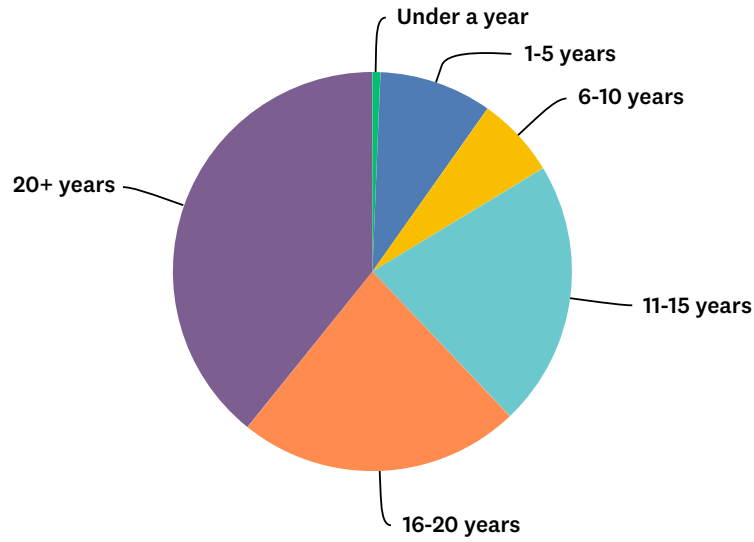


Q1 How long have you been a Cincinnati Police Officer?

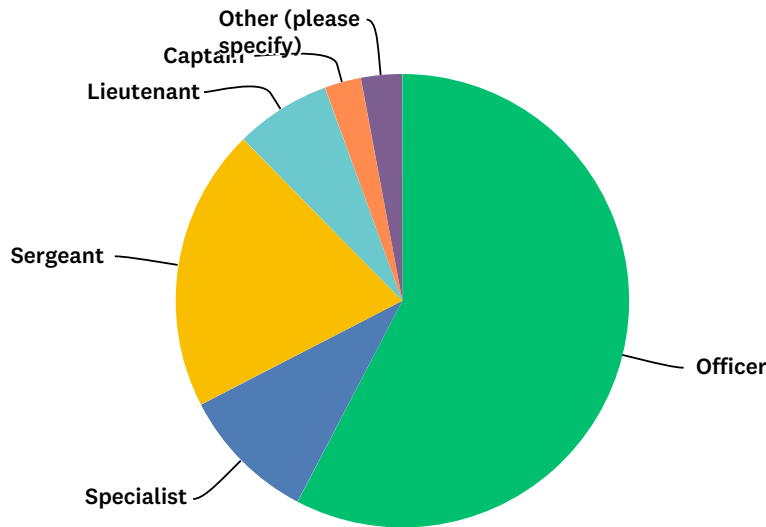
Answered: 306 Skipped: 4



ANSWER CHOICES	RESPONSES	
Under a year	0.65%	2
1-5 years	9.15%	28
6-10 years	6.54%	20
11-15 years	21.57%	66
16-20 years	22.88%	70
20+ years	39.22%	120
TOTAL		306

Q2 What is your current rank in the Cincinnati Police Department (CPD)?

Answered: 307 Skipped: 3

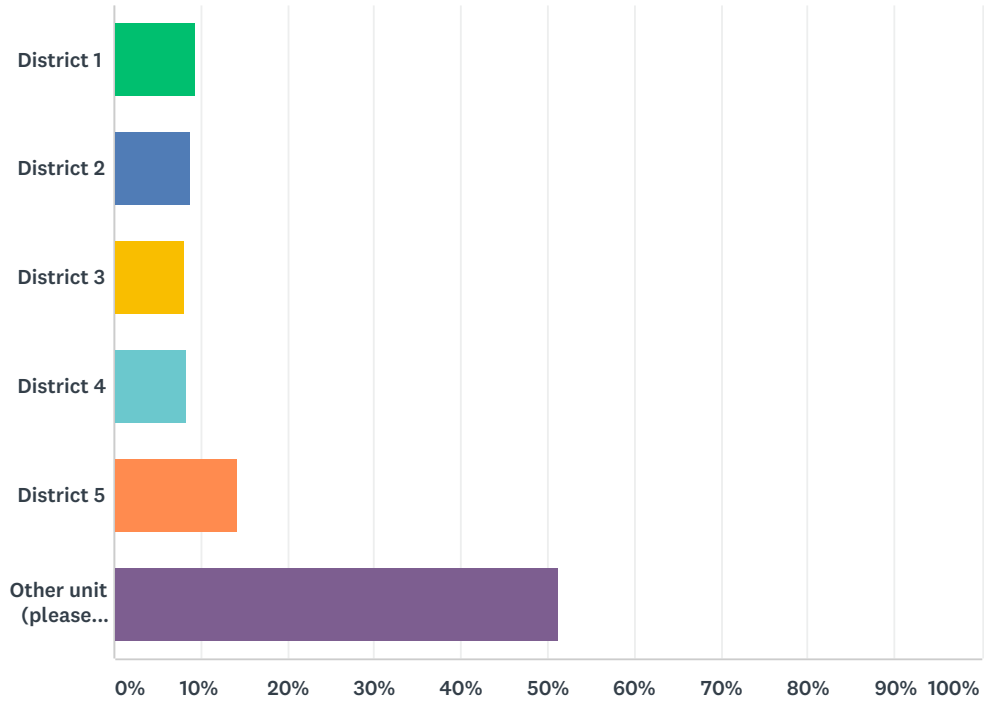


ANSWER CHOICES	RESPONSES	
Officer	57.65%	177
Specialist	9.77%	30
Sergeant	20.20%	62
Lieutenant	6.84%	21
Captain	2.61%	8
Other (please specify)	2.93%	9
TOTAL		307

#	OTHER (PLEASE SPECIFY)	DATE
1	This is supposed to be anonymous	8/21/2017 2:30 PM
2	choose not to id	8/21/2017 11:16 AM
3	Assigned to Patrol	8/21/2017 9:33 AM
4	SIS	8/18/2017 12:02 PM
5	civilian - Rock Star	8/18/2017 8:16 AM
6	911 Emerg OP	8/18/2017 7:44 AM
7	Clerk Typist III	8/18/2017 6:37 AM
8	Assistant Chief	8/17/2017 11:55 AM
9	Lieutenant Colonel	8/17/2017 10:42 AM

Q3 In which district do you work?

Answered: 297 Skipped: 13



ANSWER CHOICES	RESPONSES	
District 1	9.43%	28
District 2	8.75%	26
District 3	8.08%	24
District 4	8.42%	25
District 5	14.14%	42
Other unit (please specify)	51.18%	152
TOTAL		297

#	OTHER UNIT (PLEASE SPECIFY)	DATE
1	CIS	9/4/2017 11:05 AM
2	Traffic Unit	9/3/2017 7:19 PM
3	CIS	8/31/2017 9:52 AM
4	Special Services Section	8/30/2017 5:45 PM
5	special services	8/30/2017 4:32 PM
6	Special Events	8/30/2017 1:53 PM
7	CIS/PCU	8/30/2017 9:24 AM
8	special services	8/29/2017 4:19 PM
9	CIS	8/29/2017 12:25 PM

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10	traffic	8/29/2017 11:00 AM
11	ATF task force	8/28/2017 12:52 PM
12	Community Relations Unit	8/28/2017 10:57 AM
13	CBS	8/28/2017 9:20 AM
14	ysu	8/28/2017 8:48 AM
15	Traffic	8/28/2017 8:08 AM
16	Canine Unit	8/27/2017 10:59 PM
17	cbs	8/26/2017 6:35 AM
18	Intel/OCIS	8/25/2017 2:16 PM
19	Unit of assignment immaterial to the survey	8/25/2017 1:01 PM
20	Special Services Section	8/25/2017 11:17 AM
21	Gang Unit	8/25/2017 10:59 AM
22	Special Investigative Unit	8/25/2017 10:55 AM
23	chiefs office	8/25/2017 10:54 AM
24	SIS	8/25/2017 8:32 AM
25	Other	8/25/2017 7:59 AM
26	Ysu	8/25/2017 7:17 AM
27	CBS	8/25/2017 6:34 AM
28	K9	8/25/2017 5:57 AM
29	a patrol support unit	8/25/2017 3:14 AM
30	CIS	8/25/2017 3:10 AM
31	CBS	8/25/2017 2:59 AM
32	Fugitive Apprehension Unit	8/24/2017 9:55 PM
33	Support Bureau	8/24/2017 8:02 PM
34	Patrol	8/24/2017 5:15 PM
35	Traffic Unit	8/24/2017 5:00 PM
36	Traffic Unit	8/24/2017 4:40 PM
37	SIS	8/24/2017 3:40 PM
38	Traffic	8/24/2017 3:24 PM
39	Traffic Unit	8/24/2017 3:14 PM
40	Narcotics	8/24/2017 3:07 PM
41	Not applicable	8/24/2017 3:06 PM
42	Administration Bureau	8/24/2017 3:03 PM
43	Planning Section	8/24/2017 3:00 PM
44	Non district assignment.	8/24/2017 2:52 PM
45	Special Investigations Section	8/24/2017 2:51 PM
46	SEU	8/24/2017 2:43 PM
47	Uirming	8/24/2017 2:41 PM
48	Narcotics	8/24/2017 12:59 PM
49	Recruiting and Background	8/24/2017 10:47 AM
50	CIS/PCU	8/24/2017 8:33 AM

Collaborative Agreement and Community Problem Oriented Policing - Officers Survey

51	CIS	8/24/2017 1:38 AM
52	CIS	8/23/2017 11:21 PM
53	YSU	8/23/2017 3:03 PM
54	Ysu	8/23/2017 2:06 PM
55	Academy	8/23/2017 11:46 AM
56	Information Technology	8/23/2017 10:10 AM
57	CIS	8/23/2017 6:42 AM
58	CIS	8/23/2017 6:34 AM
59	Patrol	8/22/2017 9:40 PM
60	Central Business Section	8/22/2017 7:12 PM
61	Training unit	8/22/2017 2:24 PM
62	Youth Services	8/22/2017 1:37 PM
63	TRAINING	8/22/2017 1:14 PM
64	CIS	8/22/2017 1:07 PM
65	Intelligence	8/22/2017 12:36 PM
66	CIS	8/22/2017 11:13 AM
67	CIS	8/22/2017 8:00 AM
68	CIS	8/22/2017 7:59 AM
69	CIS	8/22/2017 7:48 AM
70	CIS	8/22/2017 6:47 AM
71	EACH DISTRICT	8/21/2017 9:42 PM
72	CIS	8/21/2017 4:09 PM
73	Police Academy RBS	8/21/2017 3:10 PM
74	Recruiting	8/21/2017 2:49 PM
75	This is supposed to be anonymous	8/21/2017 2:30 PM
76	Investigative	8/21/2017 1:46 PM
77	training	8/21/2017 1:44 PM
78	RBU	8/21/2017 12:58 PM
79	Investigations	8/21/2017 11:47 AM
80	This survey is supposed to be anonymous?	8/21/2017 11:16 AM
81	Special Investigations Section	8/21/2017 10:26 AM
82	I don't think so!	8/21/2017 9:27 AM
83	Planning	8/21/2017 8:42 AM
84	Planning	8/21/2017 8:39 AM
85	CIS	8/21/2017 8:31 AM
86	CIS	8/21/2017 7:04 AM
87	CIS/Homicide	8/20/2017 2:58 PM
88	Personal Crimes Unit	8/19/2017 10:26 AM
89	Night Chief.	8/18/2017 10:43 PM
90	Criminal Investigations/Homicide Unit	8/18/2017 9:23 PM
91	ECS	8/18/2017 5:56 PM

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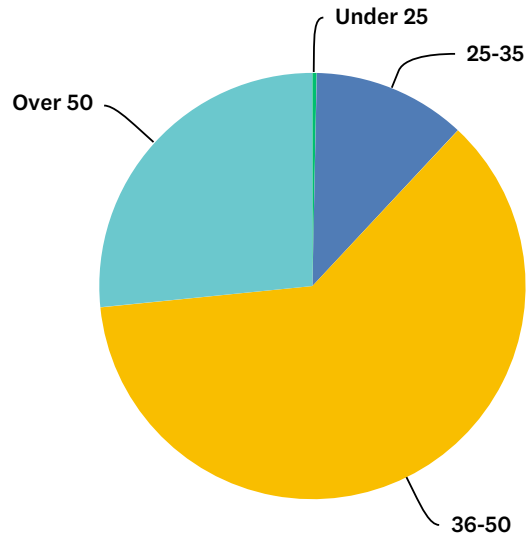
92	Training	8/18/2017 4:17 PM
93	CIS	8/18/2017 2:17 PM
94	CIS	8/18/2017 12:49 PM
95	801 Linn	8/18/2017 12:14 PM
96	SIS	8/18/2017 12:02 PM
97	Financial Crimes Squad CIS	8/18/2017 11:55 AM
98	CIS	8/18/2017 10:55 AM
99	CIS	8/18/2017 10:45 AM
100	Special Investigations Section	8/18/2017 10:39 AM
101	Firearms Training Squad	8/18/2017 10:30 AM
102	Training	8/18/2017 10:23 AM
103	SIS	8/18/2017 10:06 AM
104	investigations	8/18/2017 9:45 AM
105	Training	8/18/2017 9:39 AM
106	pcu	8/18/2017 9:22 AM
107	CIS	8/18/2017 8:17 AM
108	CIS	8/18/2017 8:17 AM
109	CIS	8/18/2017 8:16 AM
110	CIS	8/18/2017 7:54 AM
111	ECS	8/18/2017 7:44 AM
112	CIS/Financial Crimes	8/18/2017 6:37 AM
113	personal crimes	8/17/2017 7:57 PM
114	VICE	8/17/2017 4:53 PM
115	CBS	8/17/2017 4:14 PM
116	Training Section	8/17/2017 3:49 PM
117	Training Unit	8/17/2017 3:38 PM
118	Major Offenders Unit	8/17/2017 3:35 PM
119	Training	8/17/2017 3:22 PM
120	Special Investigations Section	8/17/2017 3:21 PM
121	Special Investigations Section	8/17/2017 3:15 PM
122	Training	8/17/2017 3:11 PM
123	Criminal Investigations Sections	8/17/2017 3:04 PM
124	Training Unit	8/17/2017 2:58 PM
125	Training	8/17/2017 2:52 PM
126	CBS	8/17/2017 2:49 PM
127	CBS	8/17/2017 2:46 PM
128	CIS	8/17/2017 2:36 PM
129	CIS	8/17/2017 2:34 PM
130	CIS/ Personal Crimes	8/17/2017 2:26 PM
131	Special Investigations Section	8/17/2017 2:24 PM
132	Central Business Section	8/17/2017 2:19 PM

Collaborative Agreement and Community Problem Oriented Policing - Officers Survey

133	CIS	8/17/2017 2:17 PM
134	SIS	8/17/2017 2:09 PM
135	Investigations	8/17/2017 2:00 PM
136	Investigations Bureau	8/17/2017 1:59 PM
137	Impound unit	8/17/2017 1:58 PM
138	Intelligence	8/17/2017 1:57 PM
139	SIS	8/17/2017 1:49 PM
140	Internal Investigations Section	8/17/2017 1:38 PM
141	EPMU	8/17/2017 1:18 PM
142	Internal Investigations Section	8/17/2017 12:34 PM
143	Training Section	8/17/2017 12:28 PM
144	Investigations Bureau	8/17/2017 11:55 AM
145	CIS	8/17/2017 11:54 AM
146	Internal	8/17/2017 11:36 AM
147	Epmu	8/17/2017 11:35 AM
148	Administration Bureau	8/17/2017 11:25 AM
149	Planning Unit	8/17/2017 11:16 AM
150	CBS	8/17/2017 11:10 AM
151	Chief's Office	8/17/2017 10:42 AM
152	Inspections	8/17/2017 9:59 AM

Q4 What is your age?

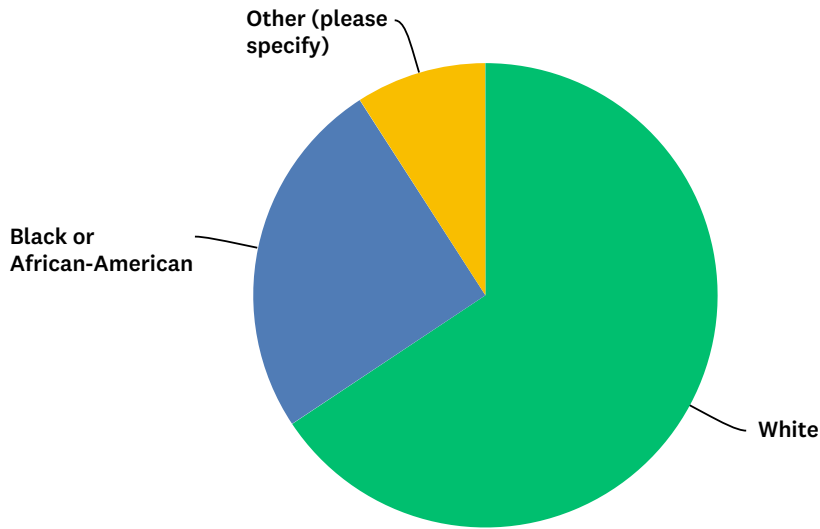
Answered: 301 Skipped: 9



ANSWER CHOICES	RESPONSES	
Under 25	0.33%	1
25-35	11.63%	35
36-50	61.46%	185
Over 50	26.58%	80
TOTAL		301

Q5 What race do you consider yourself?

Answered: 297 Skipped: 13



ANSWER CHOICES	RESPONSES	
White	65.66%	195
Black or African-American	25.25%	75
Other (please specify)	9.09%	27
TOTAL		297

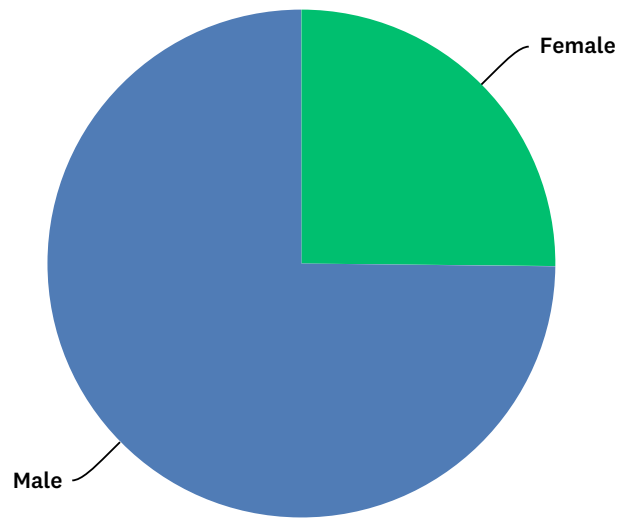
#	OTHER (PLEASE SPECIFY)	DATE
1	human	9/4/2017 5:52 PM
2	Not Important	9/3/2017 7:19 PM
3	Aboriginal	9/2/2017 3:31 AM
4	American Mutt	8/31/2017 11:44 AM
5	Other	8/30/2017 5:49 PM
6	White hispanic	8/28/2017 12:52 PM
7	European American	8/28/2017 11:56 AM
8	Euro-American	8/28/2017 9:20 AM
9	Human	8/24/2017 3:39 PM
10	Multi	8/24/2017 3:06 PM
11	Hispanic	8/23/2017 11:46 AM
12	Human	8/22/2017 7:59 AM
13	Human	8/22/2017 7:48 AM
14	N/A	8/21/2017 9:42 PM
15	ASIAN	8/21/2017 4:09 PM
16	United States Citizen	8/21/2017 2:30 PM
17	multi-racial	8/21/2017 9:27 AM

Collaborative Agreement and Community Problem Oriented Policing - Officers Survey

18	CIS	8/21/2017 8:54 AM
19	prefer not to answer	8/21/2017 12:20 AM
20	blue	8/19/2017 9:15 PM
21	human	8/18/2017 12:37 PM
22	Human	8/18/2017 7:44 AM
23	AMERICAN	8/17/2017 5:09 PM
24	AMERICAN	8/17/2017 5:03 PM
25	Pacific Islander	8/17/2017 3:22 PM
26	Jewish	8/17/2017 2:09 PM
27	NA	8/17/2017 11:07 AM

Q6 What is your gender?

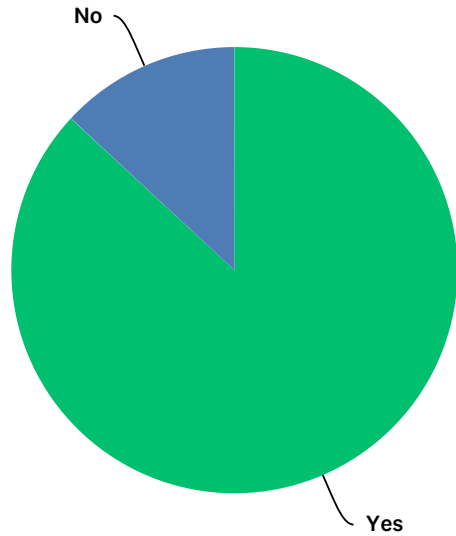
Answered: 298 Skipped: 12



ANSWER CHOICES	RESPONSES	
Female	25.17%	75
Male	74.83%	223
TOTAL		298

Q7 Do you believe CPD has substantially changed its policing model in theory and in practice since the CA was signed?

Answered: 214 Skipped: 96



ANSWER CHOICES	RESPONSES	
Yes	86.92%	186
No	13.08%	28
TOTAL		214

#	PLEASE EXPLAIN:	DATE
1	Largest in part was the addition of contact cards which went to document and show the Cincinnati Police Department is a professional and unbiased Police department and does NOT engage in racial profiling as accused.	9/3/2017 7:19 PM
2	The main change I see is our Partnership with the community. It has become an "us" working together instead of the Police Department doing what we do with a disconnect with the community.	9/1/2017 8:09 AM
3	PO activities closely monitored	8/31/2017 9:52 AM
4	I BELIEVE THAT THERE HAS BEEN A CHANGE BUT NOT A SUBSTANTIAL CHANGE. IN MY OPINION THERE HAS BEEN A CHANGE IN THE THEORY THAT WE HAVE MODELED OUR POLICING STYLE AND THERE HAS BEEN A CHANGE IN THE PRACTICE BUT NOT A SUBSTANTIAL.	8/30/2017 5:45 PM
5	I was a new police officer at the time. I don't know how policing was without it.	8/30/2017 8:09 AM
6	However I do not believe the Collaborative is responsible for the changes.	8/27/2017 10:59 PM
7	I feel the department was already heading in the right direction when this was signed.	8/27/2017 5:48 PM
8	initiated procedures that hold officers and community stakeholder accountable to each other.	8/27/2017 10:15 AM
9	Yes we are less concerned with making arrests.	8/27/2017 9:17 AM
10	police and community had a better understanding of each other's point of view	8/26/2017 10:46 AM
11	No more proactive policing. Too much watching what the cops do and way too many complaints.	8/25/2017 2:16 PM
12	More accountability and scrutiny	8/25/2017 1:01 PM

Collaborative Agreement and Community Problem Oriented Policing - Officers Survey

13	CPD has substantially changed its policing model, actually a number of times since the CA was signed. We fall for every new "fad" that comes along in policing: COP, CPOP, CIRV, STARS, the acronyms go on and on.....It's sort of the same thing that the education field does. Come up with a new acronym for what equates to common sense, and then sell it at high price to the law enforcement field. The funny thing is that in practice the only things that have really changed because of the collaborative is we have WAY less street level officers doing WAY less work because they either are afraid of backlash or they've just "given up". Crime still exists, it always will. We have done all these "programs" and our violent crime pretty much remains constant...we have dips and spikes, but despite everything, it pretty much remains constant. But since our officers tend to do way less proactive work, we have managed to keep our "noses clean" with the community. Pretty much because no one engages anyone anymore, so of course uses of force, and complaints have gone down.	8/25/2017 10:55 AM
14	The community has a lot more input to police policy	8/25/2017 10:54 AM
15	Less care in stopping crime, more concerned about community relations, and protecting offenders	8/25/2017 9:06 AM
16	Basically we have become a hands off police department	8/25/2017 6:34 AM
17	When place police officers in high crime areas and have responsible and dedicated officers in those areas, you will have incidents. I have a saying, Compliance saves lives. I have NEVER met a police officer who deliberately targeted a race. Police, by their very nature, need the support and cooperation of those that we serve. I believe OUR department is the finest in the nation, because of the front line officers. Not because of a piece of paper.	8/25/2017 5:57 AM
18	The department has become reactionary and is no longer allowing officers to be proactive or make crucial decisions which in turn has led to more violent crime and drugs on city streets.	8/25/2017 3:10 AM
19	The department has tried to be more open and inclusive with the community in which we serve.	8/24/2017 9:55 PM
20	The city has discouraged proactive policing and encourages reactive policing.	8/24/2017 9:18 PM
21	But not always for the better	8/24/2017 8:02 PM
22	This changed policing slightly, not a lot. What changed policing is LOOK at question 8 #3We are not a company. We should not have management. We should have Leadership.	8/24/2017 5:15 PM
23	It gave all sides a voice.	8/24/2017 5:00 PM
24	We became more accountable. We became more problem oriented, and we communicate better with the community	8/24/2017 3:39 PM
25	Always believed we provided excellent police services prior...we just now overdocument to prove it.	8/24/2017 2:52 PM
26	Post police involved shooting behavior by the department is transparent, rapid, and effective. CPD seeks community engagement, and is responsive to community problems with partnerships, technology, and scientific responses.	8/24/2017 2:51 PM
27	More community inclusion and CPD accountability	8/24/2017 2:43 PM
28	on paper yes but not putting it to practice	8/24/2017 2:40 PM
29	The Department was analyzed and it was proven no negative patterns or practices specifically targeting the black population for enforcement disproving from an outside source the allegations against the Cincinnati Police Department. However the perception remained. In an effort to address the negative perception of the black community, the Police Department became transparent and inclusive at a level never before seen. Interactions with community members became interactive and inclusive to solve the neighborhood problems. No longer did we try to arrest our way out of reported problems. Problem solving skills were developed to scientific levels and results tracked, reported and challenged when needed. Officers in the neighborhoods played key roles in developing policing strategies and senior management adopted this feedback in decision making. We became the model agency for others in law enforcement to emulate.	8/24/2017 1:38 AM
30	Not substantially but somewhat and that's only because they were forced to be held accountable for their wrongdoings when the CA was in place.	8/23/2017 3:37 PM
31	Officers do not seem to interact as much with the public to the point of avoiding contact.	8/23/2017 10:10 AM
32	I have only been an CPD Officer under the CA due to Military Leave, with the exception of a brief period after graduating the Academy. My experience as an Officer has been under the CA.	8/23/2017 6:42 AM

Collaborative Agreement and Community Problem Oriented Policing - Officers Survey

33	I believe I've seen a positive change in the way CPD police since the CA. The checks and balances of the CA cut down on officer misconduct.	8/22/2017 9:40 PM
34	In theory yes. I believe it is a much more transparent agency, and continues to evolve. In practice Mobile Video Recorder, Citizen Complaint Authority, Body Worn Cameras, community engagement through Neighborhood Liaison and other community outreaches	8/22/2017 7:12 PM
35	I believe our police department is a model to the entire country. And is always on the leading edge of progressive policing practices. However, I contribute now of this to the Collaborative Agreement.	8/22/2017 3:53 PM
36	We hold ourselves more accountable, we are more transparent, we also have more community oriented units and partnerships	8/22/2017 1:37 PM
37	SEEMS CALMER ON THE STREET, IN ATTITUDE TOWARD POLICE	8/22/2017 1:14 PM
38	somewhat, but not substantially	8/22/2017 12:36 PM
39	More Community Policing	8/22/2017 8:00 AM
40	I just didn't see a lot of changes other than contact cards.	8/22/2017 7:48 AM
41	We have many procedures and rules & regulations that govern our daily activities. There were no significant changes to those. What the Collaborative did was hold the Department accountable for following what we already had in written form.	8/21/2017 2:49 PM
42	Our relationship with the communities is much stronger. But make no mistake about it - It is due largely to the hard work by the members of the Department.	8/21/2017 2:30 PM
43	we are more reactive and less proactive in policing	8/21/2017 1:03 PM
44	We are much more transparent; many procedures changed to accommodate citizens	8/21/2017 11:16 AM
45	The police approach to the community and the repercussions for not abiding by the CA.	8/21/2017 10:26 AM
46	Outreach, partnerships, and assignments that have liaisons to connect with communities are now in place.	8/21/2017 9:27 AM
47	Community Engagement has become a big part of policing. Joining community groups and lending our expertise and knowledge has helped. Keeping track of our officers contacts with the aid of contact cards during stops.	8/21/2017 8:39 AM
48	It seems the division at that time took a more active role in trying to use community input.	8/21/2017 7:04 AM
49	More comprehensive and transparent reporting	8/20/2017 9:10 PM
50	Accountability from the Department as well as increased partnership with the community.	8/20/2017 12:26 PM
51	Currently there seem to be more checks and balances as well as more training.	8/19/2017 10:26 AM
52	The CPD is more transparent with the community following critical incidents giving a press conference the day following the incident. Also, the Employee Tracking Solution has increased our Risk Management objectives.	8/18/2017 10:43 PM
53	More transparent	8/18/2017 9:23 PM
54	More responsive to citizens needs	8/18/2017 5:56 PM
55	The CA agreement increased accountability in our agency.	8/18/2017 4:17 PM
56	COP trams, MHRT, community out reach as some areas of improvement.	8/18/2017 2:17 PM
57	I took reports and arrested people before The Historic Collaborative Agreement and I take reports and arrest people since The Historic Collaborative Agreement.	8/18/2017 12:37 PM
58	Department is now driven by data and not by a broken windows approach to policing.	8/18/2017 12:02 PM
59	No more proactive policing. We now just respond for reports.	8/18/2017 10:55 AM
60	To much over sight to prove that officers are NOT racist	8/18/2017 10:45 AM
61	Critical incidents are followed by a press conference for the public with the most up to date information; the CPD has engaged members of the community on numerous problem solving projects; the utilization of technology and data drives most targeted interventions	8/18/2017 10:39 AM
62	Less proactive, much more reactive; kinder, gentler	8/18/2017 9:15 AM

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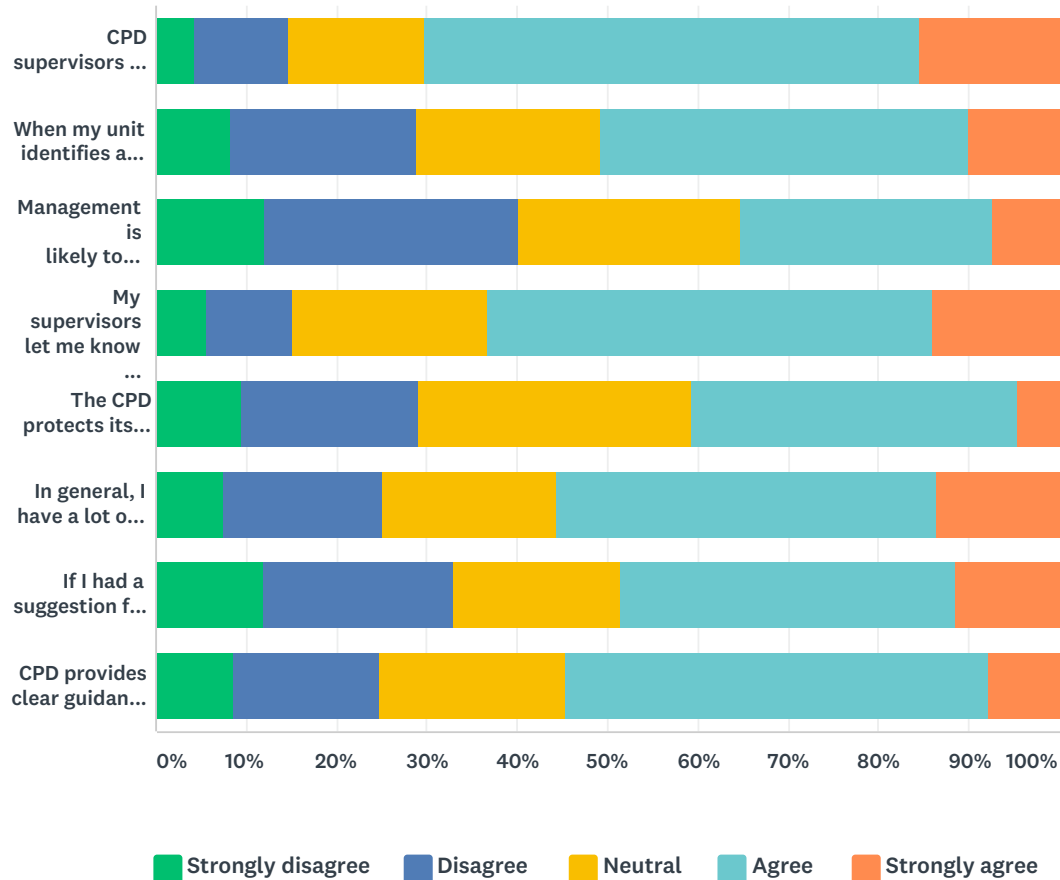
63	We've become more accountable as a police department and developed a much better relationship with the citizens, especially the African American community.	8/18/2017 8:17 AM
64	I felt wrongly accused then and believe my fellows officers overall, do the job in a fair and honest manner. If we have a problem Cop, don't be afraid to fire them. They don't represent what we stand for.	8/18/2017 8:16 AM
65	I believe we have evolved with policing in general but the changes post Collaborative were not substantial and did little to change policing in Cincinnati.	8/18/2017 6:09 AM
66	Policing used to be more proactive. Proactive policing is no longer supported from my point of view. Respond for calls for service. Obviously a core function but policing wouldn't stop there	8/18/2017 5:47 AM
67	Many of the "changes" in the department were already either in place or were in the process of implementation.	8/18/2017 2:00 AM
68	We have more checks and balances in place and officers/administration are more accountable for actions taken when it comes to people of color.	8/17/2017 7:57 PM
69	Some changes have been for the better but others have not. Some of the changes that were put in place need to be removed.	8/17/2017 5:36 PM
70	more community out reach programs	8/17/2017 5:03 PM
71	Only 3 yers of service	8/17/2017 4:53 PM
72	Just PR. No real change.	8/17/2017 4:27 PM
73	Communities and citizens have access and input into policing methods	8/17/2017 3:38 PM
74	CPD takes a leading role in advancing the development of policeing in this day and time	8/17/2017 3:21 PM
75	With regards to Community Policing, CPD has changed and implemented a policy of everybody's responsibility. Prior to the CA, COP teams took care of CPOP issues. I believe this has benefited the Department. I do have issue with City Ordinance 88-2001, where it states officers will collect data regarding traffic stops. Furthermore, if this data is not collected the officer could face discipline. My point is that the intentions of the CA was to unite all parties thorough voluntary actions; however an ordinance by City Council was passed, Department members' actions are being directed by law, and this was implemented into the CA. I don't see the collaboration with this facet.	8/17/2017 3:04 PM
76	We haven't changed how we deliver services. We have changed what we find acceptable in extreme behaviors by officers and we have embraced intelligence based policing over officers' intuition.	8/17/2017 2:58 PM
77	more community relations and different approach to policing	8/17/2017 2:34 PM
78	Relationships were improved and accountability by the police department was included in policy and procedures	8/17/2017 2:19 PM
79	The CPD has made significant changes in partnering with the community and "policing" itself.	8/17/2017 2:00 PM
80	Use of force training, reporting, and equipment have undergone significant changes. Recruiting and hiring have also been revamped to be more reflective of the communities served.	8/17/2017 1:59 PM
81	CPD seems to rely more on community input when it comes to problem solving and has become more transparent when a critical incident happens.	8/17/2017 1:57 PM
82	I believe policing has evoled over time, not necessarily due to the CA.	8/17/2017 1:49 PM
83	More collaboration with the community through formal and informal venues.	8/17/2017 1:18 PM
84	I believe we are more community engaged, better trained, more transparent, more in-tune with interpersonal skills, more understanding of the importance of morale, better at documenting community contacts, better at problem solving, better at tracking employee conduct good and otherwise, etc.	8/17/2017 12:28 PM
85	There is more emphasis on community	8/17/2017 12:19 PM
86	much greater emphasis on community relations	8/17/2017 12:10 PM

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87	Emphasis on accountability - specifically related to reporting Use of Force, and handling Citizen Complaints. Collaboration with community stakeholders is significant in measuring our response in terms of service delivery. Problem solving methodology has broadened response to criminal activity well beyond traditional enforcement efforts, and has fostered lasting and fruitful partnerships with other entities beyond those who simply enforce laws and prosecute cases.	8/17/2017 11:55 AM
88	Numerous policies & procedures, community collaboration has majorly increased, and our overall culture has had a major paradigm shift in a positive direction	8/17/2017 11:54 AM
89	Much more collaboration with public.	8/17/2017 11:35 AM
90	CPD is more engaged with the community and the members we serve	8/17/2017 11:25 AM
91	Proactive policing has ceased in Cincinnati	8/17/2017 11:07 AM
92	The CPD now works in conjunction with the community to address issues	8/17/2017 10:42 AM
93	The Collaborative Agreement allowed for the change in the policing philosophy and for lack of a better term forced the City to commit funds and resources to the Department.	8/17/2017 9:59 AM

Q8 Based on your personal experience as a Cincinnati Police Officer, to what degree do you agree with the following statements about work conditions in the CPD?

