanity!!!	12/18/2020 4:30 PM
87	Move in	12/18/2020 2:11 PM
88	human	12/18/2020 11:59 AM
89	For future conversations, all Civic groups, concerned organizations, Boards of Education, Educators, Church groups, Petaluma residents, and interested parties should be included.	12/17/2020 2:02 PM
90	Hispanic and Asian communities. I haven't seen a Black community in our city, and increasing it would make me a happy camper.	12/17/2020 12:21 PM
91	Churches and service clubs	12/17/2020 5:55 AM
92	I don't understand this question	12/16/2020 12:45 PM
93	faith communities, petaluma people services, petaluma day labor initiative, Anythign Rabbi Ted Feldman is engaged in, all the groups who sponsor public music or community events that draw folks to Petaluma	12/16/2020 11:40 AM
94	I have no awareness of community groups that include people of color. Perhaps help is needed to get them organized.	12/16/2020 11:31 AM
95	The colorful people aren't the problem people. It's the Mexicans taking over offering our 14 year old daughters money or drugs to have sex with them. And it's the Mexican people crowding our stores and streets while their many kids are crowding our schools and bullying our precious ones. Wake up whoever's survey this is and smell the tacos.	12/16/2020 1:42 AM
96	Perhaps we should start with inclusivity discussions with a broad cross section of the community. It makes no sense to focus on race alone. Diversity has many facets, race is just one, and not a very important one either.	12/15/2020 9:08 PM
97	In home health support workers, domestic workers, ag workers, social workers	12/15/2020 3:50 PM
98	I wish I knew.	12/15/2020 3:18 PM
99	I dont know but I'm sure there are other cities in this country that are doing a good job...find out what they are doing.	12/15/2020 2:31 PM
100	Everyone - young, old, students, people without children, professionals, stay-at-home parents, service industry workers, blue collar workers, artists, teachers, retirees, farmers, homeowners, renters, our unhoused residents, etc. - and an effort should be made to reach out to constituent groups that have low rates of participation.	12/15/2020 12:54 PM
101	?	12/15/2020 12:45 PM
102	Church groups	12/15/2020 12:36 PM
103	"100 Black Men" NAACP Hispanic chamber of commerce	12/15/2020 11:26 AM
104	Maybe talk to "people of color" so you can understand that this is what happens when you	12/15/2020 9:53 AM

listen to propoganda instead of people. You end up making racist surveys and pretending there are problems where there are not. How about focusing on the real issues of a city? Like our small businesses that are dying because no one will stand up for them.

105	people who are here and represent what the people actually want. there are groups that have been claiming to represent me and my family but honestly they dont. one group specifically got in an argument online with a friend of mine and despite being a person of color themselves they made racist inappropriate comments towards my friend. those groups and individuals are making life here in town more difficult.	12/15/2020 6:28 AM
106	I do not see a problem that needs to be resolved. The BLM and Antifa groups that are claiming they are disenfranchised or mistreated are not going to be happy with anything the Petaluma Police Department does or says. The police are doing a fine job. They need to keep doing it, and stand their ground.	12/15/2020 12:11 AM
107	Petaluma Health Center. They deal very well with a very diverse population.	12/14/2020 4:43 PM
108	Reach out to our Latino, Black and Asian citizens.	12/14/2020 3:20 PM
109	Specifically: moms, more specifically: Latina and black moms	12/14/2020 3:06 PM
110	All the Service clubs in the City.....Rotary, etc.	12/14/2020 2:43 PM
111	This is not New York or San Francisco. Please stop!	12/14/2020 12:43 PM
112	entire community should be involved	12/14/2020 11:55 AM
113	All of our community	12/14/2020 11:30 AM
114	Do not know	12/14/2020 10:45 AM
115	All groups	12/14/2020 10:35 AM
116	All individuals that are interested	12/14/2020 10:27 AM
117	Besides the adult community, you should be reaching out to High School Student groups.	12/14/2020 9:18 AM
118	You need to consult with people of color and community activists who work with the community.	12/14/2020 9:11 AM
119	appropriate school-age kids.	12/14/2020 8:33 AM
120	Outsiders -- we are in too much of a bubble to figure this out. Police, fire, city elected and administration, chamber/business and ag community as listeners and followers not as leaders -- their leadership has caused not solved problems they need to be lead	12/14/2020 8:20 AM
121	No groups ! The people!!!	12/14/2020 7:02 AM
122	Homeless, LGBTQIA, Women, LatinX, Any marginalized group of people. Go outside of community for ideas of meaningful connections...	12/14/2020 7:02 AM
123	People of color, young people	12/14/2020 5:30 AM
124	Any person(s) that has time, interest, energy, and passion about Petaluma. How about trading places for a month outside of your comfort zone. Topics?	12/14/2020 12:04 AM
125	All people. Get off the blm hype. I'm black and this is ridiculous. You allowed a blm mural but no other political mural at fairgrounds. Stop being followers and try yards. Your losing respect and citizens.	12/13/2020 10:15 PM
126	Schools/ early education High School students have shown an intolerance of hispanic culture	12/13/2020 9:21 PM
127	People of color may be hesitant to make themselves heard. So, invite them, in particular organized groups in society.	12/13/2020 9:18 PM
128	Health Action, CHIPA, Mental Health Equity Coalition of Sonoma County, North Bay Organizing Project, Petaluma Youth for CAHOOTS, Petaluma Blacks for Community Development.	12/13/2020 9:11 PM
129	Engage minority people not groups! I never vote in Petaluma City elections cause none of the people represent me. What's the point? I'm live in the East Side and we don't have representation - it's always the west side	12/13/2020 7:58 PM

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130	Educators, mental health providers, immigration advocates, employers	12/13/2020 7:16 PM
131	Everyone is EXPECTED to behave and obey the law. Laws MUST be enforced for the safety of ALL our community.	12/13/2020 7:15 PM
132	?	12/13/2020 5:59 PM
133	The working class	12/13/2020 5:47 PM
134	All groups and races	12/13/2020 5:08 PM
135	people of color; sheriff's dept.; petaluma police department; west side ranchers	12/13/2020 4:37 PM
136	People of color	12/13/2020 4:26 PM
137	There are too many groups involved already. This is a wonderful community, but you are being led down a dangerous road. Opening this door means that there is a problem. There isn't.	12/13/2020 4:18 PM
138	NBOP, Petaluma Blacks for Community Development, Petaluma People Services, BIPOC-led student organizations and other BIPOC-led organizations	12/13/2020 4:08 PM
139	people that have no basis, towards others. volunteers. good luck in this town. classes on culture, & colors	12/13/2020 4:07 PM
140	ACLU, NAACP, other cities in the east bay that focus on diversity inclusion	12/13/2020 3:32 PM
141	Legal immigrants	12/13/2020 3:29 PM
142	not sure what groups where not included.. but I would say small business and artists.	12/13/2020 3:14 PM
143	All groups need to come together for discussions and training. It needs to be a community effort!	12/13/2020 3:11 PM
144	Obviously, those affected.	12/13/2020 2:39 PM
145	The schools	12/13/2020 2:14 PM
146	Quit talking about color,we are NOT going to relive the civil war again!	12/13/2020 1:32 PM
147	Black, Asian, Latino, Muslim, any other group than white	12/13/2020 1:25 PM
148	Una Vida	12/13/2020 1:12 PM
149	our very large latino community and the youth.	12/13/2020 1:01 PM
150	Have you asked the homeless how they can be better treated?	12/13/2020 12:58 PM
151	Everyone: full political spectrum (left, middle, and right), people of color...	12/13/2020 11:06 AM
152	White citizens	12/13/2020 11:04 AM
153	I'm not clear on the ethnic make up of Petaluma, but I would hope that one or more leaders from each of those groups can be pulled into facilitated, recurring dialogue on how to identify issues and take steps toward improvements.	12/13/2020 10:53 AM
154	not sure...	12/13/2020 10:10 AM
155	youth	12/13/2020 9:11 AM
156	Nextdoor.	12/13/2020 8:39 AM
157	Shouldn't all groups of people be included in these important conversations?? Churches, sports teams, schools, businesses, families? Make access known, easy to attend and free to educate our community on racism.	12/13/2020 8:18 AM
158	LGBTQ, schools, businesses	12/13/2020 8:04 AM
159	Include all public employees in the sensitivity training, but probably to a lesser degree than the police	12/13/2020 7:28 AM
160	City staff, council members, school district staff, public	12/13/2020 7:23 AM
161	None	12/13/2020 5:26 AM

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162	What evidence is there that such an initiative is needed? I don't accept the premise that every institution or government entity must do more in this area. "If ain't broke, don't fix it."	12/13/2020 3:26 AM
163	Nominated representatives. Not cherry picked representatives.	12/12/2020 10:36 PM
164	Abraham and Elia Solar Todd Mendoza Pedro Toledo Davin Cardenas Eliot Enriquez Rocio Rodriguez Nick Lopez	12/12/2020 10:33 PM
165	Assemblyman	12/12/2020 8:57 PM
166	Spanish only speaking members of the community	12/12/2020 8:41 PM
167	Petaluma is losing its mind - all lives matter for gods sake - i will not be ashamed of being white	12/12/2020 8:29 PM
168	Community Action Partnership of Sonoma County	12/12/2020 6:46 PM
169	churches	12/12/2020 6:17 PM
170	Change the word WHAT to ALL in the question and make it your mantra. Inclusivity means reaching out to businesses, employer groups, organizations, non profit groups, service clubs, and others who advocate for our community.	12/12/2020 5:35 PM
171	Ask the kids in school what they think. Ask them how they want to be treated and how they seen their friends of color being treated. The young have a lot to teach us if we just listen. Appoint a group of representative young people of all races from all parts of the city to address the issue.	12/12/2020 5:26 PM
172	Black Panthers, Black Muslims, SLA, Kamala Harris (the black Monica Lewinsky), Colon Kapernick, Lebron James, Danny Glover, Samuel L. Jackson, all of Hollywood, - Recall Gavin Newsome!	12/12/2020 5:13 PM
173	Junior College, Churches, Senior Center	12/12/2020 5:03 PM
174	Trans Sexual Albino Hippopotamuses.	12/12/2020 4:46 PM
175	City Council, Universities, Employers, Federal and State Government	12/12/2020 4:37 PM
176	Black and Hispanic chambers of commerce, other similar community groups	12/12/2020 4:20 PM
177	High School campus groups, Church groups,	12/12/2020 4:06 PM
178	every group of color	12/12/2020 4:05 PM
179	Well, the police should be included certainly and I would think the Department of Health and and Social Service agencies. I'd also look to Hispanic, Black and Asian leaders in town.	12/12/2020 3:49 PM
180	Just be people and citizens and do not separate any race. Include everybody!	12/12/2020 3:09 PM
181	COTS, Petaluma People Services, Shelterless People, Black and Brown Lives Matter Organizers, Petaluma Library Staff	12/12/2020 3:09 PM
182	High schools and junior college	12/12/2020 3:00 PM
183	I would include those with disabilities such as Alchemia as well as the Latino group whose founder is a teacher at Casa Grande HS.	12/12/2020 2:48 PM
184	Open, welcoming, inviting events with conversations about inclusion led by experts in the field. High school programs about inclusiveness. Ask ethnic communities what THEY would like.	12/12/2020 1:59 PM
185	Police, schools, recreation personnel, business leaders	12/12/2020 1:52 PM
186	All Petaluma residents, even those with opposite options. Individual opinions matter in all decision making conversations and should not be one sided.	12/12/2020 1:37 PM
187	It would be nice if you stopped putting us in groups and speak to us as a whole community.	12/12/2020 1:28 PM
188	Petaluma Blacks for Community Development, Latinx Members of St, Vincent de Paul Church, Fujian community members, Asian community members. Coordinators for El Día de los Muertos Petaluma, Indivisible Petaluma, NBOP, PCRC.	12/12/2020 1:26 PM
189	I like that you are including ALL members of the community.	12/12/2020 12:57 PM