Answered: 309 Skipped: 1



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
CPD supervisors and command staff can identify police officers who abuse their authority, if there is such a problem.	4.21% 13	10.36% 32	15.21% 47	54.69% 169	15.53% 48	309
When my unit identifies a problem, the police management is likely to help fix the problem.	8.14% 25	20.85% 64	20.20% 62	40.72% 125	10.10% 31	307
Management is likely to publicly recognize a police officer who is exceptional in his/her job.	12.01% 37	28.25% 87	24.35% 75	27.92% 86	7.47% 23	308
My supervisors let me know how well I am performing.	5.57% 17	9.51% 29	21.64% 66	49.18% 150	14.10% 43	305
The CPD protects its officers from unreasonable lawsuits and accusations.	9.48% 29	19.61% 60	30.07% 92	36.27% 111	4.58% 14	306
In general, I have a lot of input over how I go about doing my job.	7.52% 23	17.65% 54	19.28% 59	41.83% 128	13.73% 42	306
If I had a suggestion for improving my job in some way, it is easy for me to communicate my suggestions to management in the CPD.	11.76% 36	21.24% 65	18.30% 56	37.25% 114	11.44% 35	306
CPD provides clear guidance to officers.	9.48% 29	19.61% 60	30.07% 92	36.27% 111	4.58% 14	306

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CPD provides clear guidance on what is expected of officers for evaluations and promotions.	8.55%	16.12%	20.72%	46.71%	7.89%	
	26	49	63	142	24	304

Q9 What is your definition of community problem oriented policing?

Answered: 254 Skipped: 56

#	RESPONSES	DATE
1	Police Officers and community stakeholders working together to solve problems that effect the quality of life.	9/5/2017 10:08 AM
2	Making the community part of the policing process via citizen's on patrol, citizen's police academy, CIRV, etc.	9/4/2017 11:33 PM
3	Identifying local safety problems based on feedback from officers, groups, and calls for service, then analyzing and formulating planned responses to proactively reduce these problems.	9/4/2017 5:52 PM
4	Working along side members of the community to identify problems and determine ways to reduce/solve the problem.	9/4/2017 11:05 AM
5	WORKING IN PARTNERSHIP WITH CITIZENS OF THE COMMUNITY TO IMPROVE THE SAFETY OF THE CITY.	9/4/2017 7:07 AM
6	Obtaining input from the community reference concerns and issues as related to crime, police service/response and to gather human intelligence to advance special units in addressing special problems/concerns.	9/3/2017 7:19 PM
7	Being engaged in the community at all times not only when a problem exists.	9/2/2017 3:31 AM
8	Working in partnership with the community to identify and resolve problems within the community.	9/1/2017 8:09 AM
9	partial policing to certain neighborhoods and the things that neighborhood deems needing police attention.	8/31/2017 2:15 PM
10	BUILDING MUTUAL TRUST AND RESPECT BETWEEN COMMUNITY AND POLICE	8/31/2017 12:53 PM
11	My definition of community problem oriented policing is the police department and the community working together with open dialogue between them to find viable solutions to issues that negatively affect either or both entities.	8/31/2017 12:23 PM
12	Yakety-yak. The empty can rattles the most...	8/31/2017 11:44 AM
13	A department philosophy to work with communities to address immediate issues concerning crime and public safety.	8/31/2017 9:52 AM
14	A problem is identified and then analyzed, reviewed and assessed until a satisfactory solution is achieved.	8/31/2017 9:37 AM
15	CARING ABOUT THE PUBLIC NEEDS	8/31/2017 7:05 AM
16	Cater to community above and beyond. Give hugs.	8/31/2017 6:28 AM
17	Approachability of the community by police officers and vice versa and the ability to work together to solve the problems both groups believe exist.	8/30/2017 5:49 PM
18	WHEN POLICE AND THE COMMUNITY WORK TOGETHER TO SOLVE ISSUES THAT ARE OCCURRING IN THE COMMUNITY.	8/30/2017 5:45 PM
19	being active when the community and knowing the neighbors that you serve and protect.	8/30/2017 4:32 PM
20	when police and community members have an active role in making decisions and coming up with solutions to solve any problem in that community.	8/30/2017 2:39 PM
21	addressing individual problems in the community	8/30/2017 1:53 PM
22	Community assisting law enforcement in addressing issue with in our community, and officer diligently using this information.	8/30/2017 9:29 AM
23	Collaborating with members of the community in which we work to promote public safety.	8/30/2017 9:24 AM
24	Working together with the citizens to make a better, safer environment for all. Address the citizens complaints , clean up the area through directed patrol, undercover units and neighborhood officers.	8/30/2017 8:09 AM

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25	Utilizing community input to identify problems important to the community and collaborating to solve those problems.	8/29/2017 4:19 PM
26	working with the community to identify problems they are having and strategies to try to resolve those problems.	8/29/2017 3:57 PM
27	Working with the community to solve problems	8/29/2017 12:25 PM
28	Identify the problem, develop a plan of action and execute that plan of action with input from the community members.	8/29/2017 11:00 AM
29	police and community working together to solve community issues	8/29/2017 8:31 AM
30	listen to the community that you work, and use all the resources at your disposal.	8/29/2017 7:09 AM
31	Building up and or restoring the community by gaining understanding, trust, and learning how to effectively communicate with the members of the community. Also, by having the department personnel reflect the community.	8/29/2017 12:53 AM
32	Partnerships with the community and police to promote effective healthy relationships.	8/28/2017 9:39 PM
33	Working with all members of the community to promote positive interactions	8/28/2017 9:31 PM
34	Asking the community what they need and helping them get that	8/28/2017 12:52 PM
35	policing issues based on the complaints of the community in order to create a better community for the law abiding citizens	8/28/2017 11:15 AM
36	officers addresses community issues directly and not be pro active	8/28/2017 11:05 AM
37	It is when the Police and Community work together to solve problems within the city.	8/28/2017 10:57 AM
38	Working in partnership with community stakeholders to identify, analyze, respond, and assess problems and their solutions.	8/28/2017 9:20 AM
39	Working with the community we sever to help problem solve and implement programs for the need of the community.	8/28/2017 8:08 AM
40	WORKING IN PARTNERSHIP THE CITIZENS OF THE COMMUNITY WE WORK IN TO HELP IDENTIFY CRIME AND DISORDER AND WORK TOGETHER TO HELP RESOLVE THE ISSUES.	8/28/2017 12:48 AM
41	Simply to engage the community to see what is important to them.	8/27/2017 10:59 PM
42	Helping each community identify their issues and coming up with options.	8/27/2017 9:36 PM
43	Working hand and hand with the community to better the working relationship and the neighborhood.	8/27/2017 5:48 PM
44	working with community partners to identify a problem, and work together to solve that problem.	8/27/2017 10:15 AM
45	Unfortunately, we tend to listen to much to the squeaky wheel. So, we tend to put to many resources to those that yell the loudest or have the political (Money) power.	8/27/2017 9:17 AM
46	community and the police working together to solve the problems in the area	8/26/2017 10:46 AM
47	I believe it is a collective group of organized strategies that support the use of partnerships and problem-solving techniques to proactively address situations in and around the neighborhood.	8/25/2017 9:25 PM
48	Identifying a problem, or being informed of a problem and spending the proper amount of time to see that the community is satisfied with the outcome of your investigation.	8/25/2017 6:49 PM
49	acting on what the community problem is. Taking care of the problems of the community.	8/25/2017 2:16 PM
50	along with officers having residents in the community accountable for solving problems as well	8/25/2017 1:53 PM
51	joint partnership and trust with the community	8/25/2017 1:41 PM
52	working with the community to identify, verify and solve crimes/ problems with people in the community willing to work with the police	8/25/2017 1:39 PM
53	Working in partnership with the community to identify issues which are addressed collaboratively via the police and community pulling their respective "levers"	8/25/2017 1:01 PM
54	The SARA model. Scanning., Analysis, Response and Assessment. Working in partnership with members of the community and listen to their concerns and find ways to solve their problems.	8/25/2017 11:37 AM

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55	Working with members of the community to solve problems.	8/25/2017 11:09 AM
56	Creating a partnership between the police department and the community where each entity takes equal responsibility in the success and failures of maintaining good and order in society.	8/25/2017 10:59 AM
57	Working with community members that are actually willing to help the community and police	8/25/2017 10:55 AM
58	It is engaging the community in the policing process...getting input, working together to fix issues that affect the community. Recognizing that the people who are in the community, i.e. living there, are more in tune with what is actually going on in a positive and negative way.	8/25/2017 10:55 AM
59	The police and the community working together on all aspects of policing. The community is a true partner and has say so on policy and procedures	8/25/2017 10:54 AM
60	working with the community to solve a problem, the majority of the community does not want to be involved and/or assist the police.	8/25/2017 10:12 AM
61	Working with members of the community to get to know them and solve problem issues	8/25/2017 9:06 AM
62	Connecting with the community & making sure the community has a say in how law enforcement does it's job.	8/25/2017 8:32 AM
63	is a philosophy that promotes organizational strategies that support the systematic use of partnerships and problem-solving techniques to proactively address the immediate conditions that give rise to public safety issues such as crime, social disorder, and fear of crime.	8/25/2017 8:00 AM
64	Working with the community to address crime concerns and also building trust between the department and community members.	8/25/2017 7:59 AM
65	Where the community and the public work together to address the issues in the community	8/25/2017 7:17 AM
66	A series of events that cause a problem for the community	8/25/2017 6:34 AM
67	working together	8/25/2017 5:57 AM
68	What the definition should be is for policing to be attentive to the needs of law abiding citizens and create policies and procedures to ensure those needs are being kept, by being proactive in removing violent criminals from city streets and concentrating efforts on improving officer skills in observation and critical thinking so officers may build strong cases for court and also seeking to have laws and penalties changed to meet the needs of a progressing society.	8/25/2017 3:10 AM
69	The interaction of law enforcement and the public, working together to solve problems.	8/25/2017 2:59 AM
70	When the police department works closely with the residents within the communities we serve to get their input on how to better serve them.	8/24/2017 9:55 PM
71	Engaging the community when a specific problem exists. Allowing the community to have input in the approach to a solution.	8/24/2017 9:18 PM
72	Working with individuals and stakeholders to identify problem and crime. Once identified agree on solutions to those issues. Implement the plan of action.	8/24/2017 8:22 PM
73	A partnership between police and citizens of each particular community meant to help ensure each community is safe.	8/24/2017 8:02 PM
74	My definition does not matter. Back when beats were ran by the same people, The officers got to know the community. The beat officers were able to take care of their areas!	8/24/2017 5:15 PM
75	Policing where all parties have a say and the community is enriched with understanding and productivity.	8/24/2017 5:00 PM
76	working in cooperation with the community to improve the quality of life and reduce crime in their neighborhood.	8/24/2017 4:17 PM
77	CIRV is the largest template of our community oriented policing.	8/24/2017 4:13 PM
78	Identifying issues effecting the community then working to resolve those issues, taking enforcement action when neccessary	8/24/2017 4:03 PM
79	The SARA model.	8/24/2017 3:40 PM
80	Systematic way of working with the community to identify, analyze and solve problems.	8/24/2017 3:39 PM
81	Assisting the community in solving problems on a level equal to the community, not as an authoritative figure.	8/24/2017 3:24 PM

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82	Working with responsible citizens to improve quality of life.	8/24/2017 3:19 PM
83	The police and community working together to solve problems.	8/24/2017 3:14 PM
84	Involve the community, employ Sara model then act preventatively.	8/24/2017 3:07 PM
85	Proactive police response to try to solve community problems rather than just react to the harmful consequences of problems.	8/24/2017 3:06 PM
86	Working in partnership with the community to solve problems and maintain a positive environment in the community.	8/24/2017 3:03 PM
87	Working with community members to determine problems within the community and develop a strategy to combat those problems.	8/24/2017 3:00 PM
88	Using resources in the community to solve quality of life issues.	8/24/2017 3:00 PM
89	When either the Police Department or the community identifies a problem and they both work together to fix it.	8/24/2017 2:59 PM
90	working in partnership with the community and its assets to solve problems	8/24/2017 2:53 PM
91	Meeting with individual communities and attempting to address their individual problems.	8/24/2017 2:52 PM
92	having a rapport with communities you patrol/investigate- along with other agencies/departments to work together to tackle problems (bldg inspectors, probation, nuisance, renu, etc.)	8/24/2017 2:51 PM
93	Identifying, assessing, responding, and solving community identified problems through targeted abatement and enforcement which compliment community priorities.	8/24/2017 2:51 PM
94	Initially I believe it was partnering with the community to address problems now a days it seems to be a policy of appeasement regardless of right or wrong.	8/24/2017 2:49 PM
95	Community input, City Departments working together	8/24/2017 2:43 PM
96	Interact with the community to gain trust!	8/24/2017 2:41 PM
97	community complains and we satisfy	8/24/2017 2:40 PM
98	Help the community and be more open and able to talk to the cpd	8/24/2017 10:57 AM
99	Officers and the Department recognize and address problems related to each specific neighborhood/community.	8/24/2017 10:47 AM
100	Attempting to solve community identified issues and concerns through collaboration between the police and community members.	8/24/2017 10:13 AM
101	Reactive to the needs of the community utilizing inclusive methods to identify problems and work collaboratively to resolve those problems. The Officers become part of the community they patrol, known to the citizens they serve.	8/24/2017 1:38 AM
102	A process for resolving local safety problems through the structured engagement of community, civic, and government stakeholders who utilize the SARA (Scanning, Analysis, Response, & Assessment) problem solving method.	8/23/2017 11:21 PM
103	When police officers get out of their car and engage in conversations with the citizens in each community. Regardless of race and gender	8/23/2017 3:37 PM
104	Working in partnership with the community to find a solution.	8/23/2017 3:13 PM
105	Really listening and assisting communities with their concerns, not just writing it in statements for certifications and funding.	8/23/2017 3:10 PM
106	Working collectively; Law Enforcement and the Community, to come up with solutions that will benefit the survival of the community.	8/23/2017 3:03 PM
107	Where the police and the community work collectively and identifying and solving problems in their neighborhoods	8/23/2017 2:06 PM
108	Police involving the community to address specific issues.	8/23/2017 11:46 AM
109	Identifying a potential factor(s) that is contributing to a crime problem and then working with the community to correct/adjust the factor(s) as well as other Departments. Community Problem oriented Policing means all parties have ownership in the problem and the resolution not just the police.	8/23/2017 10:10 AM

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110	The S.A.R.A. model	8/23/2017 9:49 AM
111	Engaging a specific community on a specific issue, finding solutions collectively and putting solutions into practice.	8/23/2017 6:42 AM
112	Where the community is just as involved with its neighborhood as the police	8/23/2017 6:34 AM
113	My definition of COP is where the police department and the community work cooperatively to strengthen the relationship between the community and the department.	8/22/2017 9:40 PM
114	Involving the stakeholders in solving the crime and disorder problems that arise in the community.	8/22/2017 7:37 PM
115	To engage and work with the community to define problems and develop solutions and strategies to reduce the effect of the problem and how the community feels about the problem.	8/22/2017 7:12 PM
116	Policing based on problems identified through police/community partnerships.	8/22/2017 4:59 PM
117	Working in partnership with the community to improve the neighborhoods we live work and play in.	8/22/2017 3:53 PM
118	Working with the community to problem solve conditions that concern communities such as crime and public safety.	8/22/2017 2:24 PM
119	Addressing a series of related incidents with community help and input	8/22/2017 1:37 PM
120	I REALLY DONT HAVE ONE	8/22/2017 1:14 PM
121	identify a problem in the community and work with members of that community to fix it	8/22/2017 1:07 PM
122	Working with the citizens to solve issues police related to them. Building trust	8/22/2017 11:13 AM
123	partnership with the community to improve the quality of life for its citizens.	8/22/2017 10:24 AM
124	Incorporate the community needs and values in Policing today. Identify problem areas and suspects and strategically deal with these problems	8/22/2017 8:00 AM
125	Asking for input from communities to describe their problem areas and listen to suggestions on how to address them, but ultimately the Department must decide what is best and execute that plan. The Dept should attempt to explain their decision making, but not waver according to media or other outside pressure.	8/22/2017 7:59 AM
126	Meetings with community councils where we discuss problems and issues. Its a good thing, but I always felt those in attendance are generally positive about the community and police. The people who and not don't come and the rest of society is too busy with their own things.	8/22/2017 7:48 AM
127	EVERY COMMUNITY IS UNIQUE AND HAS THEIR OWN NEEDS.	8/22/2017 12:29 AM
128	MY DEFINITION WOULD BE A PARTNERSHIP WITH COMMUNITY LEADERS WHO WOULD THEN URGE THE MEMBERS OF THE COMMUNITY TO HELP POLICE ENFORCE LAWS RULES AND REGULATIONS BY HAVING COMMUNITY MEMBERS GIVE INFORMATION TO POLICE RATHER THAN DISSUADE, OR NOT HELP TO SOLVE CRIMES IN THE COMMUNITY.	8/21/2017 9:42 PM
129	Policing with help and input from the community in collaboration with the police department to identify and solve/address community problems and issues.	8/21/2017 7:38 PM
130	Working in partnership with the community to identify and solve problems.	8/21/2017 4:45 PM
131	Finding out what plagues the community and finding a way to address the problem.	8/21/2017 4:09 PM
132	The community and police working together in partnership to reduce crime and to prevent it before it happens.	8/21/2017 3:10 PM
133	Working with a community members to define what are huge concerns. At that point try to identify ways to attack each issue.	8/21/2017 2:49 PM
134	Partnering with the various stakeholders and attacking chronic issues utilizing a problem solving format,. In this case we use the SARA method. Continuous reassessment is built into the process and adjustments are made as needed.	8/21/2017 2:30 PM
135	Where the police and community work together to solve problems in the neighborhood.	8/21/2017 2:13 PM
136	Working with communities to solve their problems.	8/21/2017 1:12 PM
137	identifying and solving rcommunity crime problems with the help of the community.	8/21/2017 1:03 PM
138	Identification of specific problems in neighborhoods that are important to the community and collectively formulating a plan to tackle those problems.	8/21/2017 12:58 PM

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139	Working in conjunction with active community members to resolve issues in neighborhoods. Crime prevention and community safety is everybody's business.	8/21/2017 11:48 AM
140	Being involved in the community not just when there is problems, but before so we have already developed a relationship with the community.	8/21/2017 11:47 AM
141	Working with the community and other city depts. to address neighborhood issues and resolve problems	8/21/2017 11:16 AM
142	Addressing problems in the community with all necessary stakeholders i.e. Community, police, businesses, other city resources.	8/21/2017 10:26 AM
143	Working with the community to solve a problem. Not just arresting your way out of a problem.	8/21/2017 9:54 AM
144	Identify a problem (i.e. Street Crime) and attempt to fix the problem when/if possible.	8/21/2017 9:33 AM
145	Working with various communities within the city to proactively address the issues that THEY perceive to be problems.	8/21/2017 9:27 AM
146	The community identifies a problem, police determine ways to solve it "outside of the box", or non-traditional.	8/21/2017 8:54 AM
147	Attempting to work with the community to solve crime. We usually have very little input or assistance from the community.	8/21/2017 8:42 AM
148	Community policing is a philosophy that promotes organizational strategies that support the systematic use of partnerships and problem-solving techniques to address the immediate conditions of the community and public safety issues such as crime and quality of life.	8/21/2017 8:39 AM
149	working with the community to solve a problem.	8/21/2017 8:31 AM
150	A process by which a community problem can be addressed by the CPD.	8/21/2017 7:04 AM
151	City counsel, community and police input on how to serve the community.	8/21/2017 5:36 AM
152	identifying problems with in the area that the officer works in and working with the public to solve such issues	8/21/2017 12:20 AM
153	Talking to residents in the community I serve to ascertain what they perceive as negative quality of life issues and attempting to come to a solution involving all recourses available as well as placing a significant portion of the outcome on the residents themselves..	8/20/2017 9:10 PM
154	My definition of community oriented policing is evaluating the community you serve needs and addressing them accordingly.	8/20/2017 2:58 PM
155	Ongoing problems that citizens have are brought to the police and the police take action to rectify the problem to the citizens satisfaction.	8/20/2017 2:31 PM
156	Targeting problem areas or people identified by the police and community	8/20/2017 1:13 PM
157	Partnership-communication and interaction	8/20/2017 12:26 PM
158	Getting input from the community to help with crime problems	8/19/2017 1:17 PM
159	Both the police and the community working together to solve problems	8/19/2017 11:57 AM
160	Officers who work with and within the community where the officer serves in order to identify and address problem issues within that specific community.	8/19/2017 10:26 AM
161	Getting the community involved in assisting the police department. Getting officers to assist the community.	8/19/2017 12:36 AM
162	Working in partnership with the community to solve recurring problems.	8/18/2017 10:43 PM
163	Listening to the people in the neighborhoods. Identifying high crime areas thru reports and stats.	8/18/2017 10:36 PM
164	Working with the community and other government agencies to promote a better life for the people in the communities	8/18/2017 9:23 PM
165	Working with the community and various organizations in communities, as needed, to handle problems within the community that affect the quality of life	8/18/2017 5:56 PM
166	The ability to balance law enforcement and socio-economic disorder in a manner to improve the quality of life for community members.	8/18/2017 4:17 PM

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167	Working in partnership with the members of the community to solve the most important issues to them.	8/18/2017 2:35 PM
168	I would define CPOP as the police considering alternative methods to arrest, when viable, such as referring to PES instead of an arrest, and working with the people who have problems to help them solve them (not necessarily criminally).	8/18/2017 2:31 PM
169	partnership with the community.	8/18/2017 2:17 PM
170	Targeting problems in the community to create solutions to them	8/18/2017 12:49 PM
171	Dialogue between police and the community during which ideas are developed in an effort to mutually combat specific problems.	8/18/2017 12:14 PM
172	Working with stakeholders in the community to decrease the opportunity for crime.	8/18/2017 12:02 PM
173	Working with the community to identify issues and problem then working as a team to resolve those issues/problems.	8/18/2017 11:55 AM
174	Everyone works together to help solve the community issues.	8/18/2017 10:55 AM
175	Police officers talking with the people in their community to discuss the problems in the neighborhood and developing plans to combat the problems.	8/18/2017 10:55 AM
176	Involving the community in defining and coming to a solution to address the concerns of the community.	8/18/2017 10:45 AM
177	The utilization of available data to support calls for service and complaints by members of the community, proceeding through the SARA process while engaging residents and businesses closest to the problem for assistance.	8/18/2017 10:39 AM
178	N/A	8/18/2017 10:30 AM
179	Giving consideration to the needs of the community as we carry out our duties, and working in cooperation with the community for problem solving.	8/18/2017 10:23 AM
180	Working in partnership with the community to reduce harm with long-term solutions.	8/18/2017 10:06 AM
181	listening to community issues and responding while allowing community to be a part of the solution through suggestions and/or active participation	8/18/2017 9:45 AM
182	Asking the community about problems, then using resources inside and outside the police department to solve those problems	8/18/2017 9:39 AM
183	working with community to solve their specific problems	8/18/2017 9:22 AM
184	Book definition? Field application?	8/18/2017 9:15 AM
185	Working with the community to solve problems	8/18/2017 8:54 AM
186	Identifying a problem and involving the community where the problem exists to help solve that problem.	8/18/2017 8:54 AM
187	A police department that proactively address the immediate conditions that give rise to public safety issues such as crime, social disorder, and fear of crime. Cincinnati has demonstrated very well in this category. We still need to continue to practice Community Oriented Policing.	8/18/2017 8:17 AM
188	Police and community members working together to solve problems in a neighborhood.	8/18/2017 8:17 AM
189	Policing that not only benefits the local community by focusing on the main issues but also empowers that community to further improve and take charge.	8/18/2017 8:16 AM
190	Having one or two officers to act as a liaison between police and community and to provide guidance to the communities on ways they can make their own communities better.	8/18/2017 7:54 AM
191	to treat each citizen you encounter, just like they are a member of your own family.	8/18/2017 7:44 AM
192	The community and police department working together to make the community a better and safe place to live and have trust in those persons who have chosen the profession of being a police officer to protect them and their community.	8/18/2017 6:37 AM
193	Working together with the community, to solve issues in the neighborhood.	8/18/2017 6:25 AM
194	Without sounding negative or flip, it really just keeps coming back to answering the calls for service.	8/18/2017 6:09 AM

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195	Answering the immediate concerns that allow crime to flourish.	8/18/2017 5:47 AM
196	COP is working on an issue along with the public and other resources	8/18/2017 5:00 AM
197	Working in collaboration with the community to not only identify problems but to also identify solutions that involve the entire community, not just the police.	8/18/2017 2:00 AM
198	Establishing a working relationship with the citizens of Cincinnati and ensuring them that we are there willing to serve in any capacity we can provide assistance in. Creating the strong relationship with them.	8/18/2017 12:07 AM
199	Reaching out to community members for their input regarding what they believe are the biggest issues affecting their neighborhoods.	8/17/2017 11:23 PM
200	Identifying problems and concerns of the community and working with community leaders to find solutions to them.	8/17/2017 7:57 PM
201	Identifying an issue within a community and working in conjunction with the community leadership, the Department and other city organizations to address the issue.	8/17/2017 7:14 PM
202	Engaging in dialogue with the community and finding out their problems, issues, and concerns and working together to correct those problems.	8/17/2017 5:36 PM
203	reaching out to the community for input in identifying what they perceive as problems in their community and then trying to get the community to buy into possible solutions.	8/17/2017 5:03 PM
204	Working with the community to solve problems and build a strong bond.	8/17/2017 4:53 PM
205	Working in partnership with the community to provide a safe city for everyone to enjoy.	8/17/2017 4:27 PM
206	HELPING THE COMMUNITY COME TOGETHER AND WORK AS A WHOLE TO ENSURE SAFETY AND REVITALIZATION, BUILD TRUST	8/17/2017 4:14 PM
207	Police identify a problem and enlist the help of the community to address it	8/17/2017 3:38 PM
208	Having an open door communication with the citizens, being able to talk about issues within the community.	8/17/2017 3:35 PM
209	Involving the community in identifying and solving police related issues within their community.	8/17/2017 3:22 PM
210	Get to know the community you patrol and understand its dynamics	8/17/2017 3:21 PM
211	Listening to the community in small formats (specific neighborhood meetings) and addressing those complaints directly.	8/17/2017 3:11 PM
212	Partnering with the community to deter crime, remove nuisances, and assure citizen safety. Ultimately and through this partnership, the community becomes self sufficient easing law enforcement's actions within that community.	8/17/2017 3:04 PM
213	Partnering with the community to engage in problem oriented policing. Ideally, community institutions would also bear some of the burden for problem solving.	8/17/2017 2:58 PM
214	Police officers engaging the community to identify and resolve problems related to crime and disorder.	8/17/2017 2:53 PM
215	Working side by side with the community to identify and address problems within that community.	8/17/2017 2:52 PM
216	Partnership with members of a neighborhood to assist them in solving issues they are having.	8/17/2017 2:49 PM
217	When the members of the community and the police department work together to find solutions to issues that affect both the police dept and the community.	8/17/2017 2:36 PM
218	working in cooperation with the community. Getting to know not only the problems, but the successes and good things	8/17/2017 2:34 PM
219	Full participation by all of the identified stake holders in the community working towards a common goal	8/17/2017 2:24 PM
220	When both police and community understand issues and are willing to communicate to improve identified problems.	8/17/2017 2:19 PM
221	serving the community that you police, knowing what their problems are and trying to come up with solutions together.	8/17/2017 2:17 PM
222	To listen and respond to the need of my assigned community.	8/17/2017 2:09 PM

Collaborative Agreement and Community Problem Oriented Policing - Officers Survey

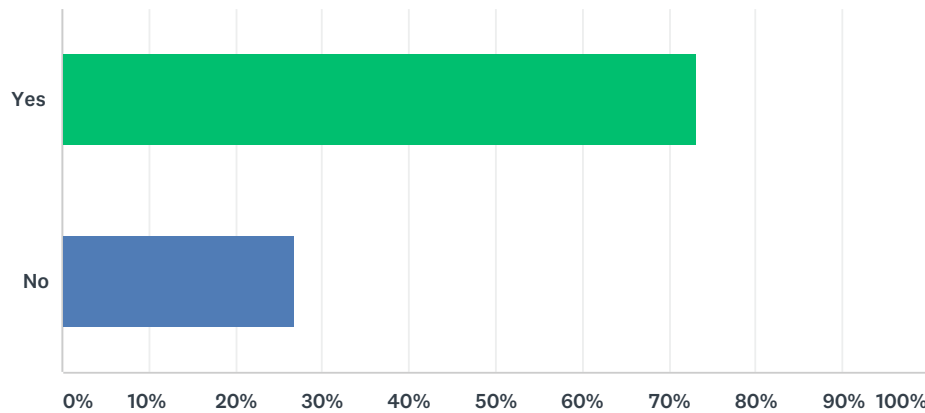
223	Law enforcement and community partnerships working towards common goals of crime reduction, quality of life improvement, and fear of crime reduction.	8/17/2017 2:00 PM
224	It is a policing philosophy whereby neighborhood input is utilized in order to deliver police services most relevant to the affected community in addition to self-initiated activities and CFS.	8/17/2017 1:59 PM
225	addressing problems that are specific to that community.	8/17/2017 1:58 PM
226	Considering as many factors as possible when deciding how to tackle a problem in a neighborhood. For example, blight, lighting, neighbor involvement, in addition to police response and input.	8/17/2017 1:57 PM
227	addressing community identified problems and attempting to resolve them and improve quality of life issues.	8/17/2017 1:49 PM
228	Working with members or groups in the community to solve a problem effecting the community	8/17/2017 1:38 PM
229	identifying a problem in the community and finding ways to prevent it	8/17/2017 1:37 PM
230	N/A	8/17/2017 1:24 PM
231	Collaboration to improve or eradicate a community problem. Resolution can be through the public or government.	8/17/2017 1:18 PM
232	Kissing ass and letting citizens walk all over the police	8/17/2017 1:15 PM
233	Working on what the community perceives as public safety issue.	8/17/2017 12:34 PM
234	To work in partnership with the all stakeholders in the community to improve the quality of life of all who live, work and play in the community by providing fair and impartial traditional and non-traditional police services. Truly listening to the wants of those who occupy the specific community you are serving. Not all communities are in need of the same service at any given time. Being flexible, caring, giving, and above all else human. Being part of the community.	8/17/2017 12:28 PM
235	When community stakeholders, police and community leaders come together to effectively make the community better to live in and have better life experiences.	8/17/2017 12:19 PM
236	working with community stakeholders to determine what the problem is and how best to go about attacking it	8/17/2017 12:10 PM
237	Letting the community dictate what they want done	8/17/2017 11:57 AM
238	There is no clear definition of Community problem orientated policing. This has been the case for decades nationwide and is echoed by practitioners and academics. My experience in being personally involved in a number of large scale problem solving efforts guides my thoughts in considering what are the necessary components of such initiatives. Clearly, the most successful projects I have experienced, are those involving the integration of multiple resources, and groups, each holding one another accountable for contributing to a project. Building a community participation which is integrated in a response has rendered the most satisfactory results in efforts I have been involved in. This process is intensive, and must include open dialog, reasoning and an understanding of what is attainable. It also must include patience during failed response and shared accountability.	8/17/2017 11:55 AM
239	Recognizing and defining a neighborhood problem and working side-by-side with the impacted community (using SARA) to address the problem with sustained positive results	8/17/2017 11:54 AM
240	Policing in partnership with the community by coming together to resolve certain issues with resolutions that involve multiple resolutions and input.	8/17/2017 11:39 AM
241	Engaging and interacting with members of the community to identify problems and explore plausible solutions to those problems.	8/17/2017 11:36 AM
242	Working collaboratively to identify and resolve sustained community issues	8/17/2017 11:35 AM
243	Listening to community concerns and addressing those concerns with two way communication	8/17/2017 11:25 AM
244	Fixing problems before they become problems	8/17/2017 11:17 AM
245	A true partnership where you are working with the community on common problems or concerns	8/17/2017 11:16 AM
246	In short: Problems are presented to the police. Plans are made to address those problems. Action is taken, followed by assessment.	8/17/2017 11:13 AM

Collaborative Agreement and Community Problem Oriented Policing - Officers Survey

247	An approach to resolving recurring or acute issues that takes into account the impact to the community, the resources in the community and the idea that criminal prosecution is not the only tool in the box	8/17/2017 11:10 AM
248	Policing through input from the community to work together.	8/17/2017 11:07 AM
249	Engaging the community and building partnerships to improve quality of life.	8/17/2017 11:05 AM
250	Resolve local safety issues by utilizing SARA	8/17/2017 11:04 AM
251	is a policing strategy that involves the identification and analysis of specific crime and disorder problems, in order to develop effective response strategies.	8/17/2017 11:04 AM
252	Being familiar with your beat and the people who live in it, business owners etc., not just the problem people.	8/17/2017 11:02 AM
253	Working in partnership with the community to identify and resolve issues	8/17/2017 10:42 AM
254	Community Problem Oriented Policing can not be easily defined, it is more of believe in the power of individuals and/or groups in meeting common goals. The desire to work together in making a community better serves as the foundation. The external CPOP experts rarely have vested interests or understanding of the needs/desires of the individual neighborhood and attempt to apply a one size fits all approach to all neighborhoods. More simply put what works in Evanston may not work in Hyde Park. The role of the police commander (my perspective) is to identify and implement the right approach and to be accountable for the action taken.	8/17/2017 9:59 AM

Q10 Do you feel the tools to practice community problem oriented policing are made available to you?