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190	Get rid of city council that believe	12/12/2020 12:39 PM
191	Petaluma Blacks, Latinx leaders.. educators (they see it happening at the schools)	12/12/2020 12:20 PM
192	people with common sense from all ethnic communities who are willing to work toward good relationships. Not just groups with their own agendas and loud voices trying to be disruptive.	12/12/2020 12:17 PM
193	Conservatives. They're the minority in Petaluma.	12/12/2020 12:16 PM
194	Petaluma Youth 4 Cahoots, North Bay Organizing Projects	12/12/2020 12:15 PM
195	By insuring organizations that represent people of color are stakeholders in any future conversations.	12/12/2020 12:12 PM
196	Teenagers	12/12/2020 12:05 PM
197	all residents of Petaluma	12/12/2020 12:05 PM
198	Young people, farmworkers, the homeless.	12/12/2020 11:58 AM
199	Religious groups, race organizations, people of color multiple genders and ages, known racist organizations/persons, city staff (mayor, police chief, fire chief, you get the idea.	12/12/2020 11:52 AM
200	The Woodson Institute	12/12/2020 11:39 AM
201	The group should represent the current demographics of Petaluma	12/12/2020 11:39 AM
202	Don't know.	12/12/2020 11:33 AM
203	WHY ARE YOU PUTTING PEOPLE INTO GROUPS?	12/12/2020 11:16 AM
204	Church leaders, COTS and PPSC and Mentor Me leaders, school teachers, BLM leaders, store owners (downtown association), and farm worker advocates	12/12/2020 11:11 AM
205	Latin community	12/12/2020 10:59 AM
206	1. Work with the Latino community to conduct outreach and have a version in Spanish. 2. Contact organizations that include and represent people of color for their ideas and assistance in outreach. 3. Outreach to students.	12/12/2020 10:55 AM
207	Again	12/12/2020 10:54 AM
208	I can say that bringing in people from Berkeley or Oakland or something like that is just going to be irritating. They will try to turn our area into a cookie cutter of the rest of the Bay Area. No one here wants that. Those people don't know our town or Sonoma County. Any groups should be LOCAL people who have lived here and are invested in Petaluma as a unique place. In addition, the needs of Mexican migrant worker should be represented.	12/12/2020 10:43 AM
209	No special effort needed...	12/12/2020 10:41 AM
210	Look in the mirror, racism starts with oneself.	12/12/2020 10:38 AM
211	An email to all residents or mail in their water bills.	12/12/2020 10:36 AM
212	Invite all members of the community to regularly scheduled townhalls to address specific concerns. To the extent possible without comprising their privacy, target invitations to persons of color. Provide an interpreter for spanish-speaking members to demonstrate transparency. To the extent financially possible institute Community Policing. If there is currently a program in Petaluma, strength it.	12/12/2020 10:35 AM
213	I'm white - ask a person of color.	12/12/2020 10:27 AM
214	Only residents with at least five years of local knowledge.	12/12/2020 10:21 AM
215	N a	12/12/2020 10:14 AM
216	Churches, Schools, nonprofits, parks, skateparks, housing complex's & apartments social events. We know people of all backgrounds gather when able and there is opportunity to connect. Focus on people not races.	12/12/2020 10:01 AM
217	cahoots, youth groups, youth council, city's climate commission, indivisible petaluma, tide	12/12/2020 9:57 AM
218	Schools Churches Email list	12/12/2020 9:56 AM

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219	All interested parties	12/12/2020 9:53 AM
220	Women, white and non-white are still being marginalized. More voices from the Latino population as they make up so much of our community.	12/12/2020 9:52 AM
221	Petaluma Blacks for Community, Haitian church(Seventh Day Adventist?), St. Vincent's	12/12/2020 9:43 AM
222	Businesses, community leadership, spiritual and religious community	12/12/2020 9:36 AM
223	A cross section of the community.	12/12/2020 9:23 AM
224	Los Cien Sonoma County Petaluma downtown assn	12/12/2020 9:16 AM
225	We should included all groups	12/12/2020 9:08 AM
226	all people of color must be included/	12/12/2020 9:06 AM
227	High school students; young people always have ideas.	12/12/2020 8:55 AM
228	Every group in the City.	12/12/2020 8:45 AM
229	Everyone	12/12/2020 8:13 AM
230	Oh my gosh, the names are eluding me at this moment, but they worked with the police/City this summer.	12/12/2020 8:11 AM
231	all groups.....we need to work together to improve policing in Petaluma.	12/12/2020 8:08 AM
232	Native Americans	12/12/2020 8:01 AM
233	Everyone! It shouldn't just be the black community or Indivisible. It should be everyone, including white peoples. How do we make things better by excluding anyone? We don't. Everyone needs to be part of the talks and solution.	12/12/2020 7:36 AM
234	School leaders, coaching associations, elder clubs, chamber of commerce, VA, day laborer/domestic worker — need representation.	12/12/2020 7:36 AM
235	All the color should not matter the word color should never be used	12/12/2020 7:21 AM
236	Groups? Just the people who live here, not "groups."	12/12/2020 7:12 AM
237	include everyone my wife who is white says some of what the city is doing feels like too much and almost to the point of reverse racism and shaming the white people in town. It should be us vs them it should be everyone.	12/12/2020 7:12 AM
238	The educational systems in Sonoma County good	12/12/2020 7:09 AM
239	The ones that already exist and have contacted you. What organizations are already presenting demands. Follow their lead. What LGBTQA+ groups have reached out? What did they ask for? What local groups that include people of color have contacted and made demands or suggestions? Ten to one, addressing existing issues would be a great start.	12/12/2020 6:56 AM
240	The actual ones that feel misrepresented in the community. This is not to say that any criminal is not above the law; regardless of race. PPD needs to insure body cam footage to avoid lawsuits, insure integrity and prevent disciplinary actions of its officers. Annual continuing education in this area is a must to insure equity and public trust.	12/12/2020 6:53 AM
241	Racial Justice Allies of Sonoma County, Black Lives Matter Movement, Thoughtbox Education (website which provides curriculum & education on Racial Justice & Equity for schools supporting positive conversation) for training programs	12/12/2020 6:51 AM
242	Catholic churches that hold masses for Hispanic people, like St. Vincent.	12/12/2020 6:35 AM
243	People of color, mental health advocates, everyone who gives a dam!	12/12/2020 6:14 AM
244	Local tv, radio, art, nonprofits, latin and black groups	12/12/2020 4:26 AM
245	Participate in colored skined people, build relationships with them	12/12/2020 3:40 AM
246	NAACP?	12/12/2020 3:38 AM
247	Invite ALL people of color to several round table discussions. Carefully listen to all points of views, opinions, complaints and resolutions.	12/12/2020 12:30 AM

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248	Everyone.	12/12/2020 12:26 AM
249	Conversations with more people of color instead of me.	12/11/2020 11:22 PM
250	Parents, teachers and children of all ages	12/11/2020 10:56 PM
251	I think people are flagellating	12/11/2020 10:47 PM
252	Don't know.	12/11/2020 10:45 PM
253	First what do you mean by groups everyone is equal	12/11/2020 10:42 PM
254	Representatives from various common organizations such as churches, schools, and businesses.	12/11/2020 10:42 PM
255	No other groups	12/11/2020 10:37 PM
256	You are inclusive. Stop this	12/11/2020 10:16 PM
257	locals	12/11/2020 10:10 PM
258	People that care about Petaluma as a whole. Not just those that have a great need to be seen or are attention starved (white people that believe POC need their help to survive/prosper).	12/11/2020 9:55 PM
259	Don't loose focus on the actual community because of race distractions. Please...just enforce the law.	12/11/2020 9:49 PM
260	Students in high school and junior college (Black Students Union (BSU) and Spanish Students Union)	12/11/2020 9:49 PM
261	Involve the people of color in the community.	12/11/2020 9:39 PM
262	Black Lives Matter local groups Minority clubs of SRJC and Sonoma State Behavioral mental health orgs. and COTS	12/11/2020 9:37 PM
263	How about how do we include all People	12/11/2020 9:36 PM
264	All groups interested in participating	12/11/2020 9:36 PM
265	Petaluma Japanese American League (JAACL), Petaluma Blacks for Community Development, Latinx/Mexican groups in Petaluma, Petaluma Haitian community. Any and all cultural groups in Petaluma	12/11/2020 9:31 PM
266	Teachers, school counselors and school administrators.	12/11/2020 9:22 PM
267	Only people IN the community because they know what it's like to live here. Others bring their assumptions because of what they've experienced elsewhere & feed into the people complaining about every little thing that could be an assumption of prejudice.	12/11/2020 9:20 PM
268	Unknown	12/11/2020 9:07 PM
269	Petaluma and Old Adobe school districts	12/11/2020 9:05 PM
270	People of color	12/11/2020 9:02 PM
271	The fact that I can't tell you says everything. I have no idea of groups except the islamic center, the day worker community, employee groups and African Americans for Community Development. And definitely schools, where a lot of bad race and gender habits are introduced and enabled.	12/11/2020 9:01 PM
272	People of color.	12/11/2020 8:55 PM
273	People of color	12/11/2020 8:53 PM
274	Leaders from churches, civic organizations, local schools, nonprofits geared to helping minorities, city council and public officials.	12/11/2020 8:44 PM
275	Churches	12/11/2020 8:34 PM
276	Citizens of virtue, not those convicted of a felony or those that have failed to pay taxes, fines or fees.	12/11/2020 8:33 PM
277	ALL groups, don't consider or limit based on race, color, etc.	12/11/2020 8:30 PM

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278	Low income families, community leaders	12/11/2020 8:28 PM
279	Identifying groups ahead of time sounds like a marketing plan. Is trying to sell the city as inclusive and supportive your only idea? Marketing is not the solution. Drop the idea of finding the right words to say how cool you are and start listening. Shut up and listen already.	12/11/2020 8:28 PM
280	The entire community only reason I am completing this survey is because I'm tired of a small group of people painting with a broad brush and creating this image that petaluma has major issues. Petaluma is a growing city and far from perfect both as a community and government but it is very good and the issues present are not malicious, violent, racist, or frequent. I believe that the lack of diversity can cause misunderstanding at times but I also think think the expectations of some are extreme and that too often people in this community are uninformed as to the real facts about issues.	12/11/2020 8:19 PM
281	Don't know. The city council should know. They all talk a good game.	12/11/2020 8:13 PM
282	LGBTQ+ is often left out of race conversations. I suggest thinking about the intersectionality of all groups of people that are othered.	12/11/2020 8:12 PM
283	Not sure about groups. However, the City Council and others involved in planning could be more helpful in terms of meeting more inclusive housing goals. Right now this is a wealthy persons town and that excludes many people of color.	12/11/2020 8:04 PM
284	Senior Citizens	12/11/2020 8:03 PM
285	Social Justice Warriors. Otherwise, leave people alone.	12/11/2020 8:02 PM
286	Teachers Students (especially BIPOC, but all) Mentor Center TIDE Businesses/businesses association Petaluma Blacks for Community Development Una Vida Mental Health Equity Coalition Petaluma Youth for Kahoots	12/11/2020 7:59 PM
287	The people who have left Petaluma because it has become unlivable	12/11/2020 7:57 PM
288	What?	12/11/2020 7:52 PM
289	Make our community inclusive!!! Period. Don't make this about any group make it about all groups. Make this community feel open, inclusive, supportive and ready to all gather when this pandemic is over. Rebuild the train trestle, provide community all inclusive events.	12/11/2020 7:50 PM
290	Conversation with community groups to talk openly and honestly about what black citizens needs that need to be addresses.	12/11/2020 7:42 PM
291	Get into the schools interact with the kids of all ages let them know you are human, get involved with the service organization, business's, socials and be consistent not just token interactions	12/11/2020 7:41 PM
292	Listen to high school students. 60 year old agricultural white republican men are not the future of Petaluma. We will thrive if we embrace diversity.	12/11/2020 7:40 PM
293	Petaluma Blacks for Community Change, NBOP, POG, Porchlight Coalition	12/11/2020 7:40 PM
294	BIPOC, PBCD	12/11/2020 7:38 PM
295	Mental Health Equity Coalition of Sonoma County, North Bay Organizing Project, IOLERO, Petaluma Blacks for Community Development, Petaluma Youth for CAHOOTS.	12/11/2020 7:31 PM
296	Not BLM, that's all I know. They would be my last choice for representation	12/11/2020 7:22 PM
297	I don't understand the question.	12/11/2020 7:22 PM
298	Unsure	12/11/2020 7:20 PM
299	I think this is obvious	12/11/2020 7:19 PM
300	All citizens of Petaluma.	12/11/2020 7:19 PM
301	If you want to be inclusive, our agricultural and senior care workers need to be considered.	12/11/2020 7:16 PM
302	All	12/11/2020 7:12 PM
303	Latin X churches, community, Mexican markets, places where the people you are trying to reach will participate.	12/11/2020 7:09 PM