Answered: 295 Skipped: 15



ANSWER CHOICES	RESPONSES	
Yes	73.22%	216
No	26.78%	79
TOTAL		295

#	PLEASE EXPLAIN:	DATE
1	Focused on specialized units, patrol doesn't have time to interact with community other than radio runs	9/4/2017 11:33 PM
2	We have officers dedicated to this practice.	9/4/2017 11:05 AM
3	UNSURE OF WHERE THESE RESOURCES ARE. HAVE HAD LITTLE TO NO TRAINING ABOUT IT.	9/4/2017 7:07 AM
4	All areas of the city have designated Community/Neighborhood Officers to address concerns and direct resources.	9/3/2017 7:19 PM
5	Most tools are within the police officer themselves.	9/2/2017 3:31 AM
6	But I don't want them. America was generally a safer place when the police disposed of those who were poisoning our children and wetting our streets with blood. Backroom debate and wrist-slap probation have made this city a disgusting cesspool and a place unfit for my family to live and/or spend our entertainment dollar...	8/31/2017 11:44 AM
7	Walking directed patrols would increase citizen contact however often times we are too busy due to lack of personnel to incorporate those into a daily routine.	8/30/2017 5:49 PM
8	yes the resources and concept of sara model is available for all to use. the neighborhood leisons unit is also a great source and available.	8/30/2017 2:39 PM
9	We have the neighborhood liason units to assists	8/30/2017 1:53 PM
10	I do directed patrols, I talk with the neighborhood liason officer about crimes committed in there area. I get the neighborhood officers input about what's going on with the situation. Then we come up with a solution to the problem.	8/30/2017 8:09 AM
11	Patrol often does not have time to create close relationships with community members	8/29/2017 4:19 PM
12	Beats are too large, officers not held accountable for their area. Poor communication between beat officer and neighborhood officer.	8/29/2017 7:09 AM

Collaborative Agreement and Community Problem Oriented Policing - Officers Survey

13	People that are from the communities that they serve naturally know how to solve problems in those communities but the people that has never had interaction with the community that they serve has not been properly trained and there are no resources on the department to help develop those officers.	8/29/2017 12:53 AM
14	Regardless of what is written in any manuel, depending on who you are rules do not apply	8/28/2017 9:39 PM
15	No time to stop at community events when district is always code 0	8/28/2017 9:31 PM
16	POLICE OFFICERS ASSIGNED TO THE NLU SEND ME DIRPATS FOR PROBLEMS IDENTIFIED. I SEE NOTHING MORE THAN THAT FOR MANY OF THE ISSUES BEING ADDRESSED. THIS DOES NO FIX ANYTHING.	8/28/2017 12:48 AM
17	No the department usally have officers in speacialized assignments work on community oriented policing (cop team or the community oriented policing unit).	8/27/2017 10:15 AM
18	Not all the time... We are unfortunately low on man power, and are unable to really give attention to details when they are presented to us (most times while we are out in the field). There are other variables (P.O. safety, More important calls for service, lack of mandated time for community interaction, etc...) that complicate, what could be a flowing (back and forth) relationship.	8/25/2017 9:25 PM
19	But some of the tools as in more police bodies on the street might not be available	8/25/2017 2:16 PM
20	Attending community meetings. It would be helpful if the Police Department would pay for business cards for Officers but everytime a form 630 is submitted it is denied. Most Officers will not pay for the cards so they don't have one to give to people.	8/25/2017 11:37 AM
21	Haven't been on long enough to give a fair evaluation.	8/25/2017 11:09 AM
22	The communities where the biggest problems exists have NO INTEREST in this concept. I have attended many community meetings and groups get togethers where you listen to a community member almost beg the police for help, but when an event actually happens that same person disappers, bitches at you, or says they didn't see anything when you know they have. And I'm not talking about homicides, this happens on small insignificant cases like foot pursuits, or knock and talks, or neighbor trouble runs. You can't have a one sided collaborative! And these leaders can talk all they want about their commitment to it, but the actual community members who we need to be engaged, have no interest in helping the police because that is a badge of dishonor for them in the community.	8/25/2017 10:55 AM
23	The tools are provided from the academy through your career	8/25/2017 10:54 AM
24	I do not feel police are being supported by the citizens we swore to protect, nor do I feel city equipment is up o standards, the police compliment is rediculously low for patrol and resources are spread to thin.	8/25/2017 3:10 AM
25	Typically, I feel most decisions are made by people who no longer perform the actual tasks of policing. Several "ideas" are the product of officers who couldn't wait to get out of a beat car. Other decisions are made by command officers who are more concerned about appeasing certain groups or politicians	8/24/2017 8:02 PM
26	See above	8/24/2017 5:15 PM
27	Yes the CPD has gone beyond what other departments do in community policing.	8/24/2017 4:17 PM
28	Not enough communication between neighborhood unit, patrol units, and command staff	8/24/2017 4:03 PM
29	We typically call upon the Neighborhood Liason Unit to help address problems because we work at night, but we never get a response or even a contact to followup with. It may not be the system; but we may have an dysfunctional neighborhood unit.	8/24/2017 3:39 PM
30	There is a database, crime analysts, and PIVOT to help out.	8/24/2017 3:00 PM
31	Community officers have those options in place but units stick to their assigned duties.	8/24/2017 2:52 PM
32	I feel it is no longer about doing the job as much as perception	8/24/2017 2:49 PM
33	Department resources have always been made available to facilitate officer's needs for enforcement or outreach.	8/24/2017 1:38 AM
34	It comes from leadership. If it's practice by the leaders in this department that's the only tool needed.	8/23/2017 3:37 PM
35	Time is a larger factor, but also supervisory guidance isn't there.	8/23/2017 10:10 AM

Collaborative Agreement and Community Problem Oriented Policing - Officers Survey

36	I have not been in a position to work specifically on a CPOP Program, so I do not have an opinion on this.	8/23/2017 6:42 AM
37	Each District has a Neighborhood Liaison Officer	8/23/2017 6:34 AM
38	I do not believe CPD gives an honest effort of COP.	8/22/2017 9:40 PM
39	Tools to practice? We are given the SARA model. Patrol officers are going from radio run to radio run and do not have the time to get to the root of the problem unless it is something immediate.	8/22/2017 7:37 PM
40	The SARA model is a tool that is simple to use. The opportunity to engage to community is available through community council and meeting with your community partners as you perform your daily work. Any statistics are available through the collator and crime analyst at each district	8/22/2017 7:12 PM
41	for the most part, I have the autonomy to work with the community and other units on projects	8/22/2017 1:37 PM
42	THROUGH IN SERVICE TRAINING	8/22/2017 1:14 PM
43	For the most part this Department has allowed officers to police their beats in a responsible manner.	8/22/2017 7:59 AM
44	Meeting, conversation, problem solving are available. Databases sort of, RMS was a terrible waste of money.	8/22/2017 7:48 AM
45	THE TOOLS ARE AVAILABLE FOR YOU TO USE IF YOU WANT TO USE THEM	8/22/2017 12:29 AM
46	THE "TOOLS" AND PROCEDURE ARE AVAILABLE IN THE CINCINNATI PROCEDURE MANUAL.	8/21/2017 9:42 PM
47	I believe that information is on the City website.	8/21/2017 3:10 PM
48	There are certain things each officer can do, however; there are some issues that cannot be handle by a patrol officer. That's where there the Neighborhood Officers have to step in.	8/21/2017 2:49 PM
49	The training for problem solving is ongoing and the community working groups are in place.	8/21/2017 2:30 PM
50	special NLU units only tha twork select/prefered hours.. reliefs to busy answering the radio	8/21/2017 1:03 PM
51	Not enough time to explore solutions due to calls for service and lack of manpower.	8/21/2017 12:07 PM
52	The concept is good, however the documentation process is too time consuming.	8/21/2017 11:16 AM
53	If it was then I would be able to attend community meetings to give and get input on the community I serve	8/21/2017 9:54 AM
54	Not enough officers on the street, far too many special assignments.	8/21/2017 9:33 AM
55	Too short on man power for anyone on patrol to have any significant time to work on it.	8/21/2017 8:54 AM
56	I'm assigned to planning so it is N/A.	8/21/2017 8:42 AM
57	We have the Problem Solving Guide and the SARA process.	8/21/2017 8:39 AM
58	somewhat, though I am not really in "the loop" anymore: I am in a more specialized assignment.	8/21/2017 7:04 AM
59	The training that I receive at the academy and that I'm given the discretion on how to handle incidents that I'm called too.	8/21/2017 5:36 AM
60	I work during third shift hours, when most recourses are not available.	8/20/2017 9:10 PM
61	too many radio runs that we should not rtespond to....dog barking, loose dog, anon loud noise	8/20/2017 8:45 AM
62	Via meetings	8/19/2017 1:17 PM
63	Not enough time as a patrol officer to follow up on problems or areas of concerns due to "chasing the radio"	8/19/2017 11:57 AM
64	This does not apply to my current job as I serve all people of the City of Cincinnati and not one particular community.	8/19/2017 10:26 AM
65	Cause officers that work the beat are not the ones attending the community meetings. Neighborhood officers and beat officers rarely communicate.	8/19/2017 12:36 AM
66	Each district has a Neighborhood Liaison Squad that is supported by the assigned captain.	8/18/2017 10:43 PM
67	Officers (myself) can talk to people in your beat everyday to find out thier concerns.	8/18/2017 10:36 PM

Collaborative Agreement and Community Problem Oriented Policing - Officers Survey

68	This is what the entire department is based on.	8/18/2017 9:23 PM
69	For the most part, it could be better.	8/18/2017 4:17 PM
70	The neighborhood, vice and other units have always been available when I had a question or needed something.	8/18/2017 2:31 PM
71	As a detective this is limited but the CROW programs and other efforts to improve witness relations have been accepted.	8/18/2017 2:17 PM
72	the police are expected to solve problems with and without community support. most of the burden falls on the department for solving problems.	8/18/2017 12:14 PM
73	The department offered me opportunities to increase my education that included CDOP theory.	8/18/2017 12:02 PM
74	It is not really relevant in the position where I work.	8/18/2017 11:55 AM
75	The process works when all levels of supervision understand the integral role they play at each level of the problem solving process and how important it is to assign tasks to officers.	8/18/2017 10:39 AM
76	dont know what they want of how to clearly do what they want to make things better, ie do they want me to arrest or warn no matter what i do its seems to make someone else upset even down to stopping at a store to get lunch or some aspirin	8/18/2017 9:22 AM
77	All the special unit assignments created to do these things	8/18/2017 9:15 AM
78	There's just a small fraction of the community that engage with the police.	8/18/2017 8:54 AM
79	Tools and procedures are in place, but having the time to actually implement them are a problem due to our everyday duties (answering call. etc) taking up the majority of our time. Community policing issues are usually handled by the neighborhood units.	8/18/2017 8:54 AM
80	This has been taught over the years at the Police Academy. We learn how to create ways to apply this practice. I'm quite sure if there is something we need, we will have access to it.	8/18/2017 8:17 AM
81	What tools would those be?	8/18/2017 8:17 AM
82	you can not use the tools, if the shed is locked.	8/18/2017 7:44 AM
83	Some tools are in place but we can do better.	8/18/2017 6:25 AM
84	With many exceptions, patrol officers on the Relief generally interact with the public when responding to a call for service. Examples of problems we can "fix" are few and those that we can address rarely impact our biggest problems - violent crime. We do impact quality of life issues (overtime parker, aggressive panhandler, ect.), which are concerns in the neighborhoods.	8/18/2017 6:09 AM
85	We really possess the tools we need. We lack the support to use those tools.	8/18/2017 5:47 AM
86	You must be kidding...When do we have time to deal with issues the community might have. We chase the radio all night long (if we can understand what is being said on the radio) and get rushed off of runs as fast as the dispatchers can get us to leave.	8/17/2017 9:38 PM
87	This question does not apply to my current assignment.	8/17/2017 7:57 PM
88	Districts do not have man power to conduct small unit projects or overtime funding that would cover these tasks. (Ex. setting bait cars with old clothes/uniform officers in an area of high thefts from autos)	8/17/2017 5:09 PM
89	But manpower and calls for service issues take priority	8/17/2017 3:38 PM
90	I had training in Community Oriented Policing and have practiced those tools	8/17/2017 3:21 PM
91	The CPOP database is too lengthy. It needs to be streamlined. Most of the questions the database ask are irrelevant or there is not enough information/ intelligence to give a proper answer. Because of how its setup, most lieutenants do not like using it.	8/17/2017 3:04 PM
92	We ask and evaluate patrol officers on problem solving without giving the majority of patrol officers the responsibility, the time or the resources to engage in it. Then we tolerate evaluations that say we engage in it and evaluate our officers for doing it even when they don't.	8/17/2017 2:58 PM
93	any good beat cop naturally engages in what the ivory tower egg heads call community oriented policing.	8/17/2017 2:53 PM
94	Homelessness and mental patients are huge issue...nowhere to take the MHRT people. Jail doesn't want them, hospital doesn't want them, and PES doesn't either	8/17/2017 2:49 PM

Collaborative Agreement and Community Problem Oriented Policing - Officers Survey

95	to a certain degree, but I still feel there is way too much red tape and obstacles. A lot of "we can't do that" instead of lets see how we can do that.	8/17/2017 2:34 PM
96	I provide 24/7 access to myself and able to attend community meetings where cooperation is a driving force.	8/17/2017 2:19 PM
97	doesnt apply to my current job	8/17/2017 1:58 PM
98	CPD regularly provides training, in the form of bulletins and classroom instruction, to officers	8/17/2017 1:57 PM
99	only if leadership feels its necessary	8/17/2017 1:49 PM
100	We have many specific units to assist with a wide variety of issues/problems	8/17/2017 1:38 PM
101	Dependent on officer's motivation to work with the community. No additional tools needed. It is subject to the knowledge of the public and the officer.	8/17/2017 1:18 PM
102	Not enough time as a patrol officer and neighborhood unit is a joke that doesn't help patrol at all	8/17/2017 1:15 PM
103	The department provides in-depth problem oriented policing training to all incoming recruits and officers work under the methodology in thier daily interactions from that point forward. Continued professional training incorporates problem oriented policing into it's curriculum as well. Each district relief and various section has available and uses problem oriented policing guides (CPOP) during problem oriented policing activities. The department continues to provide SARA training to guide officers through problem solving initiatives.	8/17/2017 12:28 PM
104	The dept. allows for officers to utilize things as well as commits time to this	8/17/2017 12:19 PM
105	Time is allotted for problem solving at the patrol level. However, the emphasis to engage in the activity must be practiced in a genuine manner by supervisory staff on down to front line supervisors. For too long, many "old-school" police officers believed this was not "real" police work. The concepts of order maintenance; crime control & service delivery must be projected. Just enforcing laws is insufficient and often breaks ties which bind us to the community	8/17/2017 11:55 AM
106	This process is fully supported by senior staff and I'm confident I would get ALL the help and resources I would need to practice CPOP	8/17/2017 11:54 AM
107	Officers are aware of events and meetings where community engagement is prime. Some officers may have greater access to those events depending on their unit of assignment and time permitted.	8/17/2017 11:36 AM
108	Much of this relies on willingness and knowledge of the officer and public	8/17/2017 11:35 AM
109	Often but not always	8/17/2017 11:10 AM
110	Somewhat	8/17/2017 11:07 AM
111	Work overload at times does not alot time to get out and chat frenquently.	8/17/2017 11:02 AM
112	Yes, but with a caveat...the Police Deptmt leds in the efforts, other City Deptments are understaffed to meet the immediate needs, whcih causes the polcie efforts to become state. Community members become frustrated and disengage with delays.	8/17/2017 9:59 AM

Q11 What steps do you think community members could take to improve community-police relations?

Answered: 248 Skipped: 62

#	RESPONSES	DATE
1	I believe it is important for community member to stay involved by attending community council meetings and taking advantage of every opportunity to engage with their local law enforcement.	9/5/2017 10:08 AM
2	Community members can improve these relations by taking an active role in improving the neighborhoods. They can have realistic expectations for what we can and cannot do. They can limit their responsibility for the incidents that occur which take up so much of police resources.	9/4/2017 5:52 PM
3	Community members are fighting an uphill battle because you need more community members to have a stake in the neighborhood to care about the neighborhood. With so much transitional housing, it is hard to acquire more members to be involved.	9/4/2017 11:05 AM
4	BETTER LINES OF COMMUNICATION VIA SOCIAL MEDIA OR ABILITY TO PROVIDE GOOD INTELLIGENCE ON PROBLEMS IN HOT SPOT AREAS.	9/4/2017 7:07 AM
5	Come forward and speak up	9/3/2017 7:19 PM
6	develop a impartial understanding of all people.	9/2/2017 3:31 AM
7	Supporting police and being vocal about it when we do good which is 99% of the time. Being honest with themselves about what they can do to assist as well.	9/1/2017 8:09 AM
8	n/a	8/31/2017 2:15 PM
9	POINT OUT AND IDENTIFY INDIVIDUALS WHO ARE A DETRIMENT TO THE COMMUNITY	8/31/2017 12:53 PM
10	Community members need to have more honest dialogue amongst themselves and the community members who are silently in support of the police need to be more vocal within their own community and not just telling the police.	8/31/2017 12:23 PM
11	The sheep will always be sheep. Policing is best left to the shepherds...	8/31/2017 11:44 AM
12	To accept that the police do care. Don't immediately think police are the problem. Much of the time they are not.	8/31/2017 9:52 AM
13	Encourage members of the community to work with police officers.	8/31/2017 9:37 AM
14	HAVE NLU DO THEIR JOB INSTEAD OF SITTING IN THE DISTRICT AND WORKING DETAILS	8/31/2017 7:05 AM
15	If you see something say something, also flag an officer down and strike up conversation	8/30/2017 4:32 PM
16	bring any concerns to each others attention and work it out together.	8/30/2017 2:39 PM
17	Don't jump to conclusions when it comes to police interventions. The main problem is compliance, and the lack of it.	8/30/2017 1:53 PM
18	Being open and friendly to officers	8/30/2017 9:29 AM
19	Community members need to try to experience more of what police officers do on a daily basis. The ride along program should be more utilized and promoted. Not enough people know that they have the opportunity to participate in that, and it provides a unique insight into our profession.	8/30/2017 9:24 AM
20	Be understanding of police officers. Every officer has a different police style. Do some ride alongs to get some perspectives from police officers.	8/30/2017 8:09 AM
21	NO YELL AT POLICE FOR DOING THE JOB THEY WERE CALLED THERE TO DO	8/29/2017 6:40 PM
22	Stand up for police officers and tear down the no snitch mentality	8/29/2017 4:19 PM
23	continue to work with police	8/29/2017 3:57 PM
24	be more involved in what is going on in the neighborhoods	8/29/2017 12:25 PM
25	It would help if they have a realistic approach as to what can actually be achieved.	8/29/2017 11:00 AM

Collaborative Agreement and Community Problem Oriented Policing - Officers Survey

26	communication	8/29/2017 8:31 AM
27	None in its present state. The community needs to take action to know the officers that work their area, during all shifts. This is impossible with the current way officers are treated.	8/29/2017 7:09 AM
28	I believe its the responsibility of the department.	8/29/2017 12:53 AM
29	The community needs to get more involved. Participate in surveys on the city of Cincinnati website, including name, address, email etc.	8/28/2017 9:39 PM
30	Ride along with an officer to see what all we deal with and the decisions that we have to make are not always easy	8/28/2017 9:31 PM
31	Giving officers information to help the community stay safe	8/28/2017 12:52 PM
32	PARENTS SHOULD TALK WITH THIER CHILDREN.	8/28/2017 11:39 AM
33	Allow us to police the issues of each community as opposed to a blanket issue that the command comes up with for the entire city.	8/28/2017 11:15 AM
34	let officers know when problems arise. info and discriptions	8/28/2017 11:05 AM
35	Continue in the vain of the Collaborative Agreement, working hand and hand with the Police.	8/28/2017 10:57 AM
36	Be more proactive in crime prevention and maintain positive contact with local police even when they don't have a problem or complaint.	8/28/2017 9:20 AM
37	to establish a goal and outcome on how the process should go and how it looks at the end	8/28/2017 8:08 AM
38	TAKE MORE RESPONSIBILITY.	8/28/2017 12:48 AM
39	Stop blaming the Police for every ill in our society. Not advocating for the murder of cops would be helpful too. Pigs in a blanket fry em like Bacon?	8/27/2017 10:59 PM
40	Talk to us and not at us.	8/27/2017 9:36 PM
41	Hold others community members accountable , when they have information about a specific crime or incident they need to encourage citizens to communicate with the police and come forward with information.	8/27/2017 10:15 AM
42	I don't know. People are like water and electricity they will seek the path of least resistance.	8/27/2017 9:17 AM
43	community members need to reach out to all youth and not just focus on the at risk.	8/26/2017 10:46 AM
44	Be engaged. Press to know what's going on in your neighborhood (i.e. Most wanted, Crime Stats, NLU Officer info, etc...)	8/25/2017 9:25 PM
45	Doing ride a longs so that they can see things through our eyes.	8/25/2017 6:49 PM
46	Be more responsible for community actions. Community never gets blamed for anything and have absolutely no consequences for not following the laws or collaborative.	8/25/2017 2:16 PM
47	speaking up about problems in their neighborhoods	8/25/2017 1:53 PM
48	Have more community members attend roll call with police officers	8/25/2017 1:41 PM
49	stop using the police as a threat to children when they are ill behaved	8/25/2017 1:39 PM
50	Keep an open mind. Don't judge until all the facts come to light. Engage in the ongoing dialogue	8/25/2017 1:01 PM
51	Participating in the citizens police academy and doing ride alongs with officers.	8/25/2017 11:37 AM
52	not act like animals	8/25/2017 11:14 AM
53	Assist officers more with investigations. Even minor issues where just a tiny bit of information could lead to the resolution of an incident.	8/25/2017 11:09 AM
54	Take responsibility for some of the failures within the community and don't blame the police for everything that goes wrong.	8/25/2017 10:59 AM
55	Be willing to actually help instead of criticizing the police	8/25/2017 10:55 AM
56	Quit committing crimes. Quit allowing your kids to commit crimes. Quit covering up for your acquaintances who commit crimes. Quit contributing to the environment that encourages crime. Quit thinking the police just want to "fuck with us". In 22 years on the department I have never just "fucked with someone"..there is always a reason the police are there.	8/25/2017 10:55 AM

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57	stay involved . provide open honest dialogue when it comes to policing.	8/25/2017 10:54 AM
58	speak out and assist, not just criticize to department	8/25/2017 10:12 AM
59	See how we do our job and understand policing isn't all "puppy dogs and ice cream"	8/25/2017 9:06 AM
60	Get in a police car & see what we have to do	8/25/2017 8:32 AM
61	For the most part we have great community/police relations. Just like with the media the bad is magnified and it is very small percentage of the public that think the police are out to get them.	8/25/2017 8:00 AM
62	Stop blaming the police department for everything and complaining about what we do or that we don't do anything. They should do a ride along to see what we are really dealing with.	8/25/2017 7:59 AM
63	Hold everyone in the community more accountable	8/25/2017 7:17 AM
64	Most of the time the community has negative views towards the police.	8/25/2017 6:34 AM
65	don't jump to conclusions and get to know the police as humans who really do care about their safety and neighborhoods	8/25/2017 5:57 AM
66	Community members should step up and admit there is a problem within their own community that starts at home and they need to accept responsibility and instead of making excuses for those who choose to defy the laws and those who enforce them. Community activists need to stop blaming police for everything that goes wrong and calling police racist. Name calling only causes those feelings to exist. It is time the American public hears the truth that people who choose to do crime will be arrested and police will defend their own life if put in that position. All people would go home alive if they would comply with an officer at the time of stop. The time to disagree or put up a fight is in court, not on the street. Teach responsibility and stop the name calling.	8/25/2017 3:10 AM
67	Support law enforcement through Crime Stoppers and taking a public stance for support of police efforts to enforce laws. "Adopt a Cop" attitude.	8/25/2017 2:59 AM
68	Be more responsible as it pertains to holding other residents accountable for what they do to bring trouble to the community.	8/24/2017 9:55 PM
69	They can call police when they see problems, then speak up when police are attempting to address issues in their neighborhood.	8/24/2017 9:18 PM
70	Take responsibility and ownership of problems within your neighborhoods.	8/24/2017 8:22 PM
71	The majority of citizens are not invested in what happens until it affects them. Most people are too busy with their daily lives to invest beyond their street.	8/24/2017 8:02 PM
72	Stop blaming the police and blame the criminals! Stop protecting the criminals. The criminals DO NOT CARE about the community!	8/24/2017 5:15 PM
73	Having a better understanding of what we do.	8/24/2017 5:00 PM
74	To understand that police officers are human too. We also are members of the communities we serve and understand there problems and are there to help; however, at times, the violator has to go to jail.	8/24/2017 4:40 PM
75	The community needs to be more involved. It is usually the same handful of citizens involved in everything. Also the neighborhoods that need the most help have the least amount of involvement	8/24/2017 4:17 PM
76	Assist police in rooting out violent offenders in their communities.	8/24/2017 4:13 PM
77	Listening and communication.	8/24/2017 4:03 PM
78	Follow the commands of police officers.	8/24/2017 3:40 PM
79	Interface more with the officers that they have the ability to communicate their concerns before contacting upper management.	8/24/2017 3:39 PM
80	Problem solve on your own first. Call the police only if all other means are exhausted.	8/24/2017 3:24 PM
81	Understand that not all community members are responsible citizens and some are set on criminal activities regardless.	8/24/2017 3:19 PM
82	Stop spreading the great lie that Officers want to harm/kill members of society based on race.	8/24/2017 3:07 PM
83	Ride alongs Build a rapport with police officers (talk in person) Familiarization with laws No assumptions	8/24/2017 3:06 PM

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84	Being more proactive instead of reactive	8/24/2017 3:03 PM
85	Actually work with police as witnesses or victims instead of playing the "I'm no snitch" game.	8/24/2017 3:00 PM
86	I don't know.	8/24/2017 3:00 PM
87	They could take the time to understand the situation from the police officer's perception, and understand that police officers are people too. Police officers can and do make mistakes, and they are not out to hurt people just because they are police officers.	8/24/2017 2:59 PM
88	less finger pointing	8/24/2017 2:53 PM
89	Unknown at this time.	8/24/2017 2:52 PM
90	promote positive interaction with the police in their community	8/24/2017 2:51 PM
91	Engage police officers through community event invitations, school events, and attend citizen police academies.	8/24/2017 2:51 PM
92	Acknowledge what the true problems in the community are and allow the police to address the issues while providing the valuable information to assist the police accomplish the goals	8/24/2017 2:49 PM
93	Less critical of police actions	8/24/2017 2:43 PM
94	back the police	8/24/2017 2:40 PM
95	meet with police more	8/24/2017 10:57 AM
96	Communication with law enforcement regarding neighborhood problems, including violent crimes and their investigations.	8/24/2017 10:47 AM
97	It would be helpful if community members became more hands on in the actual response phase of the SARA model, instead of just the Scanning and the Analysis phases.	8/24/2017 10:13 AM
98	Learn more about the training and experience of our officers. Invest their time in scenario based training and observe as civilian riders with our patrol officers.	8/24/2017 1:38 AM
99	Understand the police investigative process and the time needed to complete it thoroughly. Avoid rushing to judgement, especially in critical incidents involving police.	8/23/2017 11:21 PM
100	Be more personable and understanding.	8/23/2017 3:37 PM
101	They could quit trying to pander to crybabies and do nothings and take a tougher stance.	8/23/2017 3:13 PM
102	Continue to hold the Police department accountable and follow the models set by the Justice Department	8/23/2017 3:10 PM
103	Be positive and work together	8/23/2017 3:03 PM
104	Both sides to be able to recognize the relationship as a partnership, not a us-them relationship	8/23/2017 2:06 PM
105	More citizen participation with community meetings.	8/23/2017 11:46 AM
106	Become part of the problem solving not the Monday morning quarterbacks.	8/23/2017 10:10 AM
107	Do the right thing	8/23/2017 9:49 AM
108	Put themselves in the position/perspective of Police Officers	8/23/2017 6:42 AM
109	Get involved and stay involved	8/23/2017 6:34 AM
110	The community needs to first educate themselves on the operations of policing. Ride a longs would help. Community members should attend public forums when hosted by CPD. The community should be realistic about their expectations of CPD. Being publicly supportive of the officers that is recognized for doing good community work. Don't act out of emotion but out of an informed mindset.	8/22/2017 9:40 PM
111	Be willing to come forward and take responsibility for their actions and their surroundings.	8/22/2017 7:37 PM
112	Community members need to engage officers on a regular basis as opposed to only at community council meetings. Many community members only contact with the police is through a call for service by the citizen or a stop of the citizen, many of which have negative basis.	8/22/2017 7:12 PM
113	Get involved.	8/22/2017 4:59 PM
114	Assisting police officers with identifying individuals in the community that are committing crimes by stepping up as witnesses and continuing through the criminal process.	8/22/2017 3:53 PM

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115	open lines of communication with law enforcement	8/22/2017 2:24 PM
116	continue to communicate concerns and take proactive roles towards problems in their communities.	8/22/2017 1:37 PM
117	an honest look at what the role of a police department should be and the expectations they have of that department	8/22/2017 1:07 PM
118	no opinion	8/22/2017 11:13 AM
119	Start acting reasonably, stop making excuses for criminals, help police identify suspects, help to dispel the "no snitch policy".	8/22/2017 7:59 AM
120	See question 9.	8/22/2017 7:48 AM
121	TAKE PRIDE IN THEIR OWN COMMUNITY AND GIVE A VOICE TO THEIR CONCERNS. MAY SOUND CLICHE BUT HELP US TO HELP YOU.	8/22/2017 12:29 AM
122	TO ACTUALLY PUSH FOR MEMBERS TO PARTICIPATE IN SOLVING CRIMES	8/21/2017 9:42 PM
123	It's time for the "community" to implement changes. The police can only do so much. We've changed, their turn.	8/21/2017 8:54 PM
124	Have an open mind when it comes to working with the police. They need to realize some of the onness lies with the community to help fix problems. Sometimes it seems Ct he community thinks every problem is the sole responsibility of the police to resolve.	8/21/2017 7:38 PM
125	Speak out against anti-police organizations. Publicly support the police. Take a stand against violence in their neighborhoods; convince others to do the same.	8/21/2017 4:45 PM
126	Actually help the police instead of blaming us for everything.	8/21/2017 4:09 PM
127	Community members should regularly attend community meetings to get to know the officers in their area. Participate in community programs that the Police are involved in such as neighbor watch and try to talk to officers when they see them in the area. We need the help of the community just as much as they need us.	8/21/2017 3:10 PM
128	Trying to gain an understanding of what Officers deal with on a regular basis and why certain decisions are made. It has become the social norm to criticize the Police before any facts have been distributed. Building relationships is a continual process.	8/21/2017 2:49 PM
129	The community activists often criticize and infer this is a police only responsibility. Negative - community leaders must build their way our of crime and disorder through careful strategic planning. Must establish competent gatekeepers.	8/21/2017 2:30 PM
130	People in the community need to take ownership and help improve their situations. Community members rely on the police to solve every problem, weather it is criminal or not.	8/21/2017 2:13 PM
131	Do more policing of their own communities.	8/21/2017 1:46 PM
132	Go out of their way to thank us.	8/21/2017 1:12 PM
133	help the police. most don't want to help unless they are given money. only want to complain.	8/21/2017 1:03 PM
134	Taking a more active role in the community they live in.	8/21/2017 12:58 PM
135	Being present/active in their communities and personal accountability.	8/21/2017 11:48 AM
136	Understanding the position that we as officers are put in also. We are human also and we have feelings.	8/21/2017 11:47 AM
137	Put pressure on the media to stop demonizing the police; Get more involved in projects & meetings	8/21/2017 11:16 AM
138	Constantly remind the community we are a team and not rivals.	8/21/2017 10:26 AM
139	Not blame the police for all that is wrong with the community. Talk to each other instead of talking about each other.	8/21/2017 9:54 AM
140	The Police cannot resolve every community problem unless some body is willing to go to court.	8/21/2017 9:33 AM
141	Lose the "no snitch" attitude held by so many.	8/21/2017 9:27 AM
142	They need to improve the unity of their communities FIRST. Can't rely on police to fix a 5-10-15year old problem.	8/21/2017 8:54 AM

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143	Get involved. Actually support the police when an incident occurs.	8/21/2017 8:42 AM
144	Come to events and have discussion forums that bring us both to the table. Don't just complain but actually bring to tools to the table.	8/21/2017 8:39 AM
145	The process does seem have on the red-tape aspect. It seems key buzzwords are thrown in just to make it CPOP.	8/21/2017 7:04 AM
146	That they begin to identify those that have committed crimes, STOP hiding those that do commit the crimes and that they identify those in the community that may have active warrants/capiases.	8/21/2017 5:36 AM
147	support the police and understand that some issues will not fully be accepted or understood by all in the "public"	8/21/2017 12:20 AM
148	Having organizations the community relate to be a bridge for the two groups.	8/20/2017 9:10 PM
149	Understanding that trust and self reflection goes both ways.	8/20/2017 2:58 PM
150	unsure	8/20/2017 2:31 PM
151	communicate more ,complain less take responsibility when officers attempt to help and there is no communication	8/20/2017 1:13 PM
152	Continued involvement and participation with the police.	8/20/2017 12:26 PM
153	let the police do their jobs. stop acting like community members know what they are doing.	8/19/2017 9:15 PM
154	Trust the police	8/19/2017 1:17 PM
155	Take advantage of community meetings, dept. programs - citizens police academy etc	8/19/2017 11:57 AM
156	Education of members of the community on policing as well as the limitations of the police.	8/19/2017 10:26 AM
157	The community members needs to speak out against the violence in their neighborhoods. Not only the quality of life issues.	8/19/2017 12:36 AM
158	Attend community meetings. Attend the Citizen's Police Academy. Take an active role in problem solving with the police.	8/18/2017 10:43 PM
159	Cooperate with police. Be truthful with the police, then we can make arrests.	8/18/2017 10:36 PM
160	I feel relations are good. Nation wide we protesting of some sort. Police are in the middle of it because we must keep the peace on both sides. When we aren't there to keep peace...Charlottesville	8/18/2017 9:23 PM
161	Don't blame police for the problems. Assist in addressing the problems and issues. Realize you play a part in bettering your community	8/18/2017 5:56 PM
162	1. Community members work together to determine strategies on how to help each other! 2. Focus on some adult education. No matter how great teachers and curriculum are, parents/guardians are responsible for reinforcement. And children in our high crime areas are suffering from PTSD, and nobody is teaching them how to deal with trauma, handle their improvised conditions, and emotional turmoil. Yes resources are available, but maybe Cincinnati needs to take a second look about how those resources are deployed. 3. Hold politicians and organizations accountable (i.e. The Poverty Task Force - it would be beneficial to work more closely with members of underserved communities when creating programs designed to help them. It should be an employment opportunity.	8/18/2017 4:17 PM
163	Stop teaching their children to hate and fear the police.	8/18/2017 2:35 PM
164	Education, I think some time on the Shoot/Don't Shoot Simulator at the Academy would be a great start. I think the News groups should be invited to do them and let them all do articles on the decision making process.	8/18/2017 2:31 PM
165	Don't rush to judgment.	8/18/2017 2:17 PM
166	Become involved	8/18/2017 12:49 PM
167	Get jobs.	8/18/2017 12:37 PM
168	There is no way in which the department can engage community members to improve community-police relations when the community does not value the relationship between the two.	8/18/2017 12:14 PM
169	Take advantage of Citizen Police Academies.	8/18/2017 12:02 PM

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170	They want to tell us how to do our job but do not want to take the time to understand our job. We are always the bad guy to them. When we need their help, all of a sudden nobody saw anything?	8/18/2017 10:55 AM
171	Provide information to police about crimes.	8/18/2017 10:55 AM
172	Become more involved	8/18/2017 10:45 AM
173	Continue to speak favorably of police; share positive stories about police officers to their friends; pray	8/18/2017 10:39 AM
174	Ensuring cooperation with the needs of our department in its mission, with the trust that our mission will align with their needs in law enforcement.	8/18/2017 10:23 AM
175	Work toward understanding that criminal enterprise and violence in the community must be reported and condemned. Far too often it is viewed as normal, or justified as part of street life.	8/18/2017 10:06 AM
176	have a better understanding of police limitations	8/18/2017 9:45 AM
177	I believe we are at a point where community police relations locally are about as good as they will get, considered the current climate in the country.	8/18/2017 9:39 AM
178	need a clear leader	8/18/2017 9:22 AM
179	Those involved will be involved, those not - won't	8/18/2017 9:15 AM
180	More buy in from the community. Stop thinking police can do everything.	8/18/2017 8:54 AM
181	The community must be taught that we are not their enemy in spite of what they see on social media and television. Parents need to teach their children that we here to help them, not hurt them. The community must understand that bad behavior is not acceptable at anytime. They must learn how to communicate and present themselves respectable even if they are not happy to see us.	8/18/2017 8:17 AM
182	Get a better understanding of how our job works. In many neighborhoods I feel most people just don't care. Only a handful of people actually care about working with the police to solve problems in their neighborhood.	8/18/2017 8:17 AM
183	Take charge of their immediate households. The teachers and the police were never intended to raise your children.	8/18/2017 8:16 AM
184	Work on improving their communities by teaching values such as getting a high school diploma, family values, respect and taking pride in themselves and where they live.	8/18/2017 7:54 AM
185	1st -- get new community members 2nd -- start thinking for ourselves and applying common sense to all areas of our lives	8/18/2017 7:44 AM
186	Attend meetings with the CPD and work together.	8/18/2017 6:37 AM
187	I feel that members of the community should try to take the time to get to know the officers working in their area. Also not have the perception that all police are bad.	8/18/2017 6:25 AM
188	Loud visual showing of support. The police are still targets of frequent bashing (people shouting "fuck the police" and such). This behavior is common and is not rebuked more forcefully by community leaders.	8/18/2017 6:09 AM
189	Turn off the television and internet.	8/18/2017 5:47 AM
190	too long	8/18/2017 5:00 AM
191	Most community members have limited contact with police and are normally extremely supportive. Unfortunately, for most the only thing they know about the agency is what they read or see in the news. Biased and slanted reporting, as well as politicians speaking out against police before facts are investigated, negatively influence the community's opinion of this agency. This is a long standing issue. The last point on this topic is the public should realize the police are not a panacea for every ill facing society. We are expected to be all things to all people and this is simply impossible.	8/18/2017 2:00 AM
192	Not always making every situation about race.	8/18/2017 12:07 AM
193	Understand that while the police are partners with the communities that we serve, sometimes our job is ugly and that at times we need to use what may be perceived as violence in order to do our jobs safely and effectively.	8/17/2017 11:23 PM

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194	Stop acting like every problem they have is the fault of the Police or is the responsibility of the Government to fix. Take responsibility for your own damn life!	8/17/2017 9:38 PM
195	Be apart of the solution and be open to suggestions from law enforcement to keep their community safe.	8/17/2017 7:57 PM
196	Be more public with their support of the police. Do not move to immediately condemn officers before all facts are in. Recognize the Department does a fair and impartial investigation of its own.	8/17/2017 7:14 PM
197	Stop judging every officer for the misdeeds of others, especially from out of this area. Stop jumping on "bandwagon" of the mindset that officers get special treatment during investigations. Learn as much as possible about what officers deal with daily and why we do what we do.	8/17/2017 5:36 PM
198	The community members of District Four seem to have a fear with talking to police by others in the community (retaliation).. OR community members have a strong dislike toward law enforcement. Hard to help those who DO NOT want your help.	8/17/2017 5:09 PM
199	To better understand a Police Officers role.	8/17/2017 4:53 PM
200	HELP US WITH SHOOTINGS AND SPEAKING UP AND OUT AGAINST THE VIOLENCE AND HAVING TRUST WITH CPD IN US DOING THE JOB, RESPECT~ BOTH WAYS	8/17/2017 4:14 PM
201	Try to understand police officers are not TV Cops. We are ordinary people doing an extraordinary and difficult job	8/17/2017 3:38 PM
202	Attending meetings with police to work on ways to better improve communication	8/17/2017 3:35 PM
203	Take part in citizen police academies and other programs designed to provide an understanding of why officers are responding in the manner in which they do.	8/17/2017 3:22 PM
204	Stop blaming the police for everything.	8/17/2017 3:11 PM
205	Cooperate with criminal investigations including providing accurate statements. Be amicable in police-citizen interactions Stop harboring suspects or wanted individuals.	8/17/2017 3:04 PM
206	Ownership is a buzz word. Community members need to pressure each other to exercise guardianship over their neighborhoods. Be outside, confront unacceptable behavior (like littering and loud noise) at the minimum. They don't have to confront drug dealers but they have to establish guardianship of spaces.	8/17/2017 2:58 PM
207	Cease blaming the police for their problems.	8/17/2017 2:53 PM
208	Attend Citizens Police Academy and /or go on a ride along to see and understand what officers encounter on a daily basis.	8/17/2017 2:52 PM
209	Speak up louder for us against those who are against us.	8/17/2017 2:49 PM
210	Ride-alongs, citizens police academy, going to neighborhood meetings and simply not being afraid to help the police help them.	8/17/2017 2:36 PM
211	get involved in neighborhoods. Quit standing and complaining and help the police and city make improvements. More activists ought to go citizens police academy or do ride along to see and hear what we do.	8/17/2017 2:34 PM
212	communication and collaboration are crucial	8/17/2017 2:24 PM
213	Take measures to agree to what the problems are and create a culture where more members get involved.	8/17/2017 2:19 PM
214	talking to the police and reporting suspicions	8/17/2017 2:17 PM
215	To understand that we come to work to enhance, ensure and protect quality of life.	8/17/2017 2:09 PM
216	Be more visibly supportive of police and more engaged in the partnerships.	8/17/2017 2:00 PM
217	Communities need to use the voice afforded them to insure that their concerns are addressed.	8/17/2017 1:59 PM
218	owning up to problems that only the community can fix. the police are a tool, it takes the community to work out there own problems.	8/17/2017 1:58 PM
219	Stop expecting the police to be the ultimate entity responsible for solving all their problems. While police accept and embrace wearing different hats, we cannot be the only party willing to do something to make communities better. At some point, members of the community have to do their part. Moreover, I believe the community needs to accept the fact that they don't NEED to know everything we do and how we do it. They don't always have the right to know all.	8/17/2017 1:57 PM

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220	teach their family and children to respect all authority figures.	8/17/2017 1:49 PM
221	Wait for and listen to facts, not fabrications and outright lies. The most blatant example is "hands up don't shoot." The majority of (not all) negative perceptions of police are based on inaccuracies, not actual events.	8/17/2017 1:38 PM
222	More support in everyday issues not just the hot news story of the day, little actions speak volumes	8/17/2017 1:38 PM
223	hire more police	8/17/2017 1:37 PM
224	N/A	8/17/2017 1:24 PM
225	Be engaged to learn about the community members that are violent offenders and realize that police may not be the only source of concern.	8/17/2017 1:18 PM
226	None. Cincinnati is a boiling pot waiting to blow	8/17/2017 1:15 PM
227	Open honest dialogue. Do not be overly sensitive to conversation. Respect the position of others. Accept that accountability is not always on the police when things do not go well.	8/17/2017 12:28 PM
228	More Officers on the street...in district three we have too many radio runs which keep officers from making community policing more consistent throughout each shift	8/17/2017 12:19 PM
229	get more involved in cooperative problem-solving efforts	8/17/2017 12:10 PM
230	Solve their own social problems. Let us solve the criminal problems	8/17/2017 11:57 AM
231	Collective efficacy - although I do not know how to cultivate it.	8/17/2017 11:55 AM
232	become passionately involved in police-community collaborative projects.	8/17/2017 11:54 AM
233	Being proactive, getting churches and parents/guardians more involved.	8/17/2017 11:39 AM
234	Participate in rides with officers, the citizen's police academy, or training simulators which provide insight to situations officers may encounter in reality.	8/17/2017 11:36 AM
235	Not stating there are constant problems and combined with positive media	8/17/2017 11:35 AM
236	Be more understanding of the difficulties that police officers encounter during a normal workday, and realize that we too are human.	8/17/2017 11:25 AM
237	Have realistic expectations	8/17/2017 11:17 AM
238	More open communication and be willing to hear different points of view.	8/17/2017 11:16 AM
239	If they see something, say something.	8/17/2017 11:13 AM
240	Work with the police department on neighborhood issues and stop pointing fingers at law enforcement. We enforce laws we have not and do not create these laws.	8/17/2017 11:13 AM
241	Conversations. Understanding why we do what we do and understanding how that sometimes looks to other community members.	8/17/2017 11:10 AM
242	Appear in the media telling them about the good things that CPD does and not just the negative	8/17/2017 11:07 AM
243	Stop blaming the police for every problem that is caused by broken families and unsupervised kids and young adults.	8/17/2017 11:05 AM
244	Better understanding of the Law	8/17/2017 11:04 AM
245	1. Take responsibility for your own neighborhoods 2. Assist the police in investigations, and seeing it all the through to the court systems	8/17/2017 11:04 AM
246	Ride-a-longs, community meetings, coming to police sponsored events.	8/17/2017 11:02 AM
247	Be more supportive of the police	8/17/2017 10:42 AM
248	This is not a simple answer. There are community members who live, breathe and excel in police relationships. Equally, there are members that publically support the efforts, but privately undermine it. Some even are only engaged for financial reasons.	8/17/2017 9:59 AM

Q12 What steps do you think you could take to improve public safety and community-police relations? What tools do you need to achieve these steps?

Answered: 216 Skipped: 94

#	RESPONSES	DATE
1	becoming more involved in the community by engaging members at community meetings, community events and just talking to people when no crimes have been committed.	9/5/2017 10:08 AM
2	Removing dangerous people from the streets where they commit dangerous acts. If fewer violent offenders are present to commit violent acts, then the community will improve as well as relations. The tools are already in place to achieve this, we just need to be allowed to utilize them. If police resources are consistently stretched thin, and hampered by limiting factors it makes it more difficult to proceed with enforcing laws.	9/4/2017 5:52 PM
3	Continue to do what we do each and every day on each radio run or interaction we have with people; treat them with dignity and respect and deliver impartial police service.	9/4/2017 11:05 AM
4	CAN ALWAYS IMPROVE ON THE PROCESS, F.I.R. CARDS ARE GOD BUT HAVE BECOME A BURDEN SO OFFICERS FILL OUT MINIMUM REQUIREMENTS WITHOUT MUCH THOUGHT TO FUTURE INTELIGENCE IT CAN PROVIDE.	9/4/2017 7:07 AM
5	None, we are involved in the communities and provide great service to all of our neighborhoods.	9/3/2017 7:19 PM
6	"see above answer"	9/2/2017 3:31 AM
7	Engage with people on the street to build trust.	9/1/2017 8:09 AM
8	more time to designate to community relations- meaning more cops, less runs, designating required "walking" time.	8/31/2017 2:15 PM
9	HELP TO HAVE THE COMMUNITY POLICE ITSELF	8/31/2017 12:53 PM
10	I need the administrative handcuff removed from my arm. I need city hall to back the police and trust the people they entrusted with guns to go out and clean this city up. I need to know that if I expend the effort to chase a recidivist candy thief from Joe's Corner Store that I won't see the Butterfinger Bandit for the six months prescribed by the ORC...	8/31/2017 11:44 AM
11	I personally always try to keep all encounters with the members of the community personable and professional.	8/31/2017 9:37 AM
12	ABOVE ANSWER	8/31/2017 7:05 AM
13	More police officers	8/30/2017 5:49 PM
14	just to make sure that we are current with technology in order to perform our jobs.	8/30/2017 4:32 PM
15	police and community members knowing they can communicate with one another. town hall meetings and other scheduled meetings to talking about concerns.	8/30/2017 2:39 PM
16	More public service announcements; what to do when stopped by the police, bicycle safety laws, traffic laws, etc.	8/30/2017 1:53 PM
17	I could more effectively gathering and use information from my community. I need time	8/30/2017 9:29 AM
18	I strongly believe that the way officers carry themselves on the street is reflected in how much the community respects/assists them. The main thing is to always show community members respect and empathy, no matter who you're dealing with. If all officers did that on a regular basis, community-police relations would improve. No tools required, just an open and caring mindset.	8/30/2017 9:24 AM
19	Say hi to the citizens as I'm driving by. Engage them when there is no problem by having a conversation.	8/30/2017 8:09 AM
20	MORE OFFICERS ON PATROL	8/29/2017 6:40 PM
21	Time	8/29/2017 4:19 PM

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22	continue to be in the neighborhood and talk to the community, be available for questions and try to address their concerns	8/29/2017 3:57 PM
23	More civilian police academy classes. They need to see what really goes on.	8/29/2017 11:00 AM
24	COMMUNICATION	8/29/2017 8:31 AM
25	Smaller beats, officers held accountable, and supervisors to know their officers and have better relationships with them and be held accountable also. Focus on quality not speed.	8/29/2017 7:09 AM
26	I make this job appealing to people in the community. I also establish trust and respect.	8/29/2017 12:53 AM
27	This entire department needs to be restructured, from the top to the bottom.	8/28/2017 9:39 PM
28	More interaction in known areas where complaints are coming from	8/28/2017 9:31 PM
29	NIBIN	8/28/2017 12:52 PM
30	stronger drug enforcement as it is the root to most crime.	8/28/2017 11:15 AM
31	have more cameras In the problem areas	8/28/2017 11:05 AM
32	Be even more visible in the community, CPD sponsor some community events.	8/28/2017 10:57 AM
33	I was a Neighborhood Liaison Officer for the majority of my career, and practiced crime prevention and community relations on a daily basis. My current assignment allows me to have positive engagement with the public, and numerous groups and organizations, in planning and implementing events.	8/28/2017 9:20 AM
34	Many steps are in place and partnerships. Funds is the main tools	8/28/2017 8:08 AM
35	I'D PUT MORE PO'S ON THE STREET, THAT ACTUALLY WORK IN PATROL.	8/28/2017 12:48 AM
36	Let Cops do their job. Let us target the criminals and arrest them.	8/27/2017 10:59 PM
37	Keep listening and talking. Keeping my options open.	8/27/2017 9:36 PM
38	I think just improving communication with the community, will start to build trust and will improve public safety and community relations.	8/27/2017 10:15 AM
39	bring back programs in the schools that focus on the drug and violence issues of the community	8/26/2017 10:46 AM
40	I am able to connect - people to officers who could assist in the area of their issue; and vice versa - I would be able to guide officers to individuals or businesses that can assist in growth/knowledge.	8/25/2017 9:25 PM
41	Getting out on foot and interacting with the community.	8/25/2017 6:49 PM
42	Nothing The community will listen to what they want to no matter what is shown or taught to them.	8/25/2017 2:16 PM
43	more direct community relations	8/25/2017 1:41 PM
44	Engage in and proactively hold up their end instead of asking the police to solve all their problems. Have realistic expectations	8/25/2017 1:01 PM
45	Have the school resource officers do a program for students every year on what to do when stopped by the police. This shouldn't be a one time class the students should receive it from grades 1-12.	8/25/2017 11:37 AM
46	Proper amount of time, focus, and resources	8/25/2017 11:17 AM
47	There are no ways for officers to enforce speed violations. I know crashes are an issue along Reading Rd in Dist 4. I think less crashes would occur if there were 2-3 cruiser with radars in them for officers to take out on shifts. Cars are always speeding past Officers but no way to pace or develop PC for high speeds.	8/25/2017 11:09 AM
48	I could talk to more citizens outside of calls for service.	8/25/2017 10:59 AM

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49	Look, this survey is just indicative of the problem. What we need to understand is that the community and general public opinion now days is that the police should be more "personal" with people, meaning, show the community that we are humans too and that we have a human, empathetic side, which we all do. BUT...WE ARE NOT SOCIAL WORKERS, and that's what everyone wants. We run basketball leagues (which the recreation department and schools should be doing), we run kids camps (which parents and community and church groups should be doing), we take kids shopping (which their parents should be doing), we try so hard to be "accepted" by the community. And all that has happened over the last 14 years is that now the community feels empowered to talk back, yell at, complain on, hell even shoot at police officers if their feeling have been even the slightest bit hurt. Police are not and SHOULD NOT be social workers. Not our job. Law Enforcement is our job. I know it entails so much more nowadays but maybe all these other hats we now where are the reason crime is where it is. A social worker goes to school to learn that profession for on average 6 years (B.A. plus an M.A). Police officers get 6 months of training and most of that is focused on self defense and safety. The cure for 99% of these problems is not a police issue, it is a poverty issue. Eliminate poverty (i.e. the welfare state) and crime will decrease tremendously.	8/25/2017 10:55 AM
50	honest dialogue and an open mind	8/25/2017 10:54 AM
51	willing members of the community	8/25/2017 10:12 AM
52	Not sure	8/25/2017 9:06 AM
53	I could keep up with community issues better than I do now.	8/25/2017 8:32 AM
54	The city administration support the police officer and not restrict officers by some of the procedures we have that keep police from performing their duties. I seen officers get in trouble for searching practices but the courts on the same case uphold the search. For one example	8/25/2017 8:00 AM
55	Attend community meetings and walk within neighborhoods to get to know the members.	8/25/2017 7:59 AM
56	N/a	8/25/2017 7:17 AM
57	I have no idea	8/25/2017 6:34 AM
58	our backs are always against the wall because of politicians and the media, with that being said, police officers still go out, confront evil and put themselves in harms way. It's time for managers to get the message out about their people, we care.	8/25/2017 5:57 AM
59	More patrol officers are needed and less specialized units that only deplete the man power of much needed patrol support. Proper police equipment. Competent bosses. God fearing people who are not afraid to take a stand and political correctness needs to go bye bye. Men and women need to act like men and women instead of little children. Personal responsibility and accountability need to be at the core of all sides of this issue. Only when that happens will this country begin to heal. The public also needs to be told that the news media got it wrong, its not our right to know everything that happens in this world and evidence is kept confidential as to allow for fair trials. mistrials will continue to happen as long as the media continues to distort and exploit.	8/25/2017 3:10 AM
60	To be able to speak "candidly" and honestly about what we as officers see wrong with how the community polices itself in a sense.	8/24/2017 9:55 PM
61	The Cincinnati Police Department goes above and beyond already in these areas. Manpower has been overly committed to make sure every possible group has an officer "liason". At some point the community has to decide whether they would like to come to the table.	8/24/2017 8:22 PM
62	See above. The media needs to be told of the good we do. And if Not the media, We have a social media department that has to put this information out. We have capable members that can do this social media thing.	8/24/2017 5:15 PM
63	Getting to know my area better as well as the people.	8/24/2017 5:00 PM
64	I believe often times if we took the time (when there is time) to explain what we are doing and why we are dong it will go a long way. People just want to be heard and the situation explained.	8/24/2017 4:40 PM
65	Emphasis on CIRV.	8/24/2017 4:13 PM
66	More education involved with citizens about police tactics and what our role in society is.	8/24/2017 4:03 PM
67	Yes	8/24/2017 3:40 PM
68	Better followup with other City departments and Units in CPD	8/24/2017 3:39 PM
69	Being out and visible to the public. Not as "the man", but as a member of the community.	8/24/2017 3:24 PM

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70	Better representation from the community about the entirety of the issues, not just the one side the media chooses to display.	8/24/2017 3:19 PM
71	Continue to operate in a professional courteous manner. Show strength when necessary and restraint when not. Our training is exceptional and continuous, there is no better tool.	8/24/2017 3:07 PM
72	Improving rapport with community members	8/24/2017 3:06 PM
73	Agreeing to understand each other even when you don't agree	8/24/2017 3:03 PM
74	More walking patrols, police engagement with community members. Unfortunately, there aren't enough officers on this department to afford more walking patrols. We are already stretched thin.	8/24/2017 3:00 PM
75	I don't know.	8/24/2017 3:00 PM
76	my assignment does not involve direct contact with the community	8/24/2017 2:53 PM
77	No steps.....public safety and relations done every day as i try to perform to the best of my ability and treat people fair and in kind ways. Most important tool is manpower to better serve the communities for service calls.	8/24/2017 2:52 PM
78	proactive policing support	8/24/2017 2:51 PM
79	Expand technologies to identify violent offenders and aid in target selection of investigative efforts	8/24/2017 2:51 PM
80	Until the political atmosphere stops deamonizing law enforcement it is a difficult task.	8/24/2017 2:49 PM
81	More transparency, better communications, more attention to the positive police actions	8/24/2017 2:43 PM
82	TALK TO THE KIDS MORE	8/24/2017 10:57 AM
83	More transparency about the successes AND the failed attempts at problem solving. The idea of constantly trying new things, even when it doesn't work, will prevent stagnation.	8/24/2017 10:13 AM
84	Your actions represent your character and the character of others who wear the uniform. Each public interaction becomes and opportunity for a positive experience.	8/24/2017 1:38 AM
85	To regain a positive outlook about being the police. Leaders that can relate and understand the meaning of community-police relations.	8/23/2017 3:37 PM
86	I try to treat everyone with respect and listen to what they have to say. These are just basic tools that we all have.	8/23/2017 3:13 PM
87	I believe patrol officers should have more input, and be welcomed or invited to more COP team and community meetings.	8/23/2017 3:10 PM
88	Continue to make strides in building the bridge of communication between the Police and the Community.	8/23/2017 3:03 PM
89	It's about the relationships and trust that you form, getting involved, getting out of your car sometime, and taking time out to relate to people	8/23/2017 2:06 PM
90	Utilizing social Media and other networks to promote safety information keeping the public informed of the latest crime trend and how to prevent it.	8/23/2017 11:46 AM
91	Take ownership in the community and do what is expected of me. The main tool I need is the support from the supervisors and command staff along with specific direction. Accountability by all.	8/23/2017 10:10 AM
92	Finding ways to help the community trust the Police have faith in the Justice System are the most important to me. Money and programs for victims of violence, safe places for them to go, basic necessities and people other than Police Officers for them to talk to (social workers that work with the Police), to help reinforce that we are here to help, and we can help.	8/23/2017 6:42 AM
93	I need everyone to be of the mindset, objective, not subjective	8/23/2017 6:34 AM
94	If public safety and community police relations are going to improve CPD will need to put a sincere effort together. The tools amd resources needed are officers that understand what it is to be a PUBLIC SERVANT and to WORK FOR THE PEOPLE.	8/22/2017 9:40 PM
95	CPD does a good job with public safety and community-police relations.	8/22/2017 7:37 PM
96	Engage more individuals and businesses. Time is the tool we need most of. Unfortunately between staffing level challenges and calls for service, time is a precious commodity	8/22/2017 7:12 PM
97	Get more involved with the community I work in. Get to know the people personally.	8/22/2017 4:59 PM

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98	I feel the biggest detriment to community-police relations is the constant barrage of negative, one-sided biased media coverage.	8/22/2017 3:53 PM
99	willingness to open communication with others within and outside of the police department	8/22/2017 2:24 PM
100	the entire department needs to buy into community problem solving policing so that projects and changes can be more effective and last longer. so more peer and leadership support	8/22/2017 1:37 PM
101	COMMUNITY LEADERS COULD HELP WITH A POSITIVE MESSAGE	8/22/2017 1:14 PM
102	arrest criminals, remind the community why we arrest criminals. A place to put the criminals	8/22/2017 1:07 PM
103	no opinion	8/22/2017 11:13 AM
104	I think we need to be able to explain how investigations and community involvement go hand in hand. We need to be able to make the community understand their participation is paramount in cleaning up their neighborhoods.	8/22/2017 7:59 AM
105	I go to investigations and hear about drug dealing or other problems. People complain they call about the issue, they claim they offer to assist but nothing is done, then something major occurs and CPD is behind the curve. I said it recently we just aren't responding and policing right but I don't know the answer because I feel like CPD is stretched thin	8/22/2017 7:48 AM
106	COME INTO EVERY SITUATION WITH AN OPEN MIND AND A LISTENING EAR.	8/22/2017 12:29 AM
107	THE BEST TOOLS ARE THE GROUND LEVEL INTERACTIONS WITH PEOPLE. IF ENFORCEMENT IS NEEDED, THEN ENFORCEMENT SHOULD BE TAKEN THE DEPARTMENT SHOULD STAND BEHIND THEIR OFFICERS.	8/21/2017 9:42 PM
108	Community and city "leaders" need to spend 10 hours a month in our shoes before they decide on changes.	8/21/2017 8:54 PM
109	Relief Commanders should also attend neighborhood community meetings to build relationships with the communities we police.	8/21/2017 7:38 PM
110	More officers on the street.	8/21/2017 4:45 PM
111	Keep Criminals lock up.	8/21/2017 4:09 PM
112	I believe that if there were enough police officers to saturate a high risk crime area, that would deter crime. In my experience, I believe high police visibly is a great tool.	8/21/2017 3:10 PM
113	Relationships are always improved (for understanding) when people get to know each other. Open dialogue is a very good tool. Maybe having periodic community forums with select Officers and Community members could increase the understanding of one another.	8/21/2017 2:49 PM
114	Assist communities in building competent leadership.	8/21/2017 2:30 PM
115	The public needs to realize that we can not solve every problem in their lives. People in the community get mad at the police because they call us for situations that we legally can not handle or are not equipped to handle.	8/21/2017 2:13 PM
116	Time	8/21/2017 1:46 PM
117	start making community members responsible for their actions and their community. Community and administrative support	8/21/2017 1:03 PM
118	Be more approachable. The most important tool is the ability to communicate.	8/21/2017 12:58 PM
119	Additional manpower on all shifts.	8/21/2017 12:07 PM
120	Recognizing issues on both sides and finding a solution. Active participation from the community.	8/21/2017 11:48 AM
121	Be more understanding of the community we serve. Build relationships with our community not just crime fighting in other words be proactive instead of reactive.	8/21/2017 11:47 AM
122	Unsure	8/21/2017 11:16 AM
123	Really nothing we can do until the community wants to invest with the police department to make the community safer. The notion of no snitching is making our job harder because we can't locate suspects.	8/21/2017 9:54 AM
124	Action by several city departments, junk cars, litter, street cleaners, a few Drones could help too!	8/21/2017 9:33 AM

Collaborative Agreement and Community Problem Oriented Policing - Officers Survey

125	Continue to access the children at a younger age. All city council members should be required to ride with officers so that they aren't making decisions without actually understanding our role.	8/21/2017 8:54 AM
126	Improve government, police, and community communication. You are assuming that the relations are not good. I see good work being done by all.	8/21/2017 8:39 AM
127	I am largely out of the loop.	8/21/2017 7:04 AM
128	That any officer of ANY rank be allowed to voice his/her opinions/concerns to CINCINNATI City counsel. Sometimes improvements may/or may not make it up the chain of command. And it also gives the community, which the counsel represents the chance to hear concerns/improvements that any officer may have.	8/21/2017 5:36 AM
129	keeping officers in a single district and keeping those officers in specific beats to improve familiarity of both officer and public	8/21/2017 12:20 AM
130	The tools that needed to improve public safety and community-police relations are consistent leadership in the community and both sides spreading the same message.	8/20/2017 2:58 PM
131	More officers on the relief to handle more runs called in by the public.	8/20/2017 2:31 PM
132	support from command staff in being pro active , more officer's on the street to be able to safely make that happen	8/20/2017 1:13 PM
133	I strongly believe in the concept thus I am committed to it.	8/20/2017 12:26 PM
134	need more police on the streets instead of 9-5 m-f jobs never on the street....no backup- not safe to do self initiated activities due to training. .officers detailed to events instead of having a detail. for event..ex bengals games	8/20/2017 8:45 AM
135	Stop the NO Snitch and help officers solve the crime problems	8/19/2017 1:17 PM
136	More police officers on the street to handle radio runs and free up officers to address community issues	8/19/2017 11:57 AM
137	By treating each person we come into contact with respectfully we all can improve community police relations. Community outreach and education opportunities need to be afforded to all officers who are willing to participate.	8/19/2017 10:26 AM
138	Beat officers need to be able to attend community meetings so they can hear what the community is voicing. Then the beat officers can give their input on the issues they face on a daily basis. The tools needed for this to occur is that the beat officers are able to flex their schedule if no overtime payment is allotted. Neighborhood officers need to flex their schedules so they can witness what some of the issues are also.	8/19/2017 12:36 AM
139	Monitor police operations in the evening hours and bring any issues identified to my bureau commander or the corresponding district commander (if I couldn't address it.)	8/18/2017 10:43 PM
140	Attend community meetings and also reach out to those who don't attend those meetings. Go house to house occasionally.	8/18/2017 10:36 PM
141	Continue the path we're on. The Dubose incident was and is a horrible event. I believe this is why we are asking these questions. I truly believe we must as a department continue to steady the course.	8/18/2017 9:23 PM
142	Be proactive and think outside the box in addressing problems. Realize the community input is valuable.	8/18/2017 5:56 PM
143	Overall, I want to focus on improving the health and wellness of our officers so they can be better equipped to serve the community. The ability to partner with non law enforcement to determine how best practices in other business areas can assist with that goal. A full time position/unit devoted to improving organizational people and processes would be beneficial for our agency, and I know it is but a dream, but I'd love to do so. In the meantime, I take small feats and opportunities to improve my profession where I can.	8/18/2017 4:17 PM
144	I feel I have a good community-police relation using the tools I have.	8/18/2017 2:31 PM
145	I could use a block to overtime to work on cold cases.	8/18/2017 2:17 PM