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304	Caucasian	12/11/2020 6:59 PM
305	Having city council or city projects discussed in Spanish. Providing childcare for meetings.	12/11/2020 6:56 PM
306	Not sure	12/11/2020 6:53 PM
307	Everyone! Its important for everyone to learn perspective, empathize, and embrace all of our differences!	12/11/2020 6:53 PM
308	open dialogue	12/11/2020 6:43 PM
309	Extra-curricular youth groups (e.g., Little Leagues, theater groups, etc.)	12/11/2020 6:38 PM
310	THE POLICE DEPARTMENT!	12/11/2020 6:37 PM
311	School age children. They are learning through observing.	12/11/2020 6:36 PM
312	Churches. Though I think they already are, very much so. But it's important that they would be included in the conversation. They may be able to bring a much needed perspective.	12/11/2020 6:30 PM
313	None. Embrace all Petalumans and do the work to include the community in your efforts not just the special. You send out plenty of bills and fines to residents, you know where they all live why don't you literally contact every resident? With leadership like Ken Savano and Peggy Flynn it's probably not going to net much gain but you would at least include the residents who pay your bills.	12/11/2020 6:30 PM
314	Not sure	12/11/2020 6:27 PM
315	The working people. The ones that are trying to survive the pandemic and keep their employees working.	12/11/2020 6:25 PM
316	I do not know.	12/11/2020 6:20 PM
317	Governor,and all government agencies!	12/11/2020 6:18 PM
318	People of European descent, Asians	12/11/2020 6:17 PM
319	Not sure	12/11/2020 6:13 PM
320	School, religious, social group, market day interactions. Have more foot patrol cops in the major congregation areas. Have gun safety classes in congregaion areas	12/11/2020 6:12 PM
321	don't know	12/11/2020 6:10 PM
322	Black community leaders, Latin leaders? Representing of high school age kids of color	12/11/2020 6:09 PM
323	NAACP, AFL/CIO, Churches, Synagogs, Mosque, etc	12/11/2020 6:05 PM
324	School groups/clubs.	12/11/2020 6:03 PM
325	I don't know	12/11/2020 6:02 PM
326	again what is the problem ? whos complaining?	12/11/2020 6:01 PM
327	1) community leaders; 2) those who lack opportunity; 3) people of all groups; 4) all who have complaints should be respected and treated as a learning opportunity rather than as a problem to be solved.	12/11/2020 5:58 PM
328	Stop putting people in groups. Start treating all people the same. No groups	12/11/2020 5:57 PM
329	Minorities, prisoners, nurses, social workers, police who have history of trouble with minorities	12/11/2020 5:53 PM
330	Mental illness and autism should be addressed as well	12/11/2020 5:48 PM
331	No idea	12/11/2020 5:48 PM
332	I'm sorry, but I'm not aware of what groups are already out there. I think you would receive the best answers by actually questioning people of color "on the street", at churches, etc. about possible groups they'd like included. Who would know more on this subject? I would ask both children, teens and adults - for a variety of ideas.	12/11/2020 5:46 PM
333	All legitimate groups interested in better police/ community relations	12/11/2020 5:45 PM
334	People of color. Maybe a PR campaign to let people know that this is an issue that we all need	12/11/2020 5:45 PM

to do better with. Make sure the word gets out. Then set up regular community meetings - preferably where everyone is eye-to-eye (to eliminate power differential) and maybe out of uniform (?) - to discuss what we can all do better.

335	All groups	12/11/2020 5:43 PM
336	People of color groups. Churches. Also include housing residents such as Burbank Housing, Midpen, Danco Group, PEP Housing. Reach out to COTS and Downtown Street Team.	12/11/2020 5:41 PM
337	Every group should be aware of the situation and potential for improvement in any area thought lacking. True authority devolves from the citizenry through their duly elected representatives.	12/11/2020 5:39 PM
338	Is there a Latinx Chamber of Commerce? St. Vincent's? Talk to folks who run the Petaluma Health Care Center.	12/11/2020 5:37 PM
339	BIPOC, students, police, anti-bias trainers, undocumented community members, the Kindness Committee	12/11/2020 5:33 PM
340	LEAVE PEOPLE ALONE. Assholes.	12/11/2020 5:31 PM
341	12/11/2020 5:29 PM
342	no group(s) should be singled out as included.we should start by not having groups !	12/11/2020 5:28 PM
343	All group should be heard without focusing on one color. All lives matter. Where is the street that celebrates all the diversity of the city.	12/11/2020 5:25 PM
344	All groups that would like to be included. Especially those who've had negative interactions with them PPD.	12/11/2020 5:22 PM
345	Students from our schools (all levels), particularly BIPOC, anti-bias educators, local activists, formerly incarcerated residents, undocumented residents, and this should be headed up by leaders that are BIPOC	12/11/2020 5:20 PM
346	All groups with one representative each as long as each group is founded and abides by the U.S. constitution and tax laws	12/11/2020 5:16 PM
347	Petaluma Blacks for Community Development. Black and Latino student and trade groups.	12/11/2020 5:11 PM
348	Just a cross section of the community.	12/11/2020 5:09 PM
349	School/parent groups, students. We all win when we address racism.	12/11/2020 5:07 PM
350	POC of all ages and professions white people of all ages and professions.	12/11/2020 5:06 PM
351	A demographic of the people who live here. Making such a group lopsided in its makeup would be a disservice to the residents, although I think you should probably include more Latinos since they are historically underrepresented.	12/11/2020 5:06 PM
352	NBOP, Indivisible, Petaluma Blacks for Community Development, Daily Acts, SRJC, schools, religious institutions	12/11/2020 4:58 PM
353	Just treat everybody the same no matter what color	12/11/2020 4:57 PM
354	schools, businesses, the range of non profit service groups, law enforcement, faith organizations	12/11/2020 4:56 PM
355	Generally, a race-class approach will work better than leading with race and DEI, which will alienate many (white AND POC) who could be allies.	12/11/2020 4:56 PM
356	I don't know	12/11/2020 4:55 PM
357	Community leaders representing diverse groups whi are open to delivering messages back to their groups the concerns on both sides and how to help each other to mitigate and or diffuse a situation. And "ordinary- citizens from all areas of the community to help the dialogue	12/11/2020 4:53 PM
358	our children, they are the ones inheriting all this	12/11/2020 4:52 PM
359	Schools, all houses of worship, outdoor charity events for our schools organized by police dept	12/11/2020 4:49 PM
360	Diversity is not the color of one's skin. It is also ethnicity, religion, socio-economic, gender, education, life experiences, or physical abilities and many other that they eye cannot see at	12/11/2020 4:47 PM