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146	Until community members take an active role in solving problems in the neighborhoods, the police will continue to struggle to solve problems with regards to crime and community-police relations. Community members need to be stakeholders that value solving problems in their neighborhoods. The department and officers individually cannot force community members in our neighborhoods to be stakeholders or want to participate.	8/18/2017 12:14 PM
147	Use of procedural justice when interacting with the public. Simply by being compassionate and understanding we can be effective in making the public willing to contact the police.	8/18/2017 12:02 PM
148	If they would listen, we can tell them what we are doing and why.	8/18/2017 10:55 AM
149	Continued police communitiy partnership	8/18/2017 10:45 AM
150	Close the loop with community members who take the initiative to make complaints about problems in their neighborhoods.	8/18/2017 10:39 AM
151	N/A	8/18/2017 10:30 AM
152	Continue to carry out the department mission in a way that demonstrates to our community that we are worthy of their trust and support. Our department is already equip with the tools and resources to do this.	8/18/2017 10:23 AM
153	Police community relations locally have always been good, compared to other cities of our size. Public Safety can always be improved with the addition of technology, manpower, and jail space.	8/18/2017 9:39 AM
154	continue to use my own judgment just equal support from my department and community	8/18/2017 9:22 AM
155	Nothing - act as I do, not as I say	8/18/2017 9:15 AM
156	You need supervision that truly believes in forming good relationships with the public.	8/18/2017 8:54 AM
157	I would love to have time to actually get out of my car and shake hands and get to know people in my neighborhood, but until our complement is increased and we get more officers out here the opportunity is just not there due to the frequency in calls we have to answer	8/18/2017 8:54 AM
158	Community Policing should constantly be taught and enforced within the department because we can become very complacent in our position and forget that we are all community police officers. We should be involved in community projects interacting with the community and put DARE back into the schools. DARE has allowed young children to develop a personal relationship with student that carry into their adult life. City Officials must find ways to fund projects that improve police and community relations.	8/18/2017 8:17 AM
159	There has to be better communication within the police department on what the problems are within certain communities. Officers on the street have to have time to address the problems instead of taking one radio run after another. More officers on the street instead of developing more specialized assignments.	8/18/2017 8:17 AM
160	Prioritize the problems and hit them with zero tolerance. Gentle corrections can be made as 'follow on' as fine tuning. We need support from the courts.	8/18/2017 8:16 AM
161	Officers should concentrate more on police issues and less on community issues. These are important issues but should not be a police departments main focus.	8/18/2017 7:54 AM
162	if we all thought of ourselves as family and friends, instead of this suspect and that person.	8/18/2017 7:44 AM
163	More open houses at police stations and more open forms to listen to issues from the community. At those forms police can educate citizens on how to interact with the police during contact.	8/18/2017 6:25 AM
164	I consider myself an ambassador for the City and try very hard to leave a positive image of police and City govt. There is always something else we can do to improve relations. We have some very lazy and very jaded POs on the job, which hurts us all. It would be helpful if it wasn't so hard to transfer these people. I know it's trading "problem children" for other problem children - but some are very comfortable do nothing and are "dug in" potentially corrupting new officers.	8/18/2017 6:09 AM
165	Field Officers are the best resource but used only for radio runs.	8/18/2017 5:00 AM

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166	The bigger question is what can the department do. We need to take greater steps at personalizing our department and "humanizing" our officers. The department has been taking steps to create PSA's about our officers and that is a good step. For years, I have suggested positive media releases from PIO concerning our officers but that rarely happens. We have officers who coach sports, mentor students, run programs for the needy, etc... We should push these stories out to the public to show we are not an Army of Occupation rather an integral part of the community. On the outside looking in, it appears PIO only gets involved when there is a major incident or some type of allegation of misconduct. We should promote our people more to the public.	8/18/2017 2:00 AM
167	Listen more. Tools are there.	8/18/2017 12:07 AM
168	More personnel resources on patrol shifts to allow for more proactive activity. This, when done properly (by use of good discretion) will show that we are actively working to identify those people who wish to do wrong in our communities as well as increase traffic safety, by addressing reckless drivers.	8/17/2017 11:23 PM
169	Speaking in terms of my current assignment, I feel that sexual education, drug/alcohol education and proper parenting classes are offered through outside agencies which helps me improve community relations.	8/17/2017 7:57 PM
170	I think the tools and steps are in place now. The relationship of the Department with the Community has steadily improved since 2003. More time is needed for it to continue to get better. How we evaluate police performance has to become more uniform throughout the Department. Quality service to the public needs to be emphasized instead of the old ways of producing 'numbers.'	8/17/2017 7:14 PM
171	Radios that WORK!!! More support from CPD Command Staff, City Council, the Mayor, and City Manager when incidents involving officers occur and stop rushing to judgment, especially in the media! Case in point, questioning actions of Sgt. Shannon Heine after the last Tensing Trial. KEEP YOUR MOUTH SHUT OR SAY "NO COMMENT" TO THE MEDIA UNTIL THERE IS PROOF BEYOND REASONABLE DOUBT THAT THE EMPLOYEE ACTUALLY DID SOMETHING WRONG.	8/17/2017 5:36 PM
172	Not sure	8/17/2017 4:53 PM
173	NEED MORE OFFICERS!!!! BOTTOM LINE TODAY'S SOCIETY HAD BECOME VIOLENT AND OUT OF CONTROL, IT NEEDS TO BE STOPPED. THERE NEEDS TO BE TRUST... BUT BOTTOM LINE, WE JUST NEED MORE OFFICERS.....	8/17/2017 4:14 PM
174	More police officers on the street.	8/17/2017 3:38 PM
175	I believe the tools are set it's just a matter of implementation	8/17/2017 3:35 PM
176	Have positive contacts with the community.	8/17/2017 3:22 PM
177	I would like to be more vocal on what dictates my police actions. Obviously, the law enforcement community understands that police actions are dictated by law. Unfortunately, portions of the community believe that our actions are arbitrary. By attending community forums, possibly in conjunction with the City Solicitor, community members could have a better understanding of WHY we do things.	8/17/2017 3:04 PM
178	It's very hard to hate your friends. We must break down the Us vs Them mentality. Communities should get to know more than their NLU officers. All patrol officers should go to neighborhood meetings regularly and be approachable there and between meetings.	8/17/2017 2:58 PM
179	We need leadership that is not afraid to support officers' decisions.	8/17/2017 2:53 PM
180	Not sure	8/17/2017 2:52 PM
181	More beds for MHRT patients. Tools??? Money....a bigger jail.	8/17/2017 2:49 PM
182	My assignment is not with the public on a daily basis.	8/17/2017 2:36 PM
183	More officers or more money for OT. Streamline some of the unit. PIVOT should be a job of the neighborhood liason officers. We are getting so "specialized" that we are getting spread too thin to do actually police work and beat officers getting to know the community.	8/17/2017 2:34 PM
184	more dialogue	8/17/2017 2:26 PM
185	The Cincinnati Department needs to continue to improve its technology platform	8/17/2017 2:24 PM

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186	Convince officers to better understand what their role is with community relations and motivate them to accomplish their roles.	8/17/2017 2:19 PM
187	talk to citizens and engage them in situations that are not related to runs	8/17/2017 2:17 PM
188	I believe the Police department is doing a great job.	8/17/2017 2:09 PM
189	More acquisition and sharing of information. Would need more/updated equipment and additional personnel to achieve this goal.	8/17/2017 2:00 PM
190	Continue to attend community meetings in order to hear from those affected by my strategies.	8/17/2017 1:59 PM
191	communication is the key to good police community relations. Respect and understanding go a long way. A lot of the time we as police baby the public and are afraid to tell them no. Time is the greatest tool.	8/17/2017 1:58 PM
192	I'm not in a patrol/field position, so I couldn't say.	8/17/2017 1:57 PM
193	we need more police officers or branches of law enforcement personnel to complete all the community need and safety concerns. we are drowning in the current situation.	8/17/2017 1:49 PM
194	time to actually speak to the public instead of chasing a radio	8/17/2017 1:37 PM
195	N/A	8/17/2017 1:24 PM
196	No tools needed...education about resources and how government agencies may be able to assist with problem resolution	8/17/2017 1:18 PM
197	Need more cops in uniform on the street. No more preferred assignments	8/17/2017 1:15 PM
198	Same as above with the exception that when the officers make the mistake accept it, address it and work to improve on it. Which I honestly believe we as an organization do very well.	8/17/2017 12:28 PM
199	There is a lot that I do already but I guess more functions where police and community are together in a positive way and not negative....most interactions are police runs which tend to be negative reasons why police are there with community (not saying police are the negative but that the reason police are called are negative)	8/17/2017 12:19 PM
200	encourage community involvement in problem-solving efforts. allow open information/brainstorming sessions for stakeholders for specific problems.	8/17/2017 12:10 PM
201	Unsure I can answer without deeper consideration	8/17/2017 11:55 AM
202	Getting to know more of the community members.	8/17/2017 11:39 AM
203	Time to speak with the community so that each may understand the other perspective. Community participation in law enforcement activities is vital to being able to present an officer's perspective and being able to understand a citizen's perspective.	8/17/2017 11:36 AM
204	Being positive during public interactions. No tools needed.	8/17/2017 11:35 AM
205	More cops in patrol. Allow beat cops to get to know the people in their beat	8/17/2017 11:17 AM
206	We need to allow the officers/supervisors the time it takes to get to know the community and participate in meetings and events. Currently, Officers have limited time to do those things.	8/17/2017 11:16 AM
207	The tools are already in place. Uncooperative witnesses, no-snitch mentality and the lack of aggressive pro-active policing are just a few of the problems. The open-air drug market and violence is appalling in this city.	8/17/2017 11:13 AM
208	Police presence is no longer improving public safety. Officers actively enforcing laws from traffic to drug and weapons charges. We need to turn a deaf ear to the accusations of racism and stay professional and consistent with enforcement.	8/17/2017 11:13 AM
209	We have an incredible team of SRO's who could be engaging more with the youth on simple topics like "these are your rights, these are not", "this will make any officer consider you a threat", and so on	8/17/2017 11:10 AM
210	More officers on the street. Foot patrols in bad areas so we can get out and speak to the people we are there to help and develop that rapport.	8/17/2017 11:07 AM
211	Kindness goes a long way. Every person should be treated with dignity regardless of how they come in contact with the police.	8/17/2017 11:05 AM
212	All Good	8/17/2017 11:04 AM

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213	"Broken Windows"	8/17/2017 11:04 AM
214	Cleaning up the corners, storefronts, and getting with apartment owners to get camera and evict problem people. More officers and more cooperation from business owners/apartment owners.	8/17/2017 11:02 AM
215	N/A	8/17/2017 10:42 AM
216	Communication is still the key.....I believe the small Town Hall concept at the District Level with representation of support and investigation level commanders is successful....BUT the City not just the police must be responsive to the efforts and concerns otherwise it will be seen as typical lip service,	8/17/2017 9:59 AM

Q13 Do you believe police officers have implicit bias? If so, how should CPD address it?

Answered: 248 Skipped: 62

#	RESPONSES	DATE
1	I believe police are like everyone else and implicit bias exist. I also believe that with the constant training, procedures and supervision, police are less likely to act in a bias manner then the general public.	9/5/2017 10:08 AM
2	Every single person in the world is guilty of an implicit bias. It is not an item to possess. Everyone sees the world through their own eyes which necessarily forces them to behave uniquely in each situation, and treat others accordingly. It is part of the human condition. As far as addressing it, we need to understand that each of us as individuals is unique independent of race, religion, socioeconomic background, and sex. We are diverse, and becoming more diverse. We simply need to understand that there is always another way to view the world, and I believe that we are incredibly apt in this.	9/4/2017 5:52 PM
3	Everyone has implicit bias. I do not believe that implicit bias leads to discriminatory behavior.	9/4/2017 11:05 AM
4	NO	9/4/2017 7:07 AM
5	No, that is for the most part a ridiculous question.	9/3/2017 7:19 PM
6	yes. The race factor needs to be put to rest.	9/2/2017 3:31 AM
7	I believe some do. We are all human being and have developed our opinions and beliefs based on our own experiences. Its hard not to have some Bias, especially if its based on a negative experience.	9/1/2017 8:09 AM
8	yes. us v. them. we are always at "yellow" stage of awareness...thinking ppl are a danger to us (bad guy) upon contact. it is not a neg bias for this occupation, it is required.	8/31/2017 2:15 PM
9	NO. WE ARE PRETTY GOOD AT FERRETING OUT THE REAL TRUTH OF A SITUATION	8/31/2017 12:53 PM
10	I believe a certain degree of implicit bias is in everyone, but I don't know if it is something that can be "fixed" by a police department. It is up to the individual make a conscious decision to put their pride aside and carefully examine themselves day-in and day-out. Only a change of the heart can break down implicit bias. At most, CPD could encourage officers to immerse themselves in cultures different from their own.	8/31/2017 12:23 PM
11	We shouldn't have any at the point of hire. I don't think anybody can intelligently argue that some shred of bias won't form over the course of several years of interaction with the type of people police encounter every day. The shelf life of an active urban police officer is only so long...	8/31/2017 11:44 AM
12	Everyone has implicit bias. CPD has addressed this issue. Every officer has received cultural diversity training.	8/31/2017 9:37 AM
13	YES	8/31/2017 7:05 AM
14	Yup	8/31/2017 6:28 AM
15	YES, TRAINING	8/30/2017 5:45 PM
16	I believe so, but I also believe that the is something that could be changed by really getting to know someone of a different race	8/30/2017 4:32 PM
17	yes implicit bias I think are inherited with the history of law enforcement. how each officer deal with themselves and having an openness to learn the area and community they serve can one over come any bias. be open to learn.	8/30/2017 2:39 PM
18	No	8/30/2017 1:53 PM
19	I believe all people have bias and so long as officer understand it and don't allow it make there decision for them it not to big of a deal. If it become a problem meet people in a way that allows for a paradigm shift is most effective.	8/30/2017 9:29 AM

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20	I believe everyone has implicit biases based on their upbringing and cultural influences in their life. The key thing is to find potential recruits who understand that during this job you have to put those biases aside and be neutral towards community members. In addition, the department needs to promote awareness of this concept and address current members who display troubling patterns in regards to enforcement due to implicit biases.	8/30/2017 9:24 AM
21	NO	8/29/2017 6:40 PM
22	No	8/29/2017 4:19 PM
23	No	8/29/2017 12:25 PM
24	Yes, everyone does. It is formed from your life experiences while growing up. As a professional you learn how to properly deal with people and approach everyone with an open mind.	8/29/2017 11:00 AM
25	yes. no prejudging every situation	8/29/2017 8:31 AM
26	Yes. CPD should not continue to mask this tragic problem. TRAINING...TRAINING AND MORE TRAINING.	8/29/2017 12:53 AM
27	Of course, training, more officers on the street that will decrease patrol officers being spread thin. So instead of chasing the radio it would give officers a different perspective.	8/28/2017 9:39 PM
28	No	8/28/2017 1:18 PM
29	I believe they do not like criminals.	8/28/2017 12:52 PM
30	some might.	8/28/2017 11:15 AM
31	no	8/28/2017 11:05 AM
32	Yes, we do. There needs to be open and candid conversations on racism and bias within CPD	8/28/2017 10:57 AM
33	No.	8/28/2017 9:20 AM
34	depends on the officer and his or hers life exposure ..practical sensitive training not class room but actually interaction with the community, mental health, etc	8/28/2017 8:08 AM
35	NO.	8/28/2017 12:48 AM
36	NO	8/27/2017 10:59 PM
37	no	8/27/2017 10:06 PM
38	No	8/27/2017 9:36 PM
39	Absolutely , I think a lot officers don't care about the community they were sworn to protect and serve. From my experience a lot of officers(mostly white but definitely black officers too) have racial biases particularly when it comes to black residents. Depending on who you ask the city of Cincinnati is 48 to 52 percent black. Taking into consideration the demographics of the city those officers who don't like black citizens for no other reason then the color of their skin, should not be policing in an urban city like Cincinnati. How do we fix? the department should consider creating the position of Chief Diversity officer within the ranks to address the implicit bias (racist behavior) .	8/27/2017 10:15 AM
40	No	8/27/2017 9:17 AM
41	no	8/26/2017 10:46 AM
42	Unfortunately, WE ALL DO. It's something that has been fed into the "Dog Mind" of people, years ago. You receive these biases through your favorite movie, video, songs, tv shows, stories your families share, etc.. More hands on training and open forum discussion sessions could and should be implemented to encourage diverse (and very necessary) dialogue.	8/25/2017 9:25 PM
43	I believe some do. I do not know how you can change someone's mind on whatever they are bias about.	8/25/2017 6:49 PM
44	Sure but I believe most police bias is against criminals. It doesn't matter if criminals are black, white, or green or yellow most police will arrest the criminals.	8/25/2017 2:16 PM
45	yes, I think so officers do. it should be address straight on, face to face by supervisors	8/25/2017 1:53 PM
46	Some officers do if they have not been exposed to certain demographic groups	8/25/2017 1:41 PM
47	yes, more personal contact with the community	8/25/2017 1:39 PM
48	Yes. Training	8/25/2017 1:01 PM

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49	No	8/25/2017 11:37 AM
50	no I don't believe they have implicit bias.	8/25/2017 11:17 AM
51	Yes, and it's hard to address biases officers have when they aren't aware they have them. I think the only way for someone to understand or comprehend it is to experience the opposite side of it. Hard to address.	8/25/2017 11:09 AM
52	I believe EVERYONE, not just police officers, has implicit bias. There is nothing the CPD can do to change human nature.	8/25/2017 10:59 AM
53	No	8/25/2017 10:55 AM
54	No, not towards any race or group of people, other than an implicit bias towards CRIMINALS. I understand that statistics show we arrest more black Americans than any other and that PERCENTAGE wise that could seem biased. But PERCENTAGE wise, more black Americans live in a state of poverty, and that is not a police matter, it is a social issue having nothing to do with the police. In the old days you could say that is the result of police activity ...police arrest more blacks and they get felonies and can't get jobs...but today there are so many companies and programs out there begging to get people even with felony records to apply, and I drive down Winneste Ave every day and see 100's of young gentleman perfectly capable of working, sitting on stoops, smoking, drinking, and "hanging out"...I've talked to many of them and many laugh when I suggest to them companies that hire felons or schools that would gladly accept them as students. Why should they? Tax payers just keep taking care of them. So as you can see, you can't give a police officer the tools they need to achieve positive community relations in these neighborhoods, because the community doesn't want it. Now in other communities, where there is no poverty this already exists, because there is respect for the police. I have always hated the term "thin blue line" because it is not thin...actually very thick! But with Citizens of our communities who don't need a Collaborative because mutual respect already exists. They call the police and report things when they see it. They understand what the police function is, and don't the the police because very few of their relatives get arrested because they generally do not commit crime...no need to....no poverty. So I guess my rant is, fix the poverty issues in America, and most of these issues will fix themselves.	8/25/2017 10:55 AM
55	yes, we all have implicit bias. implicit bias is a human quality. we as officers must continue to treat all citizen fairly , like you would want your family member treated	8/25/2017 10:54 AM
56	No I believe CPD Officers are well trained and work really hard to be fair and non-biased	8/25/2017 9:06 AM
57	ABSOLUTELY NOT!!!!	8/25/2017 8:32 AM
58	I think you are asking the wrong question here because implicit bias is in everyone and you could have good or bad implicit bias.	8/25/2017 8:00 AM
59	Some may have a bias but I'd say many do not.	8/25/2017 7:59 AM
60	Yes	8/25/2017 7:17 AM
61	No	8/25/2017 6:34 AM
62	NO. But I do believe, everyone carries experiences and interactions that shape their responses to different situations.	8/25/2017 5:57 AM
63	I believe that all people are created equally and everyone develops bias as he grow and are exposed to situations that cause these thoughts, so yes police do like anyone else. But I also believe everyone has the ability to look past these bias's and even drop them with new experiences and exposures. This is called growing up and is nothing new and the CPD doesn't have to do anything to address it. Officers will continue to grow up on the job as all others in life do. These bias do not dictate how we carry out our duties and are not a problem that needs to be addressed.	8/25/2017 3:10 AM
64	Not Implicit Bias; as in unintentional bias, But there is "Burn Out" and continuous stress induced anger towards the public. There is bias, but it is because the work environment is Not getting better, but worse. By their very nature, officers work hard every day to solve problems; without bias, but with little to no effect. Constant contact with violence, drugs and poverty is creating a crisis state among officers resulting in poor treatment of the public. Recognition by the City and department leadership and offering better psychological treatment, recognition that this trend is real and the development of training to address stress induced anger and bias. This is not germane to just police, but fire as well.	8/25/2017 2:59 AM
65	No	8/24/2017 10:50 PM

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66	SURE! It's human nature! But those biases need to be addressed and worked on by those officers so they will have a better understanding of the people they serve.	8/24/2017 9:55 PM
67	No	8/24/2017 8:22 PM
68	Everyone has some sort of implicit bias. That doesn't make the person bad. Acting in a way that negatively affects another due to a bias is when it becomes a problem.	8/24/2017 8:02 PM
69	So I had to look up the definition of implicit bias. I have an issue with criminals. Doesn't matter who, what or anything. Criminals should not be allowed to openly terrify people and get away with it. There has to be consequences. The CPD supposedly has contact cards that will identify people with bias's. If that is not working why are we paying money to keep these records????	8/24/2017 5:15 PM
70	Yes. Yes.	8/24/2017 5:00 PM
71	I do not believe police officers have implicit bias. I believe if an officer has an implicit bias it will eventually show itself and be dealt with. I don't think an implicit bias could hide itself forever. On the other hand, the same goes for the communities actions toward police officers.	8/24/2017 4:40 PM
72	No in my experience our officers are very professional and treat citizens with respect.	8/24/2017 4:17 PM
73	I do not see implicit bias in our rank and file.	8/24/2017 4:13 PM
74	Everyone has implicit biases, it should be addressed by acknowledging these biases rather than trying to ignore them.	8/24/2017 4:03 PM
75	No.	8/24/2017 3:40 PM
76	Yes, It cant be adressed effectively, people can modify behavior but not their biases	8/24/2017 3:39 PM
77	I believe that as a whole, police officers only have implicit bias toward attitudes they perceive in a person they are dealing with. When an officer is immediately greeted with respect from a citizen, regardless of race or economic background, that person is very likely to get respect back from the officer. If that person does not show immediate respect toward the officer, then that person can expect less respect in return.	8/24/2017 3:24 PM
78	Some. Train officers to understand that not all people look at things or react to things the same.	8/24/2017 3:19 PM
79	No.	8/24/2017 3:07 PM
80	Every person probably has some kind of implicit bias based on personal experiences	8/24/2017 3:06 PM
81	Individual officers can. It's handled through training and experiences	8/24/2017 3:03 PM
82	No.	8/24/2017 3:00 PM
83	All people have biases. It's completely natural and human. There's nothing CPD can do about it. All they can do is bully people into being afraid of expressing their biases. What a boring world that would be.	8/24/2017 3:00 PM
84	I think some police officer's do have implicit bias. I also think most of the implicit bias is based on experiences that police officers go through every day.	8/24/2017 2:59 PM
85	I believe everyone has implicit bias.	8/24/2017 2:53 PM
86	I do not.	8/24/2017 2:52 PM
87	yes-go back to the brotherhood of policing rather than treating officers based on race or sex- everyone is treated equal...	8/24/2017 2:51 PM
88	Yes. By realizing all humans have implicit bias, and creating efforts within the department to bridge the racial gaps between officers. The effort would be a great start to bridging the gap between community members. My perception is certain demographics within the department believe only the white male possesses implicit biases, and moving beyond a one sided discussion would be hugely beneficial for OUR department, and the community as a whole.	8/24/2017 2:51 PM
89	No	8/24/2017 2:49 PM
90	No	8/24/2017 2:43 PM
91	yes...we tried	8/24/2017 2:40 PM
92	YES. WE ARE HUMAN BEINGS AND ALL HUMANS HAVE BIAS	8/24/2017 10:57 AM

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93	Yes, but could be changed is officers had the ability to go to a class that would assist with recognizing those issues and changing it.	8/24/2017 10:47 AM
94	Yes. The CPD should address it by teaching that implicit bias is not an inherently bad thing. Instead teach that implicit bias is a natural part of being a human being. Acting on the implicit bias, to the detriment of others is the bad thing.	8/24/2017 10:13 AM
95	No. I believe the term made for someone to make money. To suggest just because I am a certain color or gender I am predispose to believe people to do not look exactly like me are beneath me is asinine.	8/24/2017 1:38 AM
96	Yes. I believe all officers develop some level of implicit bias over the course of their careers. It becomes noticeable when it is problematic. A good start to addressing it is bringing it to the officer's attention, because they may not even realize it.	8/23/2017 11:21 PM
97	Yes and Yes	8/23/2017 3:37 PM
98	No!	8/23/2017 3:13 PM
99	More questions should be asked during the hiring process.	8/23/2017 3:10 PM
100	Continue to identify those that have displayed bias of any type. Address the issue; terminate if necessary.	8/23/2017 3:03 PM
101	Yes, by becoming a part of the communities they patrol.	8/23/2017 2:06 PM
102	I believe it to be a situation which can be difficult to gauge.	8/23/2017 11:46 AM
103	No, I believe they just don't care. CPD has to make them accountable and take ownership. Instill some Beat Pride.	8/23/2017 10:10 AM
104	NO	8/23/2017 9:49 AM
105	I believe that every person has implicit bias of some sort, and that each person has a responsibility to fight that. It is the old adage of "reading a book by its' cover", just under a different name.	8/23/2017 6:42 AM
106	of course! everyone does.. That's hard one to sniff out in the beginning. However if the Department is made aware of something, deal with it!	8/23/2017 6:34 AM
107	Of course officers have implicit biases. The majority of CPD officers do not live in the city and are not from the city yet they are working with minorities that they have biases about the people they patrol. They've learned about the people they patrol via the media. We all know the media portray black men and women as animals and barbarians.	8/22/2017 9:40 PM
108	No, I do not believe officers have implicit bias. The officers under my command are a microcosm of the department as a whole and they come to work every day eager to do their jobs despite the fact that patrol is understaffed. They perform their duties in a fair and impartial manner.	8/22/2017 7:37 PM
109	I do believe that implicit stereotypes do exist. By definition these are learned through past experiences I don't have an answer for that now	8/22/2017 7:12 PM
110	Everyone has implicit bias. Have officers take the implicit bias test. Teach officers about it and how to overcome it.	8/22/2017 4:59 PM
111	Officers definitely have implicit bias, just as any other citizen. Certain biases are further reinforced by working the beat and generally only responding when things are wrong, which may further reinforce the implicit. explicit bias and stereotypes. We need to have open and honest conversations with each other without judgment and attacks. We also need to learn and practice empathy toward the community and each other. We express negative feelings on social media too often. The COPE (cost of poverty experience) would be beneficial.	8/22/2017 1:37 PM
112	I DO NOT	8/22/2017 1:14 PM
113	Yes. I think we discuss this at in service or situations similar that promote self awareness as a way to counter it	8/22/2017 1:07 PM
114	No Most of that way of thinking is a media driven agenda. Humans all have bias, a profession does not add to it	8/22/2017 11:13 AM
115	Yes. Continual diversity and inclusion education and honest dialogue.	8/22/2017 10:24 AM
116	No	8/22/2017 8:00 AM

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117	Yes, help officers identify it and make sure they are not being shamed for it. implicit bias should not be recognized as a negative reflection on an officer	8/22/2017 7:59 AM
118	Not really. I'm sure there are some officers that have bias based agendas but I just don't see it across CPD.	8/22/2017 7:48 AM
119	EVERYONE HAS BIAS ON SOME LEVEL	8/22/2017 12:29 AM
120	NO	8/21/2017 9:42 PM
121	Yes. Police officers are people.	8/21/2017 8:54 PM
122	Yes. I don't believe we (CPD) have taken a leadership role in trying to shape how officers view the communities they police.	8/21/2017 7:38 PM
123	Yes. Discipline or terminate.	8/21/2017 4:45 PM
124	No.	8/21/2017 4:09 PM
125	Yes! Handling it when they see it or when they are made aware of the circumstances. Providing cultural diversity class might help.	8/21/2017 3:10 PM
126	I do believe the biases exist. Sometimes they are developed over coarse of time and repeatedly being involved with certain types of policing.	8/21/2017 2:49 PM
127	Anyone who knows anything about the topic knows everyone has some sort of inherent bias. Thus the reason why we have included this training in our curriculum.	8/21/2017 2:30 PM
128	No.	8/21/2017 2:13 PM
129	No	8/21/2017 1:46 PM
130	no	8/21/2017 1:03 PM
131	All humans have certain bias' based on their life experiences.	8/21/2017 12:58 PM
132	No.	8/21/2017 12:07 PM
133	No	8/21/2017 11:48 AM
134	Yes. By not sugar coating the problem and addressing it head on. The training we received touched on it a very little in my opinion. Stop dancing around the subject and call it like it is. In a video that I watched, which gave the example of two individuals who were excising their right to open carry, the first was a male white, the officers approached him asking for his Id and his information, they never made him lay on the ground or held him at gun point or anything else. Why was that? Did they assume because he was white he was right and legally able to open carry? The next subject was a male black as soon as the officer approached him he was put facedown at gun point no questions asked and made to lay in the street until his back up came. What was the difference? Was it because he was black and he is automatically assumed dangerous? This happens everyday in our community. when we are able to sit down and talk about issues like this and other issues in the community and address these issues only then will the community be able to trust us.	8/21/2017 11:47 AM
135	Everyone has implicit bias to some degree, not just police officers. CPD addresses/teaches about it frequently to help keep us aware.	8/21/2017 11:16 AM
136	I believe it exists but not within all officers. CPD have taken steps to include this in annual training.	8/21/2017 10:26 AM
137	No.	8/21/2017 9:54 AM
138	Yes, bias policing will always take place. The hard questions must be asked when you hire!	8/21/2017 9:33 AM
139	Most likely everyone does! Occasionally remind officers to reflect on being aware and not allow bias to impact their decision making process	8/21/2017 9:27 AM
140	No. I think part of policing is compartmentalizing because every situation is different. You learn valuable lessons based from experience. Community needs to understand that better.	8/21/2017 8:54 AM
141	No just the opposite.	8/21/2017 8:42 AM
142	Yes, and we do address it with additional training regarding the subject of implicit bias.	8/21/2017 8:39 AM
143	Perhaps, but if it is implicit bias there is nothing you can do about it: you can not change someone's unconscious instincts.	8/21/2017 7:04 AM

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144	Yes, everyone has a bias. Training and one on one counseling. And holding those accountable that use that bias illegally.	8/21/2017 5:36 AM
145	no, we have a court system that our cases are heard in. criminal acts need specific "elements." those elements do not include color/race or culture	8/21/2017 12:20 AM
146	This is a ridiculous question! As humans we all have bias dealing in what we are most exposed to. I believe police officers temper this behavior better than most people in general..	8/20/2017 9:10 PM
147	No	8/20/2017 6:17 PM
148	Yes everyone has implicit bias. The only way to address implicit bias is honesty. Sometimes honesty is not popular or welcome by co-workers.	8/20/2017 2:58 PM
149	no	8/20/2017 2:31 PM
150	Yes I do. Show leadership.	8/20/2017 12:26 PM
151	Some do and it can't be solved because it just there	8/19/2017 1:17 PM
152	Yes- everyone has implicit bias. I believe it has been addressed by recognizing it	8/19/2017 11:57 AM
153	Define implicit bias...what do you mean by this question? Are you asking if we are all implicitly racist? Human's group people as a natural form of identification, just as we group plants and animals into groups for a means of identification. This is a natural process so that the human or plant or animal can be identified more easily the next time we meet up.	8/19/2017 10:26 AM
154	They shouldn't, we all are created equal. If officers do have these issues then the department should offer training of these officers.	8/19/2017 12:36 AM
155	I believe everyone is bias in one way or another. CPD is very diverse. CPD should capitalize on the strengths of our differences and use training and risk management to eliminate negative bias.	8/18/2017 10:43 PM
156	Some have some bias, some have very little. Communicate with those who have bias to show how similar we all are. Everyone wants peace and happiness!	8/18/2017 10:36 PM
157	tough question. yes.	8/18/2017 9:23 PM
158	No	8/18/2017 5:56 PM
159	Most certainly do, internally and externally. The Department did receive an 1 to 1.5 hour training on Implicit Bias, but it was not well received and was taught primarily by one instructor instead of having a diverse perspectives. One of CPD's core values is "Diversity which means our members recognize differences as a strength,"... CPD could develop strategies to effectively manage personnel differences, promote a more inclusive work environment, promote professional and leadership training for officers, not just sergeants and above; have a focus group to address how we could foster more conversations about differences; raise the level of cognitive expectation, utilize 360 degree evaluations, and we need leadership to see ALL members as valuable! Diversity extends beyond race (for example, this survey does not have a selection for transgender). In terms of race though, failing to discuss racial differences continues to marginalize officers, and diminishes the ability for officers to flourish at work; due to constant judging and micro-inequities. In addition, officers who are not interested in community engagement/policing activities are not required to work in those capacities at all. This causes a variety of personnel issues and burnout. Lastly, bias can be seen in recruiting, hiring, promotion, training and discipline. Addressing differences in a measurable strategic manner could remove the elephant in the room that drives most of our members' interactions, or lack thereof, with each other.	8/18/2017 4:17 PM
160	I have seen an overwhelmingly greater number of racist or racist motivated occurrences stemming from the black community towards white people and police, than the other way around. No, I do not believe there is a problem with implicit bias within this department, I believe leadership is trying to validate the false or misguided opinions of some members of our community.	8/18/2017 2:35 PM
161	Everyone potentially has implicit bias due to it being a subconscious nature. We had a talk about implicit bias in the Academy and I feel that was enough for everyone to see and recognize them (which I feel is the first step to making it not be a factor in policing).	8/18/2017 2:31 PM
162	All people bias. First thing is to understand minorities are not the only victims of the biases.	8/18/2017 2:17 PM
163	No. This is a ridiculous and insulting question	8/18/2017 12:37 PM
164	No.	8/18/2017 12:14 PM
165	No	8/18/2017 12:02 PM

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166	I am sure we all have implicit bias, one way or another. The problem is those with explicit bias.	8/18/2017 10:55 AM
167	No	8/18/2017 10:55 AM
168	No	8/18/2017 10:45 AM
169	Yes; "Social scientists are in the early stages of determining how to "debias." It is clear that media and culture makers have a role to play by ceasing to perpetuate stereotypes in news and popular culture. In the meantime, institutions and individuals can identify risk areas where our implicit biases may affect our behaviors and judgments. Instituting specific procedures of decision making and encouraging people to be mindful of the risks of implicit bias can help us avoid acting according to biases that are contrary to our conscious values and beliefs." (https://perception.org/research/implicit-bias/)	8/18/2017 10:39 AM
170	No	8/18/2017 10:30 AM
171	All people are prone to some form of implicit bias based on life experiences and training. CPD should continue training their officers to judge people based on their actions during any encounter and not based on prejudgments.	8/18/2017 10:23 AM
172	NO, but over a period of time being confronted with and exposed to anti-police hate, officers do become less accepting and open minded. There is nothing CPD or any department can do to prevent officers from becoming a little edgy or salty with this inevitable experience.	8/18/2017 10:06 AM
173	For the majority of officers, no.	8/18/2017 9:45 AM
174	Yes, but so does everyone. CPD should address individual decisions officers make based on procedure, rules and regulations, and common sense, not whether an officer is biased or not. Knowing how an officer is biased and to what degree is an exercise in futility anyway, since it is in the officers' mind.	8/18/2017 9:39 AM
175	I believe its human nature, monitored equal exposure to different communities is only way to combat it	8/18/2017 9:22 AM
176	How does the world address it?	8/18/2017 9:15 AM
177	It starts with recruiting. We need to do a better job of screening, during the recruitment process.	8/18/2017 8:54 AM
178	I can only answer for my self, but it is very irritating and frustrating how certain training we have had to go through tried to explain to me that I was biased and didn't even realize it. I've worked in neighborhoods my whole career handling the issues of people that are of a different background or a different race than myself and it never deterred me from doing my job and being professional. Now after the training we received, I am to understand that certain people act the way they do in those same neighborhoods are my fault because I am biased.	8/18/2017 8:54 AM
179	Without a doubt! The bias behavior that all officers have is taught at home and or their peers. CPD should address this behavior close monitoring officer that show a pattern in their policing practices. Example: constantly enforcing the on the same age and race especially when they work in a somewhat divers neighborhood. We should also look to hire officers that grew up in diverse cities/ communities. The police department must address this problem immediately and not allow it to linger. Officers from highest ranking to lowest should be monitored consistently. If they do not show improvement then transfer of dismissal should be the next step.	8/18/2017 8:17 AM
180	Some do, Yes. You are not going to ever change that unless you put robots on the street. If an officer is on the street for any length of time they will develop this. The same groups of people are seen continuously committing the crimes.	8/18/2017 8:17 AM
181	No	8/18/2017 8:16 AM
182	No. But we have been told we do (at in-service training) regardless if we think we do or not, so....	8/18/2017 7:54 AM
183	police officers are only doing what they have been taught to think of others. That is why during recruitment, they look for a "certain" trait in their personality. i.e. "type - A"	8/18/2017 7:44 AM
184	Yes, as many people do. Pray on it!	8/18/2017 6:37 AM
185	yes, cpd should hire more from within the community.	8/18/2017 6:25 AM
186	Yes, we all do - we are people, not machines. There will always be a human element. Sometimes it is a good trait and sometimes it is harmful. The agency has standards of conduct and rules and regulations to police behavior. A strongly supported front line supervisor and a culture of intolerance is best in my opinion.	8/18/2017 6:09 AM

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187	Implicit biases are pervasive. Everyone possesses them, even people with avowed commitments to impartiality	8/18/2017 5:47 AM
188	Rand studied our department over a 5 year period and found no systemic racial profiling. White and black, male and female, our officers diligently serve the community. As we uncover bias, we deal with it appropriately. Anything less would be morally and ethically wrong but to insist, as last year's training did, that officers have implicit bias and ACT on that bias, even occasionally, undermines their dedication to the community.	8/18/2017 2:00 AM
189	As a whole or individually? Most Officers I have worked with do not trust anyone equally. It is the nature of an Officer to question people and the situation in which they come in contact with them.	8/17/2017 9:38 PM
190	I believe some officers have implicit bias due to stereotypes. We can address it by continuing to offer cultural diversity classes and monitor citizen complaints against officers.	8/17/2017 7:57 PM
191	NO.....In fact, the majority of officers in the field today DO NOT pass judgment nor allow personal bias to drive the work they do.	8/17/2017 7:14 PM
192	ABSOLUTELY NOT!!!! There will always be individuals with some bias but that is definitely not the overall CPD.	8/17/2017 5:36 PM
193	NO	8/17/2017 5:09 PM
194	Not sure	8/17/2017 4:53 PM
195	No, implicit bias is just a new buzz word.	8/17/2017 4:27 PM
196	YES, BECAUSE OF THE AREAS WE PATROL. THERE ARE AREAS OUT THERE THAT ARE VIOLENT WITH HIGH DRUG ACTIVITY. OFFICERS DEAL WITH THIS ISSUE DAY IN AND DAY OUT WHICH REFLECTS ON HOW OFFICERS ACT. IF YOU HAVE A TENDANCY TO DEAL WITH 98% BLACKS AND YOU ARE A WHITE OFFICER, IT IS INHERANT THAT YOU WILL DEVELOPE SOME BIAS IF YOU ARE CONSTANTLY DEALING WITH THE WORST OF THE WORST AND THIS GOES VICE VERSA TO, IF THE BIAS BECOMES OUT OF CONTROL AND DETRIMENTAL TO OTHER OFFICERS AND CITIZENS BECAUSE OF THEIR BEHAVIOR/ATTITUDE, THEN ABSOLUTELY I AGREE CPD SHOULD STEP IN. BIAS'S CAN GET PEOPLE HURT BUT THEY CAN KEEP AN OFFICER SAFE TO. DEPENDING HOW LOUD THE BIAS IS DETERMINES HOW IT SHOULD BE DEALT WITH. REMEMBER, THIS JOB CHANGES OFFICERS.	8/17/2017 4:14 PM
197	A majority no. However, human nature and individuals with past experiences may have some	8/17/2017 3:38 PM
198	N/A	8/17/2017 3:35 PM
199	Yes. Continuing to educate officers on bias and they effect it can have on community contacts.	8/17/2017 3:22 PM
200	I believe that sometimes police get cynical	8/17/2017 3:21 PM
201	Everyone's life experiences impact decision making. It is impossible to avoid that.	8/17/2017 3:15 PM
202	Everyone has implicit bias, why is it only addressed from the police standpoint? I've encountered far more biased and racist citizens than police officers.	8/17/2017 3:11 PM
203	I believe there is an implicit bias on the criminal who engages in harmful behavior. Within our Mission statement we have the word vigilance. I believe the Department should say we do have an implicit bias against criminal behavior and yes we are vigilant in pursuing this behavior.	8/17/2017 3:04 PM
204	Everyone has implicit bias. If we could train officers to realize this and then engage in mindfulness (real mindfulness not Blue Courage garbage), they could learn to see it in themselves and each other. Then we have support an organizational culture that says it's okay to point it out to each other.	8/17/2017 2:58 PM
205	no....that's a stupid question.	8/17/2017 2:53 PM
206	No	8/17/2017 2:52 PM
207	Of course... everyone does not just police officers. Education...more black white partners riding in double units.	8/17/2017 2:49 PM
208	no	8/17/2017 2:46 PM
209	Some may have it, we are all individuals.	8/17/2017 2:36 PM
210	No, I think certain people want to look at arrest records or traffic stops and come to certain conclusions.	8/17/2017 2:34 PM

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211	Yes, just like every one else. The real questions are - Do police officers act on their "implicit bias" to the detriment of the community? Is the CPD acting (spending resources) on the implicit bias of the community or on the misperception of police bias to the community?	8/17/2017 2:34 PM
212	no	8/17/2017 2:26 PM
213	open and honest dialogue is always important	8/17/2017 2:24 PM
214	America has implicit bias; the important step (as we do) is to ensure it is not a driving force in police decision-making and empowerment.	8/17/2017 2:19 PM
215	of course, everyone does	8/17/2017 2:17 PM
216	No	8/17/2017 2:09 PM
217	I believe everyone possesses some implicit bias. I have found education and discussion addresses it. However, it is a fine line between educating and repeatedly preaching about it.	8/17/2017 2:00 PM
218	Yes. There are many fine courses available to provide training on the topic.	8/17/2017 1:59 PM
219	everyone has a bias, training and understanding different people	8/17/2017 1:58 PM
220	Yes. I believe that all of us, based on our life experiences and how we were raised, have biases. Allowing people to admit them in a CONSEQUENCE-FREE environment may help.	8/17/2017 1:57 PM
221	I believe we learn from our experience and rely on that experience to survive. I think people use implicit bias as an excuse for failure.	8/17/2017 1:49 PM
222	No more than the average person, and likely less. Racism, sexism, and all the other 'isms' are frequently used in situations in which they don't apply because someone or some group feels they deserve something that they didn't earn, or fail to take accountability for their own actions or inactions.	8/17/2017 1:38 PM
223	Everybody has implicit bias, monitor to insure the bias is not negatively effecting their judgment	8/17/2017 1:38 PM
224	N/A	8/17/2017 1:24 PM
225	We had implicit bias training...no additional training needed.	8/17/2017 1:18 PM
226	Command staff will do what they want anyway without caring what uniform officers want	8/17/2017 1:15 PM
227	No	8/17/2017 12:34 PM
228	I do believe police offices, like all human beings, have implicit biases. We are already addressing it. We sent several members of our training staff to be certified as implicit bias trainers and have incorporated extensive implicit bias training into our continued professional (in-service) training. Every member of the CPD received implicit bias training in 2016 and will receive additional 2017.	8/17/2017 12:28 PM
229	I believe some officers do but not the dept. overall. Expanding the availability of officers to communicate in positive ways with the community	8/17/2017 12:19 PM
230	everyone is biased to some extent, the key is to address instances of these biases manifesting themselves in inappropriate actions/words	8/17/2017 12:10 PM
231	Yes - I think we can acknowledge not just police officers, but everyone does. We have already moved to incorporate this awareness training during in-service	8/17/2017 11:55 AM
232	Yes, is some situations/cases. Training, which we've implemented.	8/17/2017 11:54 AM
233	Yes, offer training that allows for conversations to occur.	8/17/2017 11:39 AM
234	Everyone has implicit bias. Open, non-judgmental discussion helps to address it	8/17/2017 11:36 AM
235	We've had training regarding implicit bias. No additional training needed	8/17/2017 11:35 AM
236	Everyone has implicit bias. The department has already addressed this through blocks of instruction and discussion during in-service training.	8/17/2017 11:25 AM
237	No, I think some officers might. I don't think this blanket holds true.	8/17/2017 11:17 AM
238	I think everybody to a degree have biases. Open dialogue with each other in these situations is important and additional training to address these biases is important.	8/17/2017 11:16 AM
239	No	8/17/2017 11:13 AM

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240	No I don't. CPD needs to restructure the promotional process as well as the hiring process and stop passing people who are problems to district reliefs. If they are not doing well in the academy, and forced through the relief is not able to fix major issues.	8/17/2017 11:13 AM
241	Yes. All police officers have to be concerned with their own safety, as a result, everyone is viewed as a potential assailant first. This cannot and should not be changed. The cues that increase or decrease that concern can be modified however there is a large subset of the population that want to appear "tough". These things work to cross purposes. It certainly doesn't help if that same subset has a fair amount of fear also guiding their behaviors.	8/17/2017 11:10 AM
242	I do not believe in implicit bias	8/17/2017 11:07 AM
243	Yes. Education and diversity in the makeup of the department. I am a better person and officer because of our diversity.	8/17/2017 11:05 AM
244	Yes , We don't like law breakers	8/17/2017 11:04 AM
245	Yes, monthly review on FIR cards and citations issued to see of a possible pattern.	8/17/2017 11:04 AM
246	Not really....I feel it's already managed through FIR cards.	8/17/2017 11:02 AM
247	ALL individuals have implicit biases. Educate them on what implicit bias is and how to recognize it.	8/17/2017 10:42 AM
248	Bias is in each and every human being, occurs based upon environment, social imprinting and life experiences. To focus only on CPD is insulating and undermines efforts to improve relationships. I have never seen a report acknowledging or questioning bias for Politicians, Special Interest Groups or community members. Until the issue of bias is discussed candidly, there will be limited success.	8/17/2017 9:59 AM

Q14 Do you feel that police officers de-escalate potentially violent situations?

Answered: 281 Skipped: 29

#	RESPONSES	DATE
1	yes, de-escalation is the goal in most police interactions. because it is easier than having to deal with the mounds of paperwork and public scrutiny if force is used.	9/5/2017 10:08 AM
2	No one wishes to come to work and get in a violent altercation. Obviously we de-escalate violent situations if possible. Situations that we respond to become violent independent of our interaction, and a non-violent approach is always our first step. The world needs to recognize that despite recent media sensationalization, the world is as non-violent now as it has ever been, and is becoming less violent every year. This is largely due to the unceasing efforts of police here, and around the country. Violence is a last resort for a wise man, but occasionally it is the only option available in a rapidly developing situation.	9/4/2017 5:52 PM
3	Yes, I feel that the majority of officers try to de-escalate potentially violent situations.	9/4/2017 11:05 AM
4	YES	9/4/2017 7:07 AM
5	First, is doesn't matter "how I feel". This is not about feelings. Yes, Cincinnati Police Officer are trained to de-escalate situations of all types and have a strong track record of doing just that.	9/3/2017 7:19 PM
6	sometimes.	9/2/2017 3:31 AM
7	For the most part, yes. Some people, are not good communicators and actually do the opposite.	9/1/2017 8:09 AM
8	yes...daily	8/31/2017 2:15 PM
9	YES, WHEN IT IS CORRECT AND RIGHT TO DO AND WILL NOT ENDANGER OFFICER SAFETY	8/31/2017 12:53 PM
10	Yes. Everyday.	8/31/2017 12:23 PM
11	Many of us do it well. Many of us don't take the swift and appropriate action out of fear that the lingering cloud of liability will precipitate upon us, and that's dangerous. I'm surprised we don't have a lot more plaques on the wall...	8/31/2017 11:44 AM
12	Yes. If departments properly train its Officers.	8/31/2017 9:52 AM
13	Yes. We are also trained to de-escalate potentially violent situations.	8/31/2017 9:37 AM
14	YES	8/31/2017 7:05 AM
15	Yep	8/31/2017 6:28 AM
16	When appropriate, police officers should carefully attempt to de-escalate situations.	8/30/2017 5:49 PM
17	SOME OFFICERS	8/30/2017 5:45 PM
18	yes over the years we have gotten better at de-escalating situations	8/30/2017 4:32 PM
19	my job as an officer is to de-escalate any potentially violent situations and reestablish order.	8/30/2017 2:39 PM
20	Yes	8/30/2017 1:53 PM
21	Yes, every single day they do this.	8/30/2017 9:29 AM
22	I feel that police officers do de-escalate things the VAST majority of the time.	8/30/2017 9:24 AM
23	I can only speak for myself. I always de-escalate situations. However; there has been one or two that I couldn't de-escalate because the person was mentally unstable.	8/30/2017 8:09 AM
24	YES	8/29/2017 6:40 PM
25	Daily and successfully	8/29/2017 4:19 PM
26	yes	8/29/2017 3:57 PM

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27	Yes	8/29/2017 12:25 PM
28	Some do and some do not. There is a very fine between de-escalation and exposing yourself to great danger or risk of death. De-escalation can look a lot like cowardice.	8/29/2017 11:00 AM
29	sometimes	8/29/2017 8:31 AM
30	Most times, but part of the public uses police to escalate situations. This starts at communications. Poorly trained, people with little to no experience dealing with manipulative callers. And the fear of being sued. More worried about asking the wrong question then the right questions.	8/29/2017 7:09 AM
31	Yes.	8/29/2017 12:53 AM
32	yes	8/28/2017 9:39 PM
33	Yes	8/28/2017 9:31 PM
34	Yes	8/28/2017 1:18 PM
35	Yed	8/28/2017 12:52 PM
36	yes	8/28/2017 11:15 AM
37	yes	8/28/2017 11:05 AM
38	Sometimes we do, that is how we are trained. Sometimes training does not transfer to the streets.	8/28/2017 10:57 AM
39	Yes, quite often. Some situations and persons just cannot and will not be "de-escalated". The public needs to understand this better, rather than constantly Monday morning quarterbacking every situation and always criticizing law enforcement.	8/28/2017 9:20 AM
40	90% of the time yes	8/28/2017 8:08 AM
41	MORE TIMES A YEAR THAT CAN EVER BE MEASURED.	8/28/2017 12:48 AM
42	yes	8/27/2017 10:59 PM
43	yes	8/27/2017 10:06 PM
44	When we can.	8/27/2017 9:36 PM
45	Yes	8/27/2017 5:48 PM
46	Yes I think we do a good job of training officers on how to de-escalate violent situations.	8/27/2017 10:15 AM
47	Yes	8/27/2017 9:17 AM
48	yes	8/26/2017 10:46 AM
49	Yes, most times they do. It's very rare that they are unable to de-escalate potentially violent situations.	8/25/2017 9:25 PM
50	Yes, some do.	8/25/2017 6:49 PM
51	If they have to opportunity too but some times you just can't. As Charles H. Webb says "There is no nice way to arrest a potentially dangerous, combative suspect. The police are our bodyguards our hired fist, batons and guns. We pay them to do the dirty work protecting us. The work we're too afraid, too unskilled or too civilized to do ourselves. We expect them to keep the bad guys out of our businesses, out of our cars, out of our houses, and out of our faces. We just don't want to see how it's done."	8/25/2017 2:16 PM
52	yes	8/25/2017 1:53 PM
53	The vast majority of police officers do; however, there are times when even the most patient officers need to rethink before over reacting.	8/25/2017 1:41 PM
54	yes, when able. (it's a two way street)	8/25/2017 1:39 PM
55	Yes	8/25/2017 1:01 PM
56	Yes. Being a good communicator and knowing how to talk to people helps. I feel that veteran officers are better at this than the newer officers. You have to treat every person with respect no matter what the situation may be at the time.	8/25/2017 11:37 AM
57	Most of the time they do.	8/25/2017 11:17 AM
58	Every day	8/25/2017 11:14 AM

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59	Yes	8/25/2017 11:09 AM
60	YES!!! The one statistic that is not recorded or tracked by the law enforcement, academia, or anyone else is the non-event. Every time a police officer DOESN'T use force (which is probably over 99% of the time) it isn't reported. Police officers encounter potentially violent situations every day. And every time one of those encounters are mitigated without force it's because the police officer solved the problem without violence by de-escalating the situation.	8/25/2017 10:59 AM
61	Yes	8/25/2017 10:55 AM
62	Yes, most attempt to. Some don't. Some still have a "Do this because I said so" mentality, but a lot of times the people you're dealing with don't understand anything but that attitude. Asking politely doesn't always work.	8/25/2017 10:55 AM
63	yes when ever possible	8/25/2017 10:54 AM
64	yes	8/25/2017 10:12 AM
65	Yes, all the time	8/25/2017 9:06 AM
66	Yes-we go back to our training & it helps de-escalate when needed	8/25/2017 8:32 AM
67	yes	8/25/2017 8:24 AM
68	Yes	8/25/2017 8:00 AM
69	The majority of officers do but there are some that escalate situations instead of de-escalate.	8/25/2017 7:59 AM
70	Yes	8/25/2017 7:17 AM
71	Yes	8/25/2017 6:34 AM
72	yes	8/25/2017 5:57 AM
73	yes	8/25/2017 3:14 AM
74	I know police officers do this, I have witnessed it with my own eyes and ears and I have done it myself. Its what we do.	8/25/2017 3:10 AM
75	Yes. They do better job now than ever before.	8/25/2017 2:59 AM
76	Yes	8/24/2017 10:50 PM
77	All the time.!!!!!!!!!!!!!!!!!!!!!!!!!!!!	8/24/2017 10:26 PM
78	It's our job, of course.	8/24/2017 9:55 PM
79	We do, when it can safely be done. What people see on TV shows is not reality, but the general public believes it is.	8/24/2017 9:18 PM
80	Yes, uses of force and injuries have declined within the department with advances in training and technology.	8/24/2017 8:22 PM
81	99% of the time. You'd never know it based on media reports, however.	8/24/2017 8:02 PM
82	Yes, & sometimes they hesitate to long to move up their level because they are afraid of being thrown out with the trash if they make a questionable call.	8/24/2017 5:15 PM
83	Some.	8/24/2017 5:00 PM
84	absolutely! During my career I have observed countless situations which have been de-escalated by the presence of an officer.	8/24/2017 4:40 PM
85	Yes if you look at the number of arrest per year and the number of uses of force its minimal. People decide on how they are going to be treated by their actions.	8/24/2017 4:17 PM
86	Cincinnati Police do.	8/24/2017 4:13 PM
87	Yes. I do not know a single police officer that would rather go hands on than de-escalate.	8/24/2017 4:03 PM
88	Yes.	8/24/2017 3:40 PM
89	Most do it well, but many escalate situations especially when its people outside their culture and experiences.	8/24/2017 3:39 PM
90	All the time!!!... And we are VERY good at it. Unfortunately all situations cannot be de-escalated.	8/24/2017 3:24 PM

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91	Daily, without recognition.	8/24/2017 3:19 PM
92	yes	8/24/2017 3:18 PM
93	Multiple times every day.	8/24/2017 3:14 PM
94	On a regular basis.	8/24/2017 3:07 PM
95	Yes, more than people realize	8/24/2017 3:06 PM
96	Yes	8/24/2017 3:03 PM
97	Absolutely. Daily.	8/24/2017 3:00 PM
98	Yes. Every day. All day long. In every district. But the news isn't interested in stories of us avoiding violence. They only cover and sensationalize situations where it couldn't be avoided.	8/24/2017 3:00 PM
99	I feel that a vast majority of the time the police officers do de-escalate potentially violent situations. Some times not matter what a police officer says or does they will not be able to de-escalate a situation.	8/24/2017 2:59 PM
100	99% of the time	8/24/2017 2:53 PM
101	Yes we do.	8/24/2017 2:52 PM
102	yes	8/24/2017 2:51 PM
103	Many times a day there are unheard examples of CPD officers doing so. Our tactical training coupled with our internal training is second to none and naturally facilitate this effort.	8/24/2017 2:51 PM
104	Yes	8/24/2017 2:49 PM
105	Yes	8/24/2017 2:43 PM
106	In any attempt police try to de-escalate	8/24/2017 2:41 PM
107	yes	8/24/2017 2:40 PM
108	YES	8/24/2017 10:57 AM
109	Yes	8/24/2017 10:47 AM
110	When time and situation permits.	8/24/2017 10:13 AM
111	yes, every day.	8/24/2017 1:38 AM
112	Yes.	8/23/2017 11:21 PM
113	Yes, sometimes	8/23/2017 3:37 PM
114	Yes!	8/23/2017 3:13 PM
115	yes	8/23/2017 3:10 PM
116	Yes	8/23/2017 3:03 PM
117	Yes, most do	8/23/2017 2:06 PM
118	yes	8/23/2017 11:46 AM
119	Yes	8/23/2017 10:10 AM
120	YES	8/23/2017 9:49 AM
121	Absolutely. Every day.	8/23/2017 6:42 AM
122	For the most part	8/23/2017 6:34 AM
123	Most CPD officers do not deescalate situations because that's not an emphasis on our training.	8/22/2017 9:40 PM
124	Yes, especially as an officer gains more experience. They are very good at de-escalation.	8/22/2017 7:37 PM
125	Absolutely. It happens everyday. By uniform presence, by verbal skill, by threat of use of force. Through the ask, tell, demand continuum. But the individual not the officer makes the ultimate decision to escalate de-escalate.	8/22/2017 7:12 PM
126	Most of the time. It's easier said than done, but we try to. It would be easier if we had more officers and always had a partner. Leaving officers on patrol solo leaves them too vulnerable and more likely to use force.	8/22/2017 4:59 PM

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127	Yes	8/22/2017 3:53 PM
128	yes	8/22/2017 2:24 PM
129	The large majority of situations are de-escalated. Some officers could probably do better, again, at displaying empathy while making the scene safe. We could do better at the letting the community know why we do what we do.	8/22/2017 1:37 PM
130	WITHOUT A DOUBT!!	8/22/2017 1:14 PM
131	Yes	8/22/2017 1:07 PM
132	yes	8/22/2017 12:36 PM
133	I believe they try to. But the notion of de-escalation only works if both parties co-operate. We were trained on a use of force continuum, and we are permitted to use what's reasonable to effect an arrest or make a situation safe. We were trained to move up and down the same use of force continuum.	8/22/2017 11:13 AM
134	Yes.	8/22/2017 10:24 AM
135	Yes,	8/22/2017 8:00 AM
136	not enough	8/22/2017 7:59 AM
137	De-escalation is wonderful when possible. The best tool for this is ones own mind and mouth. That said de-escalation should NEVER place a officers or publics safety at risk. I sometimes feel some justice reform advocates feel placing officers at risk would be okay. It's not.	8/22/2017 7:48 AM
138	IN DEED	8/22/2017 12:29 AM
139	YES, BUT OFFICER'S PERSONAL DE-ESCALATION IS USUALLY MET WITH REPRIMANDS AND PUNISHMENT OF SOME SORT.	8/21/2017 9:42 PM
140	All the time.	8/21/2017 8:54 PM
141	Sometimes if they are given prior notice from intelligence of a potential situation. CDRT does a good job in my opinion.	8/21/2017 7:38 PM
142	No.	8/21/2017 4:45 PM
143	Yes	8/21/2017 4:09 PM
144	In most situations.	8/21/2017 3:10 PM
145	We do a great job of de-escalation. That is always an Officers first approach. There is that small percentage that does not use this technique as often as they should, but in general most Officers do a great job of at least attempting the technique.	8/21/2017 2:49 PM
146	EVERYDAY. Its just that some of our critics don't take the time to educate themselves on the close calls we experience everyday	8/21/2017 2:30 PM
147	Yes.	8/21/2017 2:13 PM
148	Yes	8/21/2017 1:46 PM
149	WE do it every day	8/21/2017 1:12 PM
150	yes	8/21/2017 1:03 PM
151	Yes, on a daily basis. They've been doing it since de-escalation became the next big thing in training.	8/21/2017 12:58 PM
152	Each and every day.	8/21/2017 12:07 PM
153	Yes	8/21/2017 11:48 AM
154	Yes for the most part.	8/21/2017 11:47 AM
155	Absolutely, whenever possible	8/21/2017 11:16 AM
156	CPD does a great job of de-escalating violent situations.	8/21/2017 10:26 AM
157	We try to the best of our ability but it is up to the person weather or not the situation will become violent.	8/21/2017 9:54 AM
158	Some I HAVE SOME OUTSTANDING OFFICERS District 1, 1st shift. The best in the city!	8/21/2017 9:33 AM

Collaborative Agreement and Community Problem Oriented Policing - Officers Survey

159	Most of the time, yes. But, not 100% of the time. Sometimes there is simply not an option.	8/21/2017 9:27 AM
160	95% of the time. The other 5% are worn-out, or poorly trained, or egotistical cops.	8/21/2017 8:54 AM
161	Numerous times throughout the city every day.	8/21/2017 8:42 AM
162	Yes	8/21/2017 8:39 AM
163	Yes, for the most part.	8/21/2017 7:04 AM
164	Yes!	8/21/2017 5:36 AM
165	yes	8/21/2017 12:20 AM
166	Absolutely! We have become expert in the process of, "Slapping a band aid" on most situations.	8/20/2017 9:10 PM
167	On a daily basis	8/20/2017 6:17 PM
168	Yes police officers try to de-escalate potentially violent situations but each situation is uniquely different.	8/20/2017 2:58 PM
169	most of the time	8/20/2017 2:31 PM
170	all the time	8/20/2017 1:13 PM
171	To general of a question.	8/20/2017 12:26 PM
172	all of the time unfortunately	8/20/2017 8:45 AM
173	yes. however, our safety comes first.	8/19/2017 9:15 PM
174	At times	8/19/2017 1:17 PM
175	Yes - daily (all the time - people just don't hear about it because it isn't news worthy when they are "de-escalated"	8/19/2017 11:57 AM
176	YES... But Some officers are prone to escalating situations as well	8/19/2017 10:26 AM
177	Yes, however there are some officers that don't have the skills or lack the skills to de-escalate potentially violent situations.	8/19/2017 12:36 AM
178	Yes. Officers have families and want to go home at the end of their shifts. A safe ending with no one getting hurt is a success for everyone.	8/18/2017 10:43 PM
179	yes, all the time.	8/18/2017 10:36 PM
180	Yes	8/18/2017 9:23 PM
181	Usually, yes	8/18/2017 5:56 PM
182	Yes	8/18/2017 4:17 PM
183	Every day, yes!	8/18/2017 2:35 PM
184	Always, when possible. Like any job there are some who are better than others.	8/18/2017 2:31 PM
185	Every single day, multiple times a day.	8/18/2017 2:17 PM
186	Yes	8/18/2017 12:49 PM
187	Yes, all the time.	8/18/2017 12:37 PM
188	All the time.	8/18/2017 12:14 PM
189	CPD is good at training officers to look for all alternatives to calm potentially violent encounters.	8/18/2017 12:02 PM
190	Everyday! Most situations we get into with violent or potential violent individuals, I believe, are de-escalated. The problem is you or the media do not hear about all of these situations or report on the good things we do.	8/18/2017 10:55 AM
191	All the time	8/18/2017 10:55 AM
192	Multiple times every single day	8/18/2017 10:45 AM
193	Absolutely!	8/18/2017 10:39 AM
194	Yes	8/18/2017 10:30 AM
195	Systematically.	8/18/2017 10:23 AM

Collaborative Agreement and Community Problem Oriented Policing - Officers Survey

196	Multiple times a day.	8/18/2017 10:06 AM
197	Yes. everyday	8/18/2017 9:45 AM
198	Yes	8/18/2017 9:39 AM
199	yes for the most part	8/18/2017 9:22 AM
200	Yes	8/18/2017 9:15 AM
201	Yes, when we can. Not all situations can be de-escalated.	8/18/2017 8:54 AM
202	Yes	8/18/2017 8:54 AM
203	Majority of the time we do but there are some officers that can create a larger problem when they arrive on the scene.	8/18/2017 8:17 AM
204	Yes	8/18/2017 8:17 AM
205	Yes, we'll never be able to calculate the statistics had a police officer not intervened. Thank God	8/18/2017 8:16 AM
206	Absolutely. That is the first response officers have. Nobody wants to use deadly force but they also should not have to gamble on whether or not they get to go home that day.	8/18/2017 7:54 AM
207	only those that speak to the citizens the same way they want to be spoken to	8/18/2017 7:44 AM
208	Yes	8/18/2017 6:37 AM
209	yes, just with our presence alone.	8/18/2017 6:25 AM
210	That is always the goal. We do have some with poor communication/people skills, so some are much better than others.	8/18/2017 6:09 AM
211	Yes, they try.	8/18/2017 5:47 AM
212	Yes, though it is a difficult process. But with the BWC system now, officers are having a hard time de-venting because of the Captain Jones punishing officers for comments they make to themselves or other cops privately.	8/18/2017 5:00 AM
213	EVERY DAY!	8/18/2017 2:00 AM
214	Yes	8/18/2017 12:08 AM
215	Yes but there certain situations where there is no de escalation that's going to work not saying it shouldn't still be used. But some situations it's just not going to work.	8/18/2017 12:07 AM
216	Much more often than what the public gives us credit for.	8/17/2017 11:23 PM
217	Every Day and as much as possible. The less paperwork....the better.	8/17/2017 9:38 PM
218	Yes I do.	8/17/2017 7:57 PM
219	Yes. As a result of the use of two tools, the TASER and the BWC, Uses-of-Force have been significantly reduced. In addition, the adaptation of the 10 hour work day rotation has significantly reduced the stress placed on the average officer in the field. This has directly resulted in more positive contact with the community and a willingness to de-escalate violent situations.	8/17/2017 7:14 PM
220	ABSOLUTELY!!!! But, unfortunately, the community doesn't understand or refuses that there are times that either that de-escalation has failed or the situation was escalated by the actions of the individual and force, including lethal force, sometimes has to be used.	8/17/2017 5:36 PM
221	YES	8/17/2017 5:09 PM
222	Yes	8/17/2017 4:53 PM
223	Everyday.	8/17/2017 4:27 PM
224	ABSOLUTELY!!!!!! ALL THE TIME..... IT JUST GOES UNRECOGNIZED BECAUSE ITS NOT NEWS WORTHY, MEDIA HURTS RELATIONSHIPS	8/17/2017 4:14 PM
225	Absolutely	8/17/2017 3:38 PM
226	I believe there are officers that de-escalate and I think there are some that do the opposite..	8/17/2017 3:35 PM
227	Yes	8/17/2017 3:22 PM
228	YES! I believe we do a good job at de-escalating	8/17/2017 3:21 PM