	first glance.	
361	Everyone, especially Indivisible Petaluma, Petaluma Blacks for Community Development, South Sonoma County Democrats, Petaluma Progressives, and any BIPOC groups. City Council, of course.	12/11/2020 4:46 PM
362	All people of color because this issue affects them more than anyone else.	12/11/2020 4:44 PM
363	No recommendations.	12/11/2020 4:42 PM
364	Start with NBOP and Indivisible Petaluma leadership, Glenn Ross of Chain of Hope, Faith Ross of all kinds of things, and listen to who they tell you to include. Ask Joanna Paun. Ask Kinyatta Reynolds. Keep asking and keep listening.	12/11/2020 4:41 PM
365	ALL Groups should be included. A concerted effort should be made to include folks that are on the fringes of society. Especially poor Latinos, Immigrants and homeless.	12/11/2020 4:40 PM
366	Churches, police, CHP, sheriff department, food banks, city council	12/11/2020 4:39 PM
367	Open and safe discussions of overt/covert ways discrimination hurts folks in all aspects of our community life in sessions similar to the ones we've had to promote community input for city goal setting. Include those discussions in all of our schools at all ages. I believe most racial biases are taught by parents at early ages.	12/11/2020 4:39 PM
368	PEOPLE OF COLOR STOP ASKING WHITE PEOPLE WHAT THEY THINK SHOULD BE DONE	12/11/2020 4:37 PM
369	Not Black Lives Matter representatives or some hired consultant group not living in this city. A lottery of true citizens.	12/11/2020 4:36 PM
370	Know Before You Grow Petaluma Women's Club Petaluma Museum City Planners City Council	12/11/2020 4:35 PM
371	Stop classifying people by he color of their skin and follow Martin Luther King Jr.s' message: "I look to a day when people will not be judged by the color of their skin, but by the content of their character."	12/11/2020 4:33 PM
372	People who have lived the kind of racism I experienced in Africa and other countries where things like tribalism are a whole lot more real than the perceived issues being pushed by a political agenda in this country that is actually causing more harm than good!	12/11/2020 4:33 PM
373	Don't know	12/11/2020 4:32 PM
374	Stop with surveys like this such as people of color, this is ridiculous.	12/11/2020 4:32 PM
375	I dont know	12/11/2020 4:32 PM
376	All ethnicities	12/11/2020 4:30 PM
377	Hopefully all groups, but hopefully non-home owners, small business owners, members of extra-governmental community organizations, county services (i.e. Sonoma County public library), and, most importantly, historically-marginalized/underrepresented communities.	12/11/2020 4:29 PM
378	Everybody that lives in Petaluma.	12/11/2020 4:27 PM
379	I suppose Asian since this whole thing tends to focus on black and white.	12/11/2020 4:26 PM
380	There is no problem	12/11/2020 4:25 PM
381	any group. happy to help!	12/11/2020 4:24 PM
382	Everyone should be included as long as they are respectful.	12/11/2020 4:23 PM
383	Already stated above. I am liberal-meet with All groups. Churches, Synagogues, gang leaders, BLM, school kids.	12/11/2020 4:22 PM
384	Definitely LGBTQ community !	12/11/2020 4:20 PM
385	Groups of all races and all parts of Petaluma. Include the local ranchers and farmers.	12/11/2020 4:20 PM
386	We should all be inclusive and supportive of ALL people!	12/11/2020 4:19 PM
387	Educators, store managers/business owners, local politicians, police and security officers, social workers	12/11/2020 4:19 PM