Collaborative Agreement and Community Problem Oriented Policing - Officers Survey

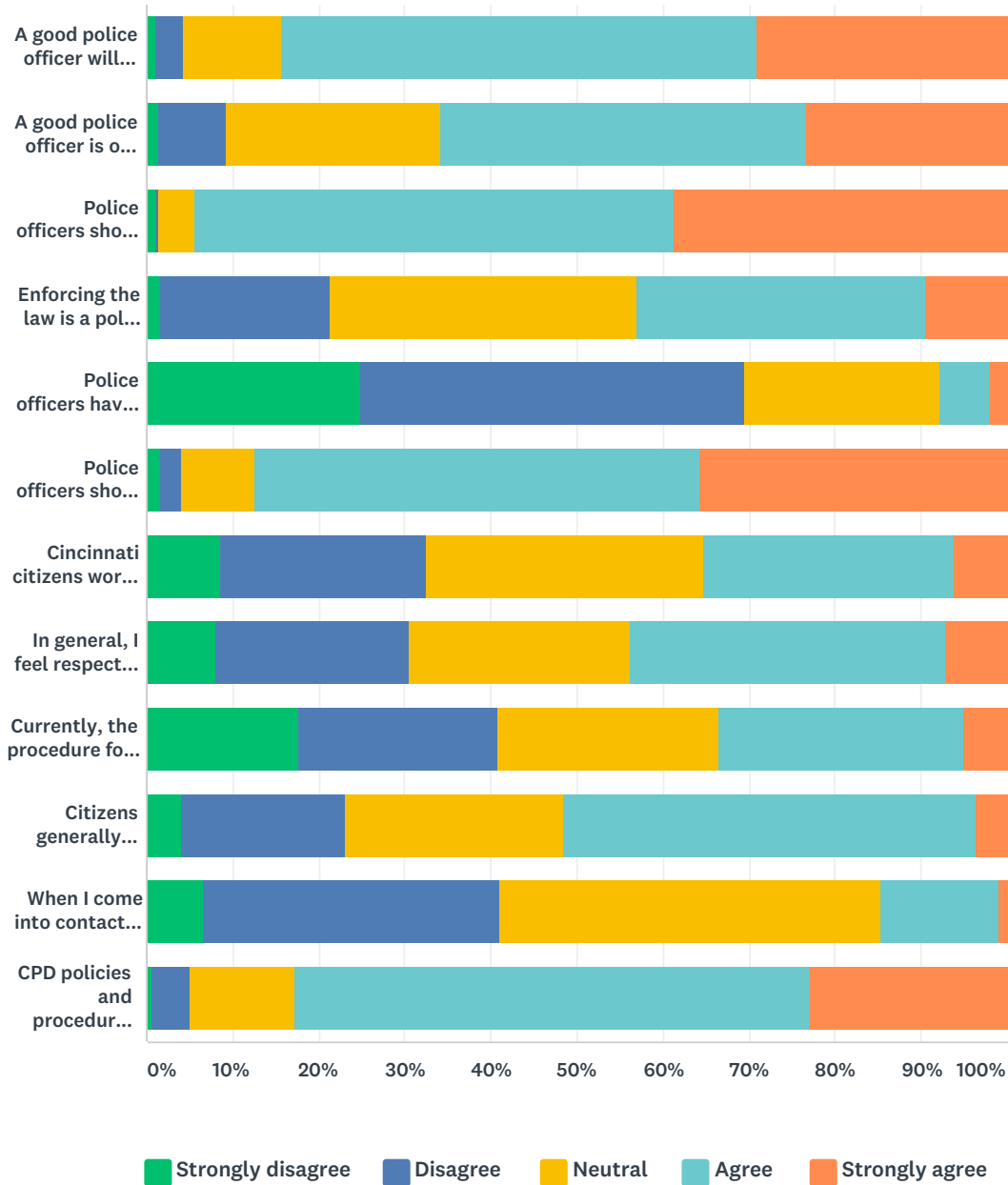
229	Yes, and especially considering the political climate. Officers often times allow potentially violent situations to continue for fear of becoming the next national news story, regardless of whether they were right or wrong.	8/17/2017 3:15 PM
230	Yes.	8/17/2017 3:11 PM
231	Yes. Furthermore, I believe we do it very well.	8/17/2017 3:04 PM
232	Yes. I think CPD officers try, and succeed far more so than other agencies. It is only when we can't that it makes the news. This is usually a decision made by the suspect though.	8/17/2017 2:58 PM
233	yes....	8/17/2017 2:53 PM
234	Yes-much more often than not.	8/17/2017 2:52 PM
235	Yes	8/17/2017 2:49 PM
236	yes	8/17/2017 2:46 PM
237	Yes.	8/17/2017 2:36 PM
238	yes many times during each and every shift.	8/17/2017 2:34 PM
239	Yes and No	8/17/2017 2:34 PM
240	Yes	8/17/2017 2:28 PM
241	yes	8/17/2017 2:26 PM
242	yes	8/17/2017 2:24 PM
243	Yes	8/17/2017 2:19 PM
244	I believe most officers do	8/17/2017 2:17 PM
245	Officers frequently de-escalate volatile situations.	8/17/2017 2:11 PM
246	Yes	8/17/2017 2:09 PM
247	More often than not.	8/17/2017 2:00 PM
248	Some do, some don't. I believe that tactics need to be reviewed so that poor tactics don't result in justified deadly force encounters.	8/17/2017 1:59 PM
249	Yes. If our officers did not know how to talk to people and "de-escalate" situations then all we would do is fight with people.	8/17/2017 1:59 PM
250	yes that is part of the job of being a police officer is to keep the peace not to escalate a situation.	8/17/2017 1:58 PM
251	Absolutely, which is why you don't see CPD on the national news very often for being involved in a shooting.	8/17/2017 1:57 PM
252	yes, no doubt when time and circumstances allow.	8/17/2017 1:49 PM
253	Yes. More often than they should due to the current climate in this country towards law enforcement. It gets officers hurt and killed every day all around the country.	8/17/2017 1:38 PM
254	Yes	8/17/2017 1:38 PM
255	yes	8/17/2017 1:37 PM
256	Yes	8/17/2017 1:24 PM
257	Yes...we all want to avoid going to CCA and IIU. Unfortunately law enforcement is not always pretty and our customers are routinely challenging us and refuse to de-escalate from their position.	8/17/2017 1:18 PM
258	Yes	8/17/2017 1:15 PM
259	yes	8/17/2017 12:34 PM
260	Absolutely CPD officers de-escalate potentially violent situations. Not only do we de-escalate potentially violent situations we de-escalate potential suicides, as well as situations where persons are simply having bad moments or days and just need to an opportunity to talk. De-escalation can take place in many forms and does not always occur in situations of violence. But for the purpose of this question, yes officers de-escalate violence routinely.	8/17/2017 12:28 PM

Collaborative Agreement and Community Problem Oriented Policing - Officers Survey

261	Yes..one of the things I really believe we as a dept. do well is this very thing! We train in this and there are many situations everyday this is shown...not just the most hostile ones	8/17/2017 12:19 PM
262	every single day	8/17/2017 12:10 PM
263	Yes - Much more often than is ever publicized.	8/17/2017 11:55 AM
264	Yes, more than people actually know	8/17/2017 11:54 AM
265	Yes	8/17/2017 11:39 AM
266	Most CPD officers do an excellent job at de-escalation. De-escalation requires time. There are some instances where time is short and de-escalation is not a viable option.	8/17/2017 11:36 AM
267	Yes. There are occasions when officers take things personally. However no one wants the added stress of trips to internal affairs. Officers work for resolution. The public may not realize the people we encounter do not want to de-escalate.	8/17/2017 11:35 AM
268	For the most part, yes. However, de-escalation doesn't always work.	8/17/2017 11:25 AM
269	Yes , everyday	8/17/2017 11:17 AM
270	I think for the most part that police officers de-escalate potentially violent situations. Of course, they are exceptions to this, and as management we have to address these and provide the proper training to change the behavior.	8/17/2017 11:16 AM
271	Yes	8/17/2017 11:13 AM
272	Not all of them. Some officers escalate situations and do not want to learn or listen to senior officer's suggestions.	8/17/2017 11:13 AM
273	Yes. I know zero cops who want violent resolutions.	8/17/2017 11:10 AM
274	Every single day!	8/17/2017 11:07 AM
275	I believe the Police spend too much time with de-escalation techniques; to the detriment of Officer SAFETY. The arrest of the noncompliant suspect is not a calm event. Officer safety dictates a quick reaction to suspects noncompliant.	8/17/2017 11:07 AM
276	Yes. Very well.	8/17/2017 11:05 AM
277	Yes on a daily basis	8/17/2017 11:04 AM
278	Yes some officers have that ability and some officers do not.	8/17/2017 11:04 AM
279	Yes.	8/17/2017 11:02 AM
280	Yes. Numerous times per day	8/17/2017 10:42 AM
281	I am proud to say, each and every day, Police Officers de-escalate violent situations without incident. The media and others never discuss the thousands of contacts each day that end positively AND result in helping...it might be time to high light the good in society and policing...this will bring about positive change.	8/17/2017 9:59 AM

Q15 To what degree do you agree with the following statements based on your personal experiences as a Cincinnati Police Officer?

Answered: 306 Skipped: 4



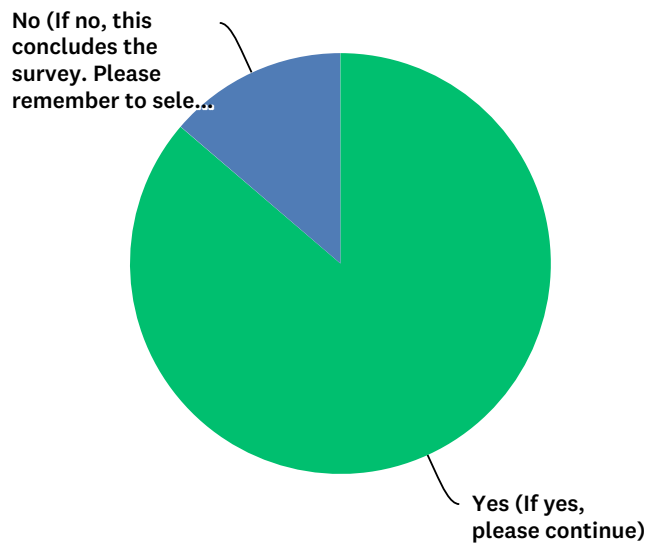
	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
A good police officer will try to find out what the residents think the neighborhood problems are and then will focus his/her efforts on these issues.	0.98% 3	3.28% 10	11.48% 35	55.08% 168	29.18% 89	305
A good police officer is one who works proactively stopping cars, checking people out, running license checks, etc.	1.31% 4	7.87% 24	24.92% 76	42.62% 130	23.28% 71	305
Police officers should work with citizens to try and solve crime related problems in their district.	0.99% 3	0.33% 1	4.30% 13	55.63% 168	38.74% 117	302

Collaborative Agreement and Community Problem Oriented Policing - Officers Survey

Enforcing the law is a police officer's most important responsibility.	1.64% 5	19.67% 60	35.74% 109	33.44% 102	9.51% 29	305
Police officers have reason to distrust most citizens.	24.92% 76	44.59% 136	22.62% 69	5.90% 18	1.97% 6	305
Police officers should make frequent informal contact with people in their district to establish trust and cooperation.	1.66% 5	2.32% 7	8.61% 26	51.66% 156	35.76% 108	302
Cincinnati citizens work with the police to try to solve neighborhood problems.	8.61% 26	23.84% 72	32.12% 97	29.14% 88	6.29% 19	302
In general, I feel respected and appreciated by the communities I police.	7.95% 24	22.52% 68	25.83% 78	36.42% 110	7.28% 22	302
Currently, the procedure for a citizen to file a complaint against a police officer is fair.	17.76% 54	23.03% 70	25.66% 78	28.62% 87	4.93% 15	304
Citizens generally comply when a police officer gives a command.	3.95% 12	19.08% 58	25.33% 77	48.03% 146	3.62% 11	304
When I come into contact with a criminal suspect, I feel in serious danger of physical violence.	6.64% 20	34.22% 103	44.52% 134	13.62% 41	1.00% 3	301
CPD policies and procedures clearly define what 'reasonable suspicion' is and indicate when officers are allowed to stop and question citizens.	0.66% 2	4.32% 13	12.29% 37	59.80% 180	22.92% 69	301

Q16 Has a citizen ever filed a complaint against you?

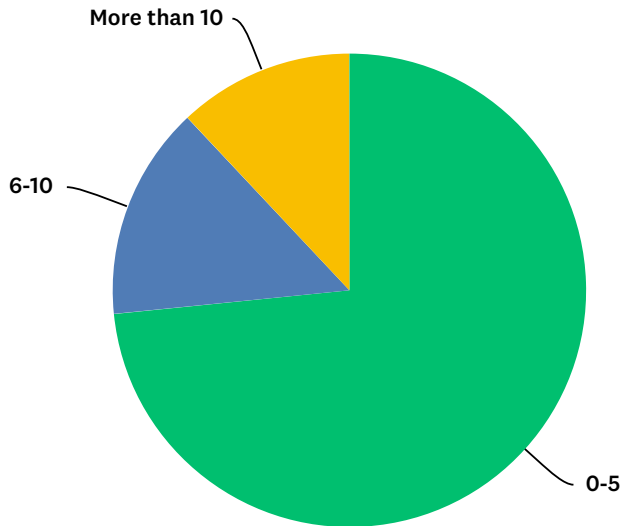
Answered: 306 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes (If yes, please continue)	86.27%	264
No (If no, this concludes the survey. Please remember to select "Done" at the end of the survey to successfully submit your survey responses. Thank you for your participation)	13.73%	42
TOTAL		306

Q17 From the time you began working as a Cincinnati Police Officer until today, how many complaints have been filed against you?

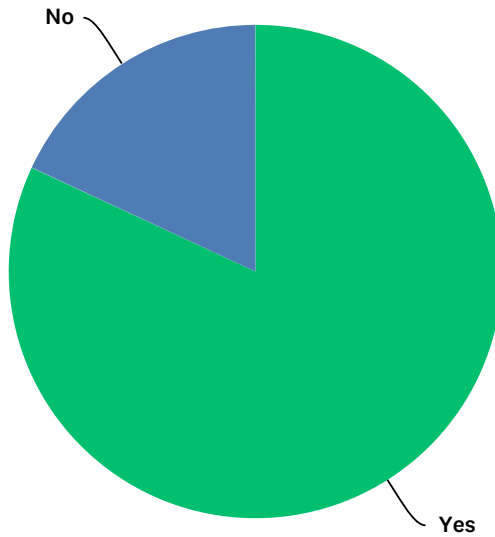
Answered: 267 Skipped: 43



ANSWER CHOICES	RESPONSES	
0-5	73.41%	196
6-10	14.61%	39
More than 10	11.99%	32
TOTAL		267

Q18 Did an investigator contact you about the complaint?

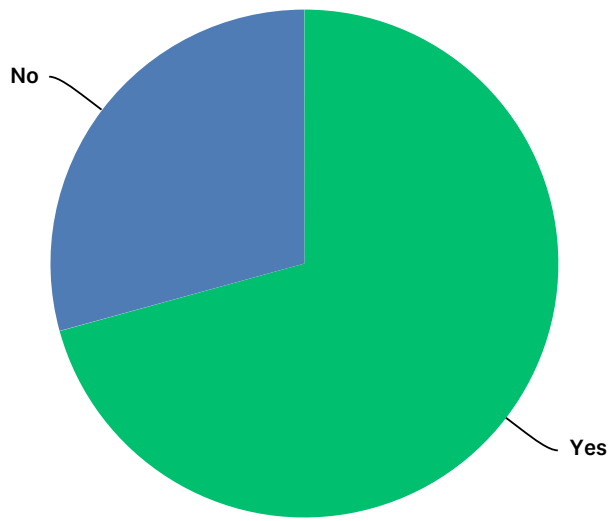
Answered: 260 Skipped: 50



ANSWER CHOICES	RESPONSES	
Yes	81.92%	213
No	18.08%	47
TOTAL		260

Q19 Were you asked to attend a meeting regarding this complaint?

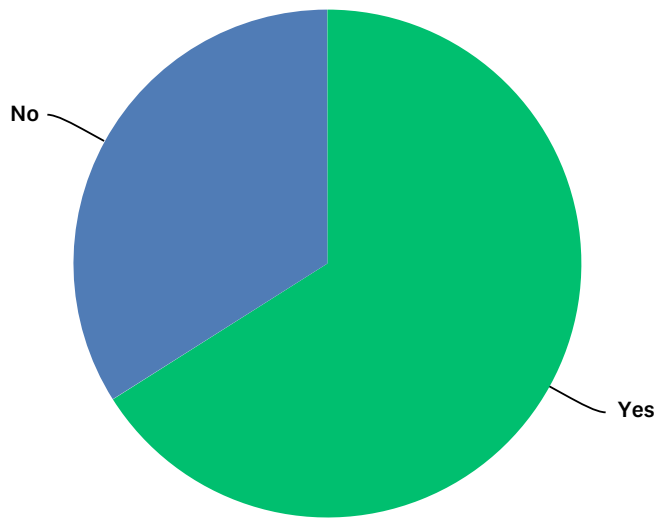
Answered: 263 Skipped: 47



ANSWER CHOICES	RESPONSES	
Yes	70.72%	186
No	29.28%	77
TOTAL		263

Q20 Did you attend a meeting regarding this complaint?

Answered: 262 Skipped: 48



ANSWER CHOICES	RESPONSES	
Yes	66.03%	173
No	33.97%	89
TOTAL		262

#	IF NO, WHY?	DATE
1	The complaints filed against me were over 20 years ago and I was exonerated. There was no CCRP process.	9/5/2017 10:08 AM
2	It was discovered that the complaining party disliked the outcome of my investigation, and filed a complaint. I behaved appropriately and was exonerated after viewing my body cam.	9/4/2017 5:52 PM
3	YES HAVE ATTENDED INTERNAL INV. BUT WOULD NOT CONSIDER THAT A MEETING, I AM COMPELLED TO MAKE A STATEMENT UNLESS I DECIDE TO RETAIN ATTORNEY FOR A LEGAL ALLEGATION AGAINST ME. ALTHOUGH THIS HAS NEVER OCCURRED TO MYSELF. I HAVE HAD COMPLAINT THAT WAS RELEGATED TO A CCRPBUT PERSON MAKING ALLEGATION HAS NOT SHOWED FOR THE MEETING.	9/4/2017 7:07 AM
4	.	9/2/2017 3:31 AM
5	The complainant withdrew his complaint...	8/31/2017 11:44 AM
6	No meeting was scheduled and the complaint was settled by me being issued a negative ESL.	8/31/2017 9:37 AM
7	Citizen failed to follow through with the bullshit complaint.	8/31/2017 6:28 AM
8	THERE WAS NO MEETING SET UP REGARDING THE COMPLAINT. THE COMPLAINANT WOULD NOT COOPERATE WITH THE INVESTIGATION.	8/30/2017 5:45 PM
9	I only was called to CCA for an interview, it's very likely that they knew the complaints were bogus and didn't want to waste anymore of mine or there time.	8/30/2017 1:53 PM
10	still pending investigation	8/30/2017 12:36 PM
11	it was an unjustified complaint	8/28/2017 11:56 AM
12	what meeting?	8/27/2017 10:59 PM
13	Unfounded by Internal.	8/27/2017 9:36 PM

Collaborative Agreement and Community Problem Oriented Policing - Officers Survey

14	No. I believe the citizen did not want to have a meeting.I	8/27/2017 9:17 AM
15	I went to Internal Investigations based on a complaint of a gentleman who was under arrest and he demanded taking his book bag to the justice center. I had to search the bag to see if weapons or contraband was in it before transport and the arrested complained.	8/26/2017 10:46 AM
16	He didn't return any phone calls from the investigator to have a meeting, and the second one I only spoke with internal, and never with the complainant.	8/25/2017 6:49 PM
17	No meeting set up interviews were set up with internal and CCA	8/25/2017 2:16 PM
18	subject refused to meet	8/25/2017 1:39 PM
19	Citizen never showed up	8/25/2017 10:55 AM
20	No meeting...it was an internal investigation	8/25/2017 10:55 AM
21	citizens complaint authority was not in existances	8/25/2017 10:54 AM
22	It was resolved before a meeting and the citizen did not want to attend.	8/24/2017 10:26 PM
23	We don't have a choice.	8/24/2017 8:02 PM
24	Because the complaint was filed by a 3rd party. The 3rd party went to an associate in the division. That person called & started a ball rolling. 1.5 hours after the contact with this person I was being called in and questioned. My video was reviewed and found to be text book! I was NEVER apologized to, No charges were brought against person who accused me of because they said it to 3rd party and 3rd party, WHO IS NOT A member of the CPD got ball rolling. He was shown video, but I never received any type of apology from this person. Still bothered by it? YES I AM! This person is supposed to be helping city out, But this hurt his credibility & I tell everyone about this situation. Speaking to below question, # 21, All they did was look at video & see I did Nothing Wrong!	8/24/2017 5:15 PM
25	The complaint was found to have no merit.	8/24/2017 5:00 PM
26	Was no meeting	8/24/2017 4:17 PM
27	CCA cleared all of them.	8/24/2017 3:19 PM
28	The other half never showed up after multiple appointments.	8/24/2017 3:00 PM
29	Persons failed to show.	8/24/2017 2:52 PM
30	complainant didn't show up	8/24/2017 2:51 PM
31	HANDLED BY IIS	8/22/2017 1:14 PM
32	Honestly, its so long ago I barely remember. The questions below, 21 and 22 and 24 should have a Neutral Option, becaause that is my answer. 25 & 28 was a default answer. Most of the complaints against me I felt were sort of dumb. In one complaint I had a former Asst Chief give me a Positive ESL for great work and I also got a written reprimand for assisting someone because the original officer who handled the initial situation refused to assist further. That makes no sense, conflicting messages for supervision., conflicting messages about when to help people and when not to.	8/22/2017 7:48 AM
33	I WAS NOTIFIED ABOUT THE COMPLAINT, THEN NOTIFIED THAT THE CAPTAIN DECIDED TO MAKE THE COMPLAINT A REPRIMAND. NO MEETING EXCEPT THAT THE SUPERVISOR ADVISED ME OF WHAT WAS HAPPENNING	8/21/2017 9:42 PM
34	Complainant didn't want a meeting	8/21/2017 7:38 PM
35	My complaints were over 25 years ago and the procedure was different. In both complaints my version of what took place was backed by other citizens, before I even new I was getting complained on.	8/21/2017 2:49 PM
36	citizen refused to attend	8/21/2017 1:03 PM
37	No one scheduled a meeting	8/21/2017 11:47 AM
38	No reason for a meeting, the citizen who filed the complaint wanted me to break the law on his behalf.	8/21/2017 9:33 AM
39	From recollection, the complaint was determined to be unfounded, or the complainant refused to participate.	8/21/2017 9:27 AM

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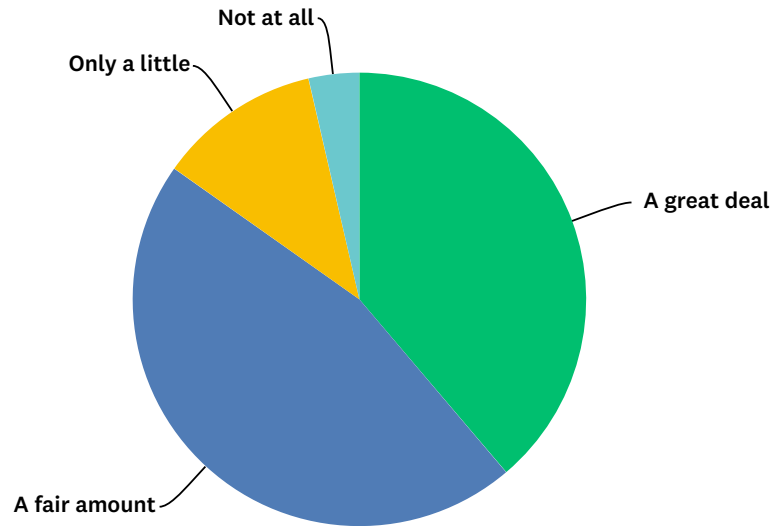
40	Complainant did not show up for the meeting.	8/20/2017 2:58 PM
41	Spoke with a supervisor about the incident and it was handled from there.	8/20/2017 2:31 PM
42	Complaint didn't want one and I wasn't at fault	8/19/2017 1:17 PM
43	Went straight to Internal Investigations - no meeting offered	8/19/2017 11:57 AM
44	citizen wanted to vent on paper, no meeting requested.	8/18/2017 10:36 PM
45	I have never had a meeting with a citizen regarding a complaint filed against me. The explanation frequently provided is the citizen declined.	8/18/2017 4:17 PM
46	I don't recall the nature of the complaint, but the complainant suffered from an unknown but obvious mental health issue, and the individual did not show up to the scheduled meeting and did not respond to further attempts to contact her.	8/18/2017 2:35 PM
47	complainant failed to show for the meeting	8/18/2017 10:45 AM
48	I was not contacted about a meeting	8/18/2017 10:39 AM
49	The complaint was unfounded. It wasn't a valid complaint.	8/18/2017 8:54 AM
50	Complainant was in prison.	8/18/2017 6:09 AM
51	You have no choice! Come on people get serious!	8/17/2017 9:38 PM
52	Was not a valid complaint.	8/17/2017 4:53 PM
53	IIS	8/17/2017 4:14 PM
54	The Citizen refused to participate	8/17/2017 3:38 PM
55	Required taped interview	8/17/2017 3:15 PM
56	If you mean a complaint resolution meeting, that's been a long time. If you mean an IIS interview, then yes.	8/17/2017 2:58 PM
57	I wasn't asked to attend a meeting.	8/17/2017 2:53 PM
58	Been many years, I don't really remember.	8/17/2017 2:52 PM
59	Boss squashed it stayed in house.	8/17/2017 2:49 PM
60	complainant failed to show up	8/17/2017 2:46 PM
61	No meeting was scheduled. I voice recorded the interaction and the allegation was false.	8/17/2017 2:36 PM
62	wasn't required	8/17/2017 2:34 PM
63	A supervisor notified me of the complaint and that it was determined to be unfounded. There should be a consequence for the person that makes a unfounded/false complaint. That I'm aware of there are no consequences to a person that makes a false complaint. When was the last (if ever) time that a false complaint was pursued?	8/17/2017 2:34 PM
64	was notified to internal	8/17/2017 2:26 PM
65	Because the complainant refused to attend the meeting so it was cancelled	8/17/2017 2:24 PM
66	Complaint before CCRP or CCA existence and deemed false.	8/17/2017 2:00 PM
67	The complaint was unfounded.	8/17/2017 1:59 PM
68	The issue was resolved before a meeting was necessary.	8/17/2017 1:57 PM
69	Citizen declined.	8/17/2017 1:38 PM
70	IIS investigation	8/17/2017 1:38 PM
71	Wasn't offered. Complainant was from California.	8/17/2017 12:34 PM
72	My complaints were before the meeting procedure/process was put into place.	8/17/2017 12:28 PM
73	Not asked to	8/17/2017 11:57 AM
74	The complaint was filed before collaborative reform and the CCRP process was instituted.	8/17/2017 11:55 AM
75	The complainant failed to appear.	8/17/2017 11:36 AM

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76	The citizen would not respond to the supervisor's phone calls	8/17/2017 11:25 AM
77	Complainant refused to cooperate	8/17/2017 11:17 AM
78	There was no meeting.	8/17/2017 11:13 AM
79	It's not a request. It's an order. Though I certainly would have gone either way.	8/17/2017 11:10 AM
80	I was never offered a meeting.	8/17/2017 11:05 AM
81	The complaints primarily occurred early in my careers. Thankfully maturity, experience and life itself has an impact on perspective and my role in society	8/17/2017 9:59 AM

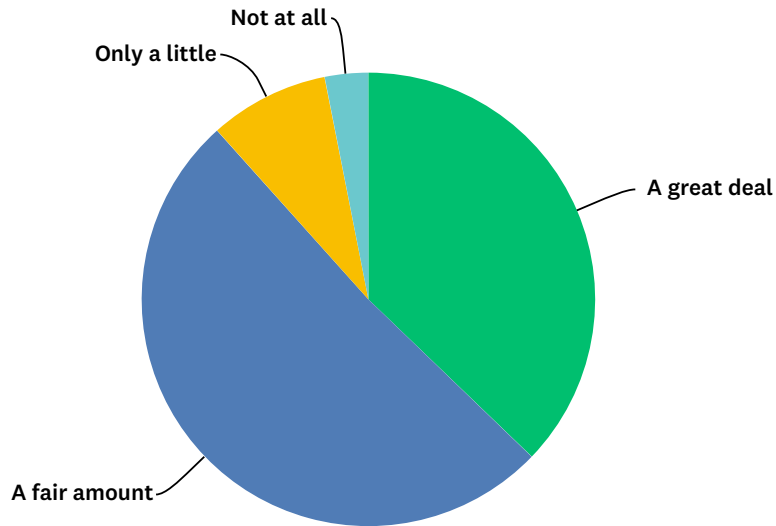
Q21 During the investigation and review process, how did those investigating the complaint consider your version of events?

Answered: 250 Skipped: 60



Q22 During the investigation and review process, how much do you feel you were treated with politeness, respect and dignity?

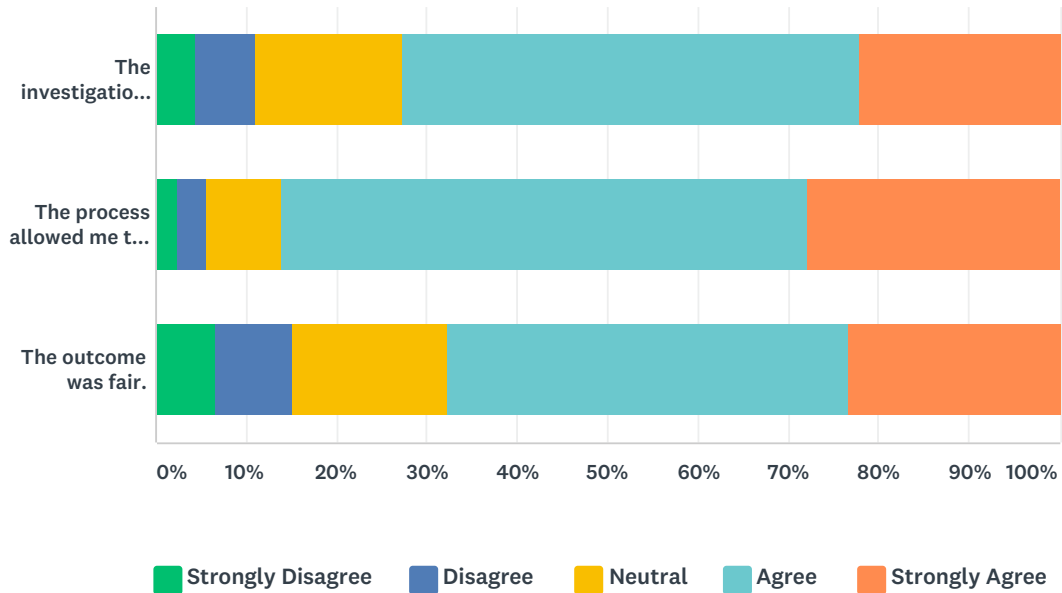
Answered: 258 Skipped: 52



ANSWER CHOICES	RESPONSES	
A great deal	37.21%	96
A fair amount	51.16%	132
Only a little	8.53%	22
Not at all	3.10%	8
TOTAL		258

Q23 If your complaint was investigated by the CPD, please respond with the degree to which you agree with the following:

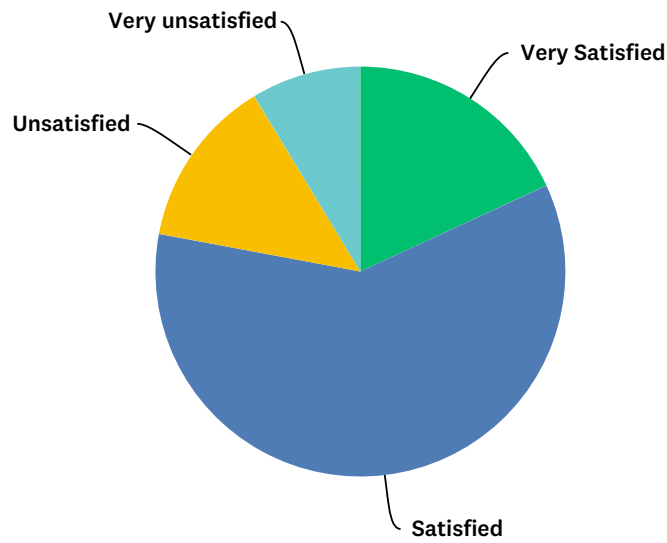
Answered: 254 Skipped: 56



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
The investigation was handled in a fair and impartial manner.	4.35% 11	6.72% 17	16.21% 41	50.59% 128	22.13% 56	253
The process allowed me to tell my side of the story.	2.39% 6	3.19% 8	8.37% 21	58.17% 146	27.89% 70	251
The outcome was fair.	6.69% 17	8.27% 21	17.32% 44	44.49% 113	23.23% 59	254

Q24 Overall, how satisfied are you with the CPD complaint review process in this case?