388	All. Have a MLK, Jr parade or celebration at the old historic library off B Street.	12/11/2020 4:19 PM
389	How about reaching out to the entire community to ask POC to talk to the PPD about how best to improve interactions.	12/11/2020 4:14 PM
390	Groups that represent community not just the ones that are the loudest. Indivisible Petaluma is one of the most divisive groups I have seen in a long time. They have a place in the discussion but should not run the table	12/11/2020 4:12 PM
391	Well, I am an older East side female and I do not feel included. On the other hand, I have limited experience although I am interested. In general, I find the majority of Petalumans have a negative attitude toward Mexicans, and they seem to think ALL So. /Central America origin or appearance people are Mexicans. They say it in a very negatively slanted way.	12/11/2020 4:10 PM
392	Church groups which consists of various races	12/11/2020 4:08 PM
393	All groups	12/11/2020 4:03 PM
394	Mental health experts, POC, health officials	12/11/2020 4:03 PM
395	This is not a police department problem, police are here to enforce the law and treat everyone as equal regardless of color. Just do your job, if someone breaks the law, you handle it. You waste so much tax dollars on a false problem a couple people have, but you really should be focused on the crime that most of us experience in petaluma. Stop being lazy, investigate and solve crime, thats your job.	12/11/2020 4:01 PM
396	Everyone	12/11/2020 4:00 PM
397	does it matter because nothing is going to change this town is too white	12/11/2020 4:00 PM
398	School board members, teachers, coaches (all Petaluma recreational sports coaches), city officials, church groups.	12/11/2020 4:00 PM
399	I don't know	12/11/2020 3:59 PM
400	A reasonable crosssection of the community	12/11/2020 3:59 PM
401	Include people with many different opinions, so we can arrive at the best options.	12/11/2020 3:59 PM
402	People of all walks of life.	12/11/2020 3:58 PM
403	All	12/11/2020 3:58 PM
404	The community as a whole should be involved	12/11/2020 3:56 PM
405	People of color...	12/11/2020 3:56 PM
406	Small groups within the Petaluma community.	12/11/2020 3:55 PM
407	Black Lives Matter groups	12/11/2020 3:55 PM
408	Schools, places of worship, open forums	12/11/2020 3:55 PM
409	I do not know specific groups, but certainly local people of color should have an opportunity to have their voices heard and their experiences considered.	12/11/2020 3:55 PM
410	All races, diversified ages, organization's	12/11/2020 3:54 PM
411	All Latinx groups	12/11/2020 3:54 PM
412	The people of color	12/11/2020 3:53 PM
413	Schools, Churches, Boys& Girls Club, Sports organizations, Community leaders, Teachers, Civic Clubs like Elks, Rotary, Merchants, etc.	12/11/2020 3:53 PM
414	I'm not sure.	12/11/2020 3:52 PM
415	Sports, healthcare, low income, teachers	12/11/2020 3:51 PM
416	Any group who wants to be involved.	12/11/2020 3:50 PM
417	No one should be excluded	12/11/2020 3:50 PM

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418	I suggest including people like High School athletic coaches and athletes, and working level health care workers like RNs, LVNs, etc., to bring to light what those of us who are "clueless" are doing that transmits an attitude of disrespect, inadvertent or not. Also, maybe form a group of folks from the ranks of working level city employees. There also probably needs to be a selection of facilitators who are "the bridge" to help the group members feel at ease and willing to open up, as well as guide the discussion in surfacing the actions or situations that cause feelings of alienation or rejection, or disrespect, during interactions by PPD with the particular group, if any.	12/11/2020 3:50 PM
419	No one, it shouldn't be a discussion. Just treat everyone the same and move on, and stop wasting money and resources making an issue out of something it isn't.	12/11/2020 3:49 PM
420	??	12/11/2020 3:49 PM
421	I would share this idea with other cities in our county and hope that they adopt it as well.	12/11/2020 3:47 PM
422	Not sure	12/11/2020 3:47 PM
423	Reach out to Latino and Black leaders people like Gloria Robinson, Todd Mendoza, Pedro Toledo, Eliot Enriquez, and others. Too often its well intentioned white-led organizations or others who speak for people of color, but you have to work with people of color to truly help us.	12/11/2020 3:46 PM
424	anyone who has had an issue or observed a problem or wishes to offer an opinion	12/11/2020 3:45 PM
425	Keep all discussions open to the public with sufficient notice to the public so they can come. Meet with special groups who are afraid of the police/city to encourage them to participate. It will take time and patience, understanding to make big changes.	12/11/2020 3:44 PM
426	No idea. I already think that too much time and energy has been used on this topic. When you stop focusing on the color of peoples' skin, the rest will follow.	12/11/2020 3:44 PM
427	There should be no groups, because that sounds cliquish.	12/11/2020 3:43 PM
428	100 Black Men, Los Cien, St Vincents Church, Black Students Union	12/11/2020 3:43 PM
429	Groups that are historically and currently left out. Groups that support and represent the racial, ethnic, indigenous, age, body, LGBTQIA+ and on and on diversity within the community already. Create new caucuses and work groups and reach out and build trust etc.	12/11/2020 3:43 PM
430	High schools	12/11/2020 3:42 PM
431	Teenagers from various economic and ethnic backgrounds. Adults from various ethnic and Economic backgrounds	12/11/2020 3:40 PM
432	People of color and all races	12/11/2020 3:40 PM
433	I don't know	12/11/2020 3:40 PM
434	I do not know. I'm learning too!	12/11/2020 3:39 PM
435	Blacks?	12/11/2020 3:38 PM
436	Those that ask for community news	12/11/2020 3:38 PM
437	none	12/11/2020 3:36 PM
438	Ridiculous! Exactly how many people of color feel victimized? My neighbors are Black, Latino, and Asian and everyone has gotten along and respected each other for years as we look beyond color and focus on our commonalities and being Americans!	12/11/2020 3:35 PM
439	First, I would contact groups already in existence, such as Petaluma Blacks for Community Development, Indivisible Petaluma, Petaluma Community Relations Council and people affiliated with St. Vincent's Church and other faith organizations. Then I would invite interested residents who aren't involved in any of those groups to join the conversation.	12/11/2020 3:35 PM
440	Include people of color... churches, social groups, art coalitions, youth groups	12/11/2020 3:28 PM
441	Not sure. To me, people are inclusive already.	12/11/2020 3:23 PM
442	Petaluma has folks from all parts of the world, yet there is nit one attractive event of one that makes them all want to get involved, where they can share their cultures with others. Events	12/11/2020 3:22 PM

such as the Day of the Dead or the Butter and Eggs parade does not reach out to all sections of the community.

443	Let people talk. Nobody talks for all the black people. Nobody for all the brown people. Nobody for all the white people. Stop bringing in people who claim to do that. The issue is equal treatment,	12/11/2020 3:16 PM
444	All public employees concentrating on the managers.	12/11/2020 3:14 PM
445	SRJC, small business owners, non-profits, la luz, bayer farm	12/11/2020 3:13 PM
446	Church, youth, schools,	12/11/2020 3:11 PM
447	elected officials, educators, healthcare workers ... our librarians are doing a great job, I think!	12/11/2020 3:09 PM
448	All	12/11/2020 3:07 PM
449	Students of all schools including the junior college	12/11/2020 3:06 PM
450	Indivisible Petaluma, Sonoma county Farmworkers ,	12/11/2020 3:06 PM
451	I don't know.	12/11/2020 3:01 PM
452	Real estate agents, young people and families, and most of all people living outside of our community that are currently excluded. For example, focus groups of employees of Counties of Sonoma and Marin that are currently making long commutes from Vallejo, etc. Retaining employees of color is difficult when so much of their lives are wasted in traffic. For me, living close to the SMART train has been the single greatest positive change to my quality of life that government has made during my lifetime.	12/11/2020 3:00 PM
453	Again... Whoever said our community is NOT inclusive? Why don't you ask yourselves if there is a problem at all instead of possibly creating a problem simply because it's the popular thing to do. Maybe create a survey and send it to the non-white community. I am white as are most people in Petaluma. We are not the right people to ask about this topic. Apologetic whites will give you biased feedback.	12/11/2020 2:59 PM
454	Business, government, nonprofits, faith organizations, service clubs	12/11/2020 2:56 PM
455	Random samples sufficient to determine statistically significant conclusions.	12/11/2020 2:53 PM
456	People of color, if they're not specifically targeted for this feedback. Community groups and nonprofits that have heavy interactions with people of color. City staff that interact with people of color often.	12/11/2020 2:52 PM
457	Los Cien, Petaluma Blacks for Community Development, Petaluma Health Center, School Administrations	12/11/2020 2:50 PM
458	Churches that have a lot of minority membership/leadership, small business community organizations, schools, DowntownBusiness group. Leaders of Latino /Black community. Homeless advocacy support groups, trade organizations, arts council, City Council, city Manager,	12/11/2020 2:45 PM
459	I know these aren't really races, but Jewish and Muslim voices matter a lot in this convo, too.	12/11/2020 2:40 PM
460	Latinos	12/11/2020 2:40 PM
461	village network of Petaluma	12/11/2020 2:37 PM
462	Everyone?	12/11/2020 2:32 PM
463	No one. And stop building. We don't have the infrastructure. We don't need more people moving here. We don't get enough of our property tax dollars back from the county so any growth makes life in Petaluma worse. We have an amazing city with great food. We are in a perfect position to exploit the wineries. Focus on tourism. Lots of \$\$\$ can come from people around the bay visiting our city.	12/11/2020 2:31 PM
464	Everyone in our groups should be involved in conversations with one another.	12/11/2020 2:24 PM
465	All of the professional groups in the city	12/11/2020 2:23 PM
466	If people of color have routinely been harassed by the police, it should be investigated. Let's explore the TRUE facts of discrimination, not just label law enforcement as fascist. Order must	12/11/2020 2:23 PM

be kept for everyone to thrive.

467	all people, who gives a shit about skin color other than you guys?	12/11/2020 2:22 PM
468	People of color within our community and since the group is rather limited maybe we could learn from other communities who are dealing with these issues in a positive and kind method.	12/11/2020 2:21 PM
469	Latino groups throughout the city	12/11/2020 2:21 PM
470	I think you need to "listen" via survey to what the people of color are feeling and publish the results.	12/11/2020 2:18 PM
471	All groups	12/11/2020 2:16 PM
472	Name a city, county, state or nation that has done more to balance these issues. Unless you can, leave the Ppd alone.	12/11/2020 2:07 PM
473	People who have real interactions with the police and not those with a clear agenda and bias.	12/11/2020 2:07 PM
474	Martians	12/11/2020 2:05 PM
475	try to equalize the humanness with all organizations	12/11/2020 2:05 PM
476	People who don't want to be part of the conversation.	12/11/2020 2:02 PM
477	I can't think of a group that shouldn't be included	12/11/2020 2:02 PM
478	Asians Hispanics - maybe parishioners of St Joseph's	12/11/2020 2:01 PM
479	SRJC and high school students. They have strong opinions and many of their parents are immigrants who may be suffering under discriminatory policies, or policies that exclude them (due to class, race or language/lack of education issues/barriers.)	12/11/2020 2:01 PM
480	Petaluma TIDE Indivisible Petaluma North Bay Organizing Project Petaluma Blacks for Community Development Sonoma County Black Coalition MECHA and Black Student Union groups at the high schools Latinx Student Congress	12/11/2020 2:01 PM
481	That Petaluma welcomes people of all colors	12/11/2020 1:59 PM
482	High school students and clubs that are racially, ethnically, and culturally diverse. Librarians (public and school). Teachers. Any group that has frequent and regular interaction with people of color.	12/11/2020 1:59 PM
483	Everyone who wants to contribute and maybe has a relevant qualification - no matter the group.	12/11/2020 1:58 PM
484	everyone esp people of color	12/11/2020 1:56 PM
485	The homeless	12/11/2020 1:55 PM
486	Petaluma Blacks for Community Development North Bay Organizing Project PCRC Petaluma City Schools Local, diverse churches	12/11/2020 1:54 PM
487	Information is out there if you do the research	12/11/2020 1:54 PM
488	Beside actual people of color? Organizations whose primary members are people of color. Law enforcement members, especially those of non-white identity. Other city administrations who hav eeffectively begun the work of increasing diversity and whose staffing reflects the ethnic make up of their city.	12/11/2020 1:53 PM
489	Anyone who wants to be involved. Open to anyone who wants to be a part.	12/11/2020 1:53 PM
490	Everybody is already in	12/11/2020 1:52 PM
491	ages 50-80 I believe younger kids do not see color on people as much as the older aged people. I know my kids, who were both educated in Petaluma, born & raised, don't ever say anything about anyone's race.	12/11/2020 1:51 PM
492	SURJ - Showing Up for Racial Justice, to take the burden of this work off of people of color, and ask white people to take cues from Black leadership, while doing the labor as white people.	12/11/2020 1:50 PM
493	people of color not white folks	12/11/2020 1:50 PM

494	Youth for Cahoots PBCD NBOP	12/11/2020 1:49 PM
495	Don't see an issue	12/11/2020 1:47 PM
496	Restaurants	12/11/2020 1:46 PM