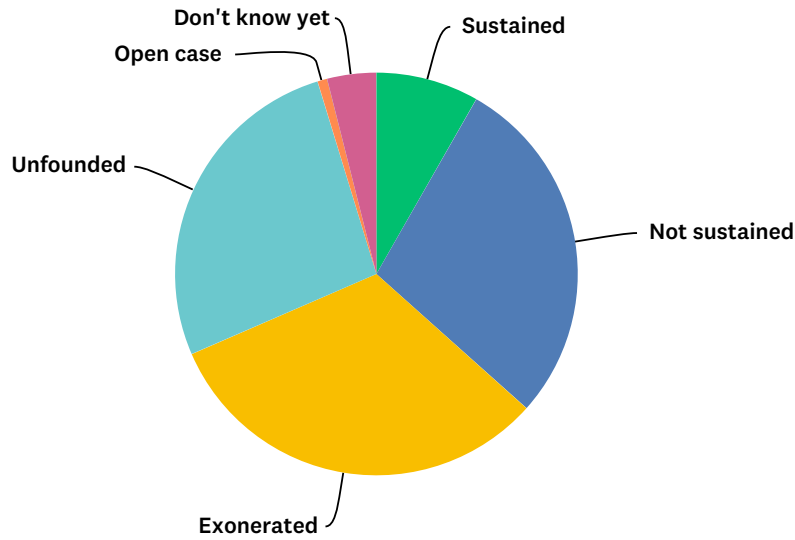
Answered: 254 Skipped: 56



ANSWER CHOICES	RESPONSES	
Very Satisfied	18.11%	46
Satisfied	59.84%	152
Unsatisfied	13.39%	34
Very unsatisfied	8.66%	22
TOTAL		254

Q25 What was the actual outcome of the complaint investigated by CPD?

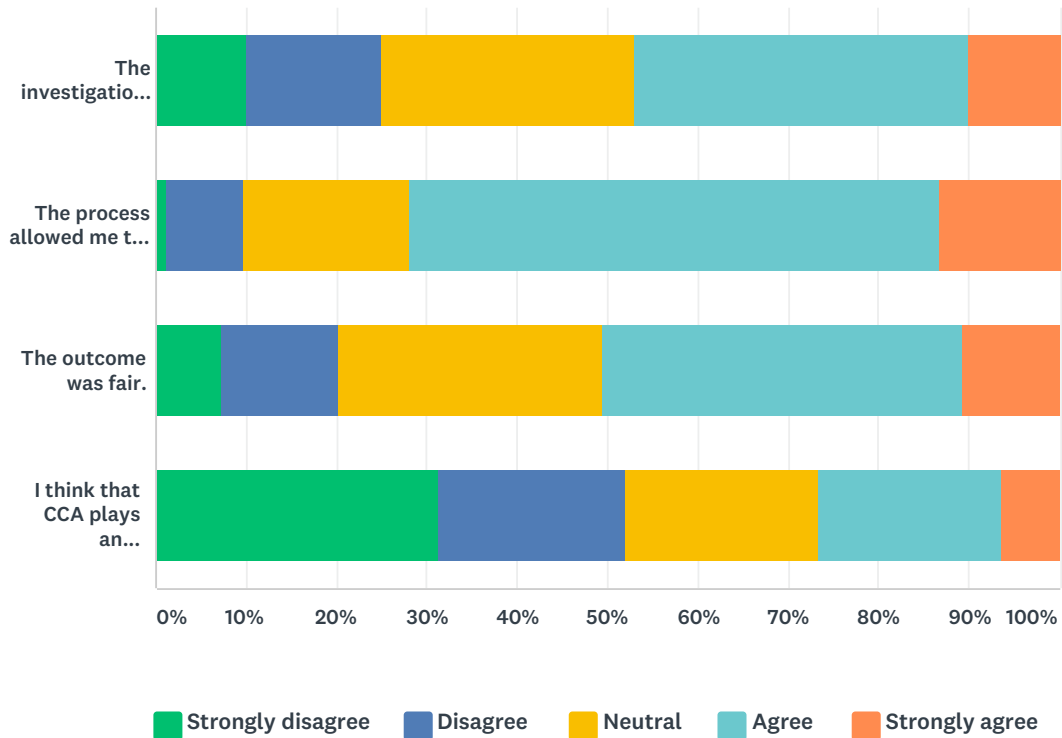
Answered: 254 Skipped: 56



ANSWER CHOICES	RESPONSES	
Sustained	8.27%	21
Not sustained	28.35%	72
Exonerated	31.89%	81
Unfounded	26.77%	68
Open case	0.79%	2
No jurisdiction	0.00%	0
Don't know yet	3.94%	10
TOTAL		254

Q26 If your complaint was investigated by the Citizen Complaint Authority (CCA), please respond with the degree to which you agree with the following:

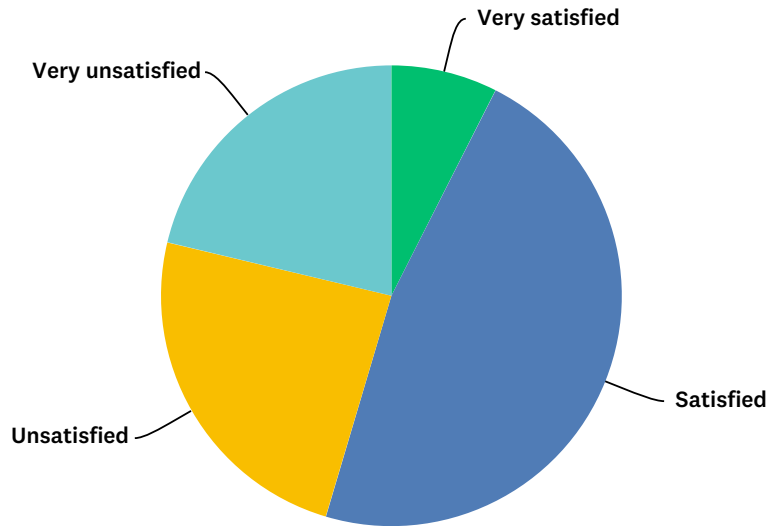
Answered: 170 Skipped: 140



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
The investigation was handled in a fair and impartial manner.	10.12% 17	14.88% 25	27.98% 47	36.90% 62	10.12% 17	168
The process allowed me to tell my side of the story.	1.20% 2	8.38% 14	18.56% 31	58.68% 98	13.17% 22	167
The outcome was fair.	7.14% 12	13.10% 22	29.17% 49	39.88% 67	10.71% 18	168
I think that CCA plays an important role in strengthening community-police relations.	31.36% 53	20.71% 35	21.30% 36	20.12% 34	6.51% 11	169

Q27 Overall, how satisfied are you with the CCA complaint review process in this case?

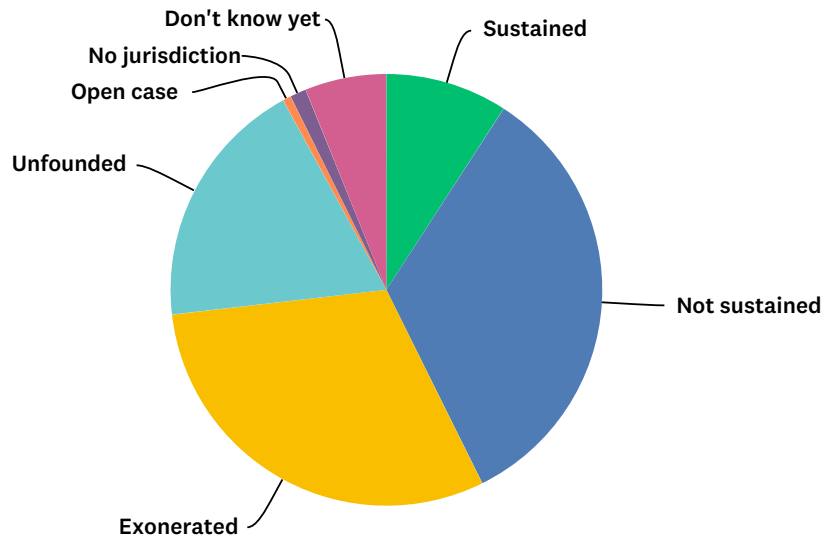
Answered: 174 Skipped: 136



ANSWER CHOICES	RESPONSES	
Very satisfied	7.47%	13
Satisfied	47.13%	82
Unsatisfied	24.14%	42
Very unsatisfied	21.26%	37
TOTAL		174

Q28 What was the actual outcome of the complaint investigated by CCA?

Answered: 164 Skipped: 146



ANSWER CHOICES	RESPONSES	
Sustained	9.15%	15
Not sustained	33.54%	55
Exonerated	30.49%	50
Unfounded	18.90%	31
Open case	0.61%	1
No jurisdiction	1.22%	2
Don't know yet	6.10%	10
TOTAL		164

Q29 Additional Comments

Answered: 87 Skipped: 223

#	RESPONSES	DATE
1	The complaints filed against me were over 20 years ago and I was exonerated. There was no CCRP process.	9/5/2017 10:08 AM
2	For the most part, CPD has a good working relationship with it's citizens. The tireless, and unceasing efforts by the department to serve it's community are sometimes underappreciated because of media bias. With the advent of body cameras, the citizen's complaint authority has outlived it's usefulness. The body cameras have proven useful in showing when people are being unreasonable. That being said, the body cameras have limitations in that they are not automatic, and show a very limited field of vision as well as very limited sound capabilities. Citizens have essentially carte blanche to file complaints about conduct of officers when they simply disagree with the conclusion of the officers.	9/4/2017 5:52 PM
3	CCA INVESTIGATIONS ARE CONFUISNG SOMETIMES. I CANNOT GIVE SPECIFIC EXAMPLE BUT WHY DO WE NOT PROSECUTE ANY PROVEN FALSE ALLEGATION?	9/4/2017 7:07 AM
4	Supervisors should be able to resolve complaints immediately by listening to the complainant, reviewing the BWC and talking with the officer without having to spend several hours on the current complaint process. Supervisors should have the authority to end it verbally if investigated and it found to be unfounded or false. Too much time is spent on Citizen complaints that are baseless.	9/1/2017 8:09 AM
5	None	8/31/2017 9:37 AM
6	DISTRICT COMPLAINT ONLY	8/31/2017 7:05 AM
7	CCA gives the public too much power to complain, I believe they should be present along with the officer.	8/30/2017 4:32 PM
8	CCA did not seem to have a good enough understand of Cincinnati policy and had to be informed by internal what policy allowed me to do what I did.	8/30/2017 9:29 AM
9	In regards to citizen complaints, there definitely needs to be a review of penalties for citizens who file utterly false complaints against police officers. When citizens fabricate stories of police acting improperly, there has to be a penalty. Far too many police and CCA resources are being spent addressing complaints that are totally false and in many cases completely fabricated. Until IIU and CCA begin attempting to prosecute citizens who abuse the process, it will always be met by some degree of skepticism from the rank and file officers.	8/30/2017 9:24 AM
10	I never went to CCA my supervisor had a meeting with me and the suspect.	8/30/2017 8:09 AM
11	The police dept should have a process to review CCA and all decisions from CCA should be treated as only recommendations.	8/29/2017 4:19 PM
12	The more investigations, the more distrust. Tools of the great accuser.	8/29/2017 7:09 AM
13	The investigators at CCA are incompetent	8/28/2017 1:18 PM
14	Civilians should not be permitted to evaluate what an officer does. They have NO experience or knowledge of what being a Police Officer entails.	8/28/2017 11:56 AM
15	CCA told me they have video proving that the complaint was a lie yet they sad their boss told them they still had to go through the motions. Wasting everybody's time.	8/28/2017 11:15 AM
16	This survey was extremely difficult to use and navigate through. Answers kept disappearing. The page would freeze up, then keep moving on its own; not allowing answers to be entered. If responses are low and everyone else is having the same issues....I would guess that is the reason. Very annoying to complete this.	8/28/2017 9:20 AM
17	CCA is a complete waste of money and time. Their investigators are not very good and the board is biased against police officers.	8/27/2017 10:59 PM

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18	I think that CCA needs to be revamped or taken away. CCA takes complaints from individuals that were not even there at the time of the incident or are 3rd parties which is ridiculous.	8/27/2017 10:06 PM
19	I do not think the CCA has an understanding of police policy and procedure. I think they need to screen the complaints with some common sense.	8/26/2017 10:46 AM
20	My reason for believing that the citizen complaint process is unfair is because If a incident is on the officer's body camera then I do not understand the need to go to CCA, or internal. If an officer can be exonerated from any wrong doing the same day then It is unfair to make the officer go through multiple interviews for months only to exonerate them at the end.	8/25/2017 6:49 PM
21	None	8/25/2017 2:16 PM
22	I would just like to say I am very proud to be a police officer and love the CPD. I am not a disgruntled, "FOP loving to hate everything" kind of officer. I am very satisfied with my career here and enjoy it. I work for a great boss but many of your questions are very general in nature and lend to answers that may seem negative. As a department we have so many things to focus on to get up to date with the ever changing technical world. But we are constantly dealing with "old" issues. I thought the Collaborative was over. I feel the issues raised by the collaborative have been addressed and have become ingrained in the psyche of our officers. Some in a good way, some in a bad way...but pretty much all of us follow it. I am a strong opponent of engaging in activities just for appearance sake. The Collaborative has done nothing to decrease the violence in our communities. It has done nothing to discourage drug dealing which leads to most of the crime we encounter. It has done nothing except put a stronger burden on police. Which I am fine with. But PLEASE lets stop pretending that the Collaborative is some kind of "wonderful" program. It is making certain people a lot of money, it is burdening a police department that doesn't have enough officers on the street with even more paperwork, etc. that bogs down response times etc. It has created silly units in our department that in essence are "hiding" places for officers who don't want to work, at the expense of the communities. NLU, any Liason Unit, PIVOT, Youth Services, these are units inflated with officers who would do far better things for the communities actually being on the streets. We have a radio system and reporting system that were outdated when we bought them. We have SO many issues we need to fix in the department, getting along with the communities we serve isn't one of them. Most citizens in the city love the police. Lets quit bowing down to the few who feel slighted by the police.	8/25/2017 10:55 AM
23	n/a	8/25/2017 9:06 AM
24	I think the CCA & every city council member should be required to ride in a uniform car for 40 hours a year. Not on a sunny day in May, but when the moon is out at the beginning of the month on power shift or 2nd shift	8/25/2017 8:32 AM
25	With CCA the big thing is they don't even review any evidence before they talk to you.	8/25/2017 8:00 AM
26	There should be a filtering out of bogus complaints.	8/25/2017 7:59 AM
27	Basically I believe if you are a good active Police Officer you are going to get complained on and the Cincinnati Police Department will take the complaint, and slow you down in their own special way. It is just as easy to answer the radio and do your reports and stay away from pro-active policing. It really isn't worth the trouble that comes along with it. This way you won't get complained on or sued.	8/25/2017 6:34 AM
28	The police need to police themselves, not civilians. We have enough of that in the media and with politicians. Again, I stress, I HAVE NEVER MET A POLICE OFFICER who deliberately went out of their way to target a race. It just so happens, crimes happen in certain neighborhoods and WE are not allowed to retreat. I wish we would hear that a lot more often from management.	8/25/2017 5:57 AM
29	I believe in humanity and that most people are generally good. I feel that if these people would become more involved and speak up and become involved with fighting the political correctness movement and the unconstitutional right to know act this world would be a better place. There is too much reporting of negativity and it is affecting how children see the world and grow up. All I can ask is that everyone pray. This world needs prayer, this country needs to come back to Jesus.	8/25/2017 3:10 AM
30	We as a police department have a LONG WAY TO GO IN IMPROVING POLICE/COMMUNITY RELATIONS BUT ALSO THE RELATIONS OF OUR FELLOW OFFICERS!!!!	8/24/2017 9:55 PM
31	I have heard some say, CCA takes every complaint for job security. I believe some of the complaints received at CCA could be handled by just listening to the complainant and explaining police procedure. Again, some folks just want to vent and once the situation is explained, they understand and no longer want to file a complaint.	8/24/2017 4:40 PM

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32	The biggest gripe that I have is in the initial stage. We accept complaints that are clearly outside the scope of the process, eg questions of innocence/guilt thinly veiled as discourtesy or others.	8/24/2017 3:39 PM
33	Implicit bias is a gaslighting technique. It's a brainwashing tool to establish the idea that racism is everywhere and will never go away, thus life will never be fair. It's a good way to ensure never-ending racial tension. But who benefits from that??????????	8/24/2017 3:00 PM
34	CCA is a redundant, ineffective body that finds itself archaic when considering the documentation of police / community interactions by technology used in today's policing work space.	8/24/2017 2:51 PM
35	The collaborative produces some very positive changes in our police department. However at the end of the five years, the Cincinnati Police Department was the only stake holder left at the table. Moving forward, stake holder need to be vested and held accountable to allegations including compelled by findings to recant and / or apologize in public. Transparency is very important for the public and when allegations against our officers are proven false, that information is just as important as any other to be part of the public discussion on law enforcement. I feel many of the allegations against officers are knee jerk reactions made without facts or substance in this world of immediate gratification. Since the conversation is centered round law enforcement conduct, we can not forget to challenge the conduct of the citizens / activists as well.	8/24/2017 1:38 AM
36	The CCA is a huge tax suck and should be eliminated. They actually go out and solicit complaints to justify their existence. The CCA should be put out to pasture!	8/23/2017 3:13 PM
37	I am very satisfied with the complaint process today compared to the process in 2003. In 2003 complaints taken by supervisors were used to harass and bring harm to minority officers, and allow bad cops to harass community members. Today it is more fair and several departments review before final assessments.	8/23/2017 3:10 PM
38	None	8/23/2017 10:10 AM
39	The Citizen Complaint Authority is an absolute disgrace. The last good investigator they had left a few months ago. To me CCA uses investigators who are more about punishing police officers instead of finding out the truth. Nothing about CCA is fair and unbiased. CCA investigator Brown is one of the worst offenders of being bias towards police officers. I rep officers at CCA, and I can say I am appalled at how CCA conducts their investigations. If the police officers for Cincinnati Police Department conducted investigations the way CCA does their investigation, then there would be a lot innocent people sent to jail.	8/23/2017 9:49 AM
40	Collaborative is needed and should continue	8/23/2017 6:34 AM
41	It is time for Police Reforms in CPD and across the nation.	8/22/2017 9:40 PM
42	CCA does not do a preliminary investigation. Only complaints that are valid and have a definite violation should be taken. If the complaint can be disputed by the BWC it should not be taken. Complaints taken by the department should also have preliminary investigations taken. If the complaint can be disputed by BWC, it should not be taken. Most people just want to vent about their experience in the heat of the moment - they do not have a valid, procedure violation complaint. These complaints can be handled by a phone call and allowing the citizen to vent and our procedure explained as to why the officer acted appropriately.	8/22/2017 7:37 PM
43	The Citizens Complaint procedure is completely broken. It allows for frivolous complaints to be made by citizens against officers. Supervisors are forced to enter and investigate these complaints into ETS and regardless of the outcome they become a permanent record. They also take a lot of time to investigate and report on. Meanwhile, the citizen that makes the complaint most often could care less about the outcome and rarely opt to attend the face to face meeting that supervisors are required to offer. A police supervisor has no choice but to accept, enter and investigate a complaint even though it is very often obvious the complainant is either lying or purely upset over some lawful action taken against them by a police officer. These complaints never come out of an officer's ETS file regardless of outcome. Meanwhile, the media decides to run a story on Citizens Complaints and say this officer has had x amount of complaints over his career but neglect to say that all were not sustained or exonerated. The Citizens Complaint procedure is absolutely awful and biased it should be completely revamped but I sincerely doubt that will ever happen. CCA should not exist at all. They accept everything that walks through their door just to justify their existence. Their investigations and findings mean absolutely nothing to anyone. They have absolutely no bearing on the Police Supervisors investigation or anyone else involved in the complaint process. In this day and age of strained budgets why this organization is allowed to exist boggles my mind. Whatever the City of Cincinnati pays in salaries, building fees, supplies etc.... for this boondoggle is an absolute waste of valuable taxpayer money.	8/22/2017 3:53 PM

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44	<p>THERE IS LITTLE CONSISTENCY BETWEEN ONE SUPERVISOR'S INTERPRETATION OF WHAT IS REASONABLE SUSPICION, AND PROBABLE CAUSE. THE PROCEDURE MANUAL IS OFTEN MANIPULATED BY SUPERVISORS. THE RULES AND REGULATIONS ARE DEFINITELY USED TO DEMORALIZE OFFICERS RATHER THAN AS A CORRECTIVE MEASURE. COMMUNITY POLICING HAS DONE A GOOD JOB TO NEUTER THE HOLD THAT POLICE HAD ON THE CRIMINAL ELEMENT IN CINCINNATI. AS WE STRIVE TO BE THE MODEL FOR POLICING, MANY OTHER DEPARTMENTS IN THE AREA HAVE TRIED TO FOLLOW SUIT, BUT SPEAKING WITH OTHER OFFICERS ONLY AFFIRMS THAT THIS PROBLEM IS SPREADING LIKE CANCER. THE COMMON CITIZEN IS USUALLY RESPECTFUL AND COURTEOUS. THEY ARE GIVEN THIS RESPECT UP FRONT. THE CRIMINAL ELEMENT HOWEVER HAS NO RESPECT FOR POLICE. THE OFFICER HAS LITTLE TO NO BACKING FROM THE ADMINISTRATION. WITH THE IMPLEMENTATION OF THE CAR CAMERAS, AND THE BODY CAMERAS, OFFICERS WERE TOLD THAT THESE WOULD NOT BE USED AGAINST THEM. FAR FROM THE TRUTH. IT DIDN'T TAKE LONG FOR THE BODY CAMERAS TO BE USED AS A WEAPON IN THE FIGHT TO DEMORALIZE THE PATROL OFFICER. THESE TOOLS WERE SUPPOSED TO BE A GROUND LEVEL ABILITY TO ADDRESS COMPLAINTS ON THE DISTRICT LEVEL. BUT INSTEAD THEY ARE USED OTHERWISE. COMMUNITY LEADERS EXPECT POLICE TO FIND JOBS, PROVIDE HOUSING ASSISTANCE AND CLOTHING NEEDS FOR PEOPLE. THESE ARE NOT THE JOBS FOR PATROL PERSONNEL. THE GROUP OF INDIVIDUALS WHO ARE STANDING ON THE CORNER SELLING DRUGS- ARE NOT JUST BORED AND HAVE UNSETTLING HOME LIVES. THEY MADE A CHOICE. THE BAR ON THE CORNER WHO ALLOWS DRUG DEALERS AND GANG MEMBERS TO HANG OUT IN FRONT, HAVE MADE A CHOICE. THE COMMUNITY MEMBERS ARE GENERALLY UNRESPONSIVE OR UNMOVED WHEN POLICE ASK FOR NAMES OR HELP. THEY CONTINUE TO BELIEVE THERE IS A MAGIC "COP WAND" THAT MAKES PROBLEMS DISAPPEAR.</p>	8/21/2017 9:42 PM
45	<p>An individual was allowed to make a complaint against me. Was not required to give a name. He used the name, "Endure X", a supervisor took the complaint, Mr. X never showed up for the hearing, it's still on my record and CPD will not remove it.</p>	8/21/2017 8:54 PM
46	<p>Subject filed a complaint against me through CCA than refused to talk to them (because he lied) but I was still investigated anyways.</p>	8/21/2017 4:09 PM
47	<p>The complaints that were file against me were so long ago that I can't remember the outcome. I believe the outcomes were not sustained, exonerated or unfounded. I never received any suspensions or reprimands because of the complaints.</p>	8/21/2017 3:10 PM
48	<p>I have so many thoughts on most of the question asked that there is no possible way to get my concerns across in this survey. I do commend all involved for attempting to do something to make relations better. A step from here would be maybe to great all of the community leaders together with a panel of Officers that is not concerned about a political future or particular social standing in a two or three day retreat. Discussing crucial relationship jarring topics.</p>	8/21/2017 2:49 PM
49	<p>The investigators at CCA generally try to conduct a criminal investigation against the officers that go down there. In my experiences the interviews are very one sided and accusatory against the officer. I would say that 70% of the runs we go on are not police or criminal matters. The community gets upset when the police do not take action in matters we have no control over. It is hard for the police to solve the problems in the community when we take people to jail and no one ever shows up to prosecute them. The jail and the court system is a revolving door of the same people doing the same thing because nobody shows up to follow through on the charges. If the community wants the criminals out of their neighborhood then they need to do their part and follow through with prosecution.</p>	8/21/2017 2:13 PM
50	<p>The above complaint was a sustained other for a mvr violation. The original complaint was proven to be false by the mvr of the primary officers making the stop.</p>	8/21/2017 12:58 PM
51	<p>I have went to CCA one time and it was on a SWAT call up incident where I was closing a street off for them. The complaint was that the police were pointing guns unnecessary at the victim. When I asked the investigator how was my name pick out of everyone onscene because I never saw the victim, she stated because she had never met me and she was just picking names that she was unfamiliar with.</p>	8/21/2017 11:47 AM
52	<p>False complaints are frequently filed, and placed in the officer's pers-jacket...That is wrong! No action is taken by CPD.</p>	8/21/2017 9:33 AM
53	<p>When an individual files bogus complaints against an officer, have the decency to come down on the "BS" complainant with the same tenacity you would hang an officer with!</p>	8/21/2017 9:27 AM

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54	In the military there is a first sergeant, which has no affiliation with that particular soldier/airmen(s). This would be a great tool to utilize in the department. Someone that has NO affiliation to the department to where any officer of ANY rank would have the chance to speak to them about anything (officer misconduct, unfairness, illegal activity...etc) There are times when you don't want to go to the chain of command due to possible biases. Having someone from the city that any officer would be able to go to about anything would give them a sense of understanding that his/her complaint/issue is going to be looked at without bias. Its also gives that city official a chance to properly investigate any violation of city/department policy. To conclude I believe anything that I do or how I work in my community should have the say of the people I serve.....the community. Without them there is no need for me or any of my co-workers. I took an a pledge to serve my community and they should have a say on how I serve them. I believe the refresh is good and needed and should be conducted at least every five years. Also, the question that you asked (CPD supervisors and command staff can identify police officers who abuse their authority, if there is such a problem.) A answer of I'M NOT SURE, should be an option. Sometimes management doesn't see what regular beat officers may/or may not see. Again, having someone possibly from the city that any officer can go too would be greatly helpful/useful. I hope these comments help in guiding you in this process.	8/21/2017 5:36 AM
55	never once have I or anyone else I have been around considered the collaborative agreement when making a decision.	8/21/2017 12:20 AM
56	Some of the questions on this survey are OBVIOUSLY geared in a way for a favorable out come for the agreement. I found it to shed an unfavorable light on policing. It was predictable in its goals to have stricter policies put into place against police officers involving perceived slights. It put me on the defensive and I'm IN FAVOR of the agreement!	8/20/2017 9:10 PM
57	too many officers going to rpt runs where subject just wants rpt for insurance purposes onlly exc .no followup..when they call comm they should be advised to make the rpt via internet so it keeps more officers out in the field....thank you	8/20/2017 8:45 AM
58	The last formal complaint which was filed against me was in the year 1998, well before the CCA. The complaint should have been UNFOUNDED as the complaint was based on a recorded phone call between myself and the complainant who lied and said I cursed and threatened her. The call was recorded and proved that nothing of that sort happened. Overall it was an unnecessary and humiliating experience.	8/19/2017 10:26 AM
59	If a complaint can be completely exonerated/unfounded by viewing the BWC, I think only a Form17 explaining the facts should be completed, Internal can verify that No Violation occurred and they can close it out immediately their. ETS complaints/CCRP's are to time and labor intensive. Theirs gotta be a easier way.	8/18/2017 10:36 PM
60	Nope. Hang in there. We're on the right path.	8/18/2017 9:23 PM
61	Question 15 "coming in danger with a criminal suspect" is a vague question, because criminal suspect could be a person who wrote a bad check or committed a violent crime which warrants a different response. I truly love my agency, and we do really great work. But I am a firm believer that the quality of our organization depends on the quality of our people," and if want to improve our woman and minority numbers and maintain a standard of excellence, we may have to shift organizational culture, especially as we seek to employ generations of new people who have expect more from their organization. By the way, given the demographic question from their survey, one would not have to look far to ascertain who completed this. :-(. so much for anonymity.	8/18/2017 4:17 PM
62	The citizen wasn't listening to what I was telling her and kept referring to the statement made by the complainant (who wasn't there when I had to shoot her dog). The citizen in the CCA meeting kept go against what I was saying as if trying to convince me that what the citizen had said was correct (it wasn't). This was balanced by the retired officer from the CCA finally stopping her and saying, "You're not listening to what he's saying, he didn't enter the house before he had to shoot the dog." I was finally exonerated but this interview felt like a witch hunt. The Cincinnati internal interview was fair and they were much better.	8/18/2017 2:31 PM
63	I've been treated a hell of a lot better over the years by CCA than I have been by Internal	8/18/2017 12:37 PM
64	The Citizen Complaint Authority is a terrible system. The fact that the department investigates complaints through internal is plenty. Yet the department allows the CCA process to continue to demoralize the work ethic of officers who are doing quality police work.	8/18/2017 12:14 PM
65	While I feel the use of surveys are an excellent way to monitor and gauge the feelings and attitudes of your targeted audience, this survey was poorly written.	8/18/2017 10:39 AM

Collaborative Agreement and Community Problem Oriented Policing - Officers Survey

66	CCA findings included both exonerated and not sustained counts.	8/18/2017 10:23 AM
67	Thanks	8/18/2017 8:16 AM
68	These questions are not well written. The question "Has the Cincinnati Police Department changed for better or for worse since the Collaborative Agreement?" "Please explain your answer." should have been included. These questions are bias and are asked in a way that will NOT GIVE YOU TRUE FEEDBACK on how the Collaborative Agreement is working.	8/18/2017 7:54 AM
69	CCA is a horrible process and doesn't investigate issues thoroughly. The officer is normally portrayed in a negative light. Police officers and citizens should make up the CCA panel for a fair outcome for officers and citizens.	8/18/2017 6:25 AM
70	Cases should be screened and obvious malicious or nuisance cases should be summarily closed.	8/18/2017 6:09 AM
71	CCA as well as CPD investigations can be tailored to have a desired outcome. Even if the complaint itself lacks merit some other avenues can be explored to find a sustainable violation. Friends and family plan within the city : certain persons are exempt from disciplinary explorations, while others are full on target practice.	8/18/2017 5:47 AM
72	CCA is an avenue to allow citizens to believe that all their complaints, even ones in which they know are false, will get the officers written up.	8/18/2017 5:00 AM
73	I have a question....How much does it cost the City of Cincinnati for these surveys? If it is more than \$10 your paying too much! Want to know how the rank and file feel. Meet us face to face. I'll be in role call most nights at 2100 hrs.	8/17/2017 9:38 PM
74	CCA is a joke. They are clearly bias against officers and incapable of conducting a professional investigation.	8/17/2017 7:14 PM
75	The ability to complain on a citizen needs to be removed. Since it was explained by past FOP President Harry Roberts, I have never seen this used. Furthermore, it does not carry any weight. As professional police officers we should not be complaining on citizens. It undermines our agency and makes us look petty. This has not done anything to benefit our agency.	8/17/2017 3:04 PM
76	I feel that it is far too easy to citizen to make accusation on officer. If the complaint is found to be false, the accuser should be arrested	8/17/2017 2:34 PM
77	In my CCA case everything was unfounded, but I was found to be in violation for discourtesy for telling the arrested person to "shut up". It seems if they CCA cant get on the main case, they will look for other things to try and write you up on.	8/17/2017 1:58 PM
78	The survey results will be flawed in regards to complaints handled by the Department, as questions regarding CCRP and IIS cases should've been listed separately.	8/17/2017 1:38 PM
79	N/A	8/17/2017 1:24 PM
80	CCA is a joke. A citizen who knows nothing about police or police functions decides the fate of an officer. And when trying to explain why such action was done or taken the cca investigator appears to not care or has already made up their mind.	8/17/2017 1:15 PM
81	I believe if the CCA would be more interactive with us in our policing they would have a better understanding of what to ask/look for. This would make what they do more reasonable and fair in their investigations and findings	8/17/2017 12:19 PM
82	I don't feel that CCA adds much to the equation. sometimes they stray from their areas of expertise (I had a case where they felt I pointed my gun at a suspect inappropriately...I had excellent reasons to do it...internal agreed with my feelings on that situation)	8/17/2017 12:10 PM
83	CCA is a waste of time and money and is racially-biased. There are no consequences for citizens that file false complaints against officers.	8/17/2017 11:13 AM
84	CCA stated "we found this way in a similar case" so they were not willing to change their finding. If CCA is not looking at one case at a time and lumping them in to categories how fair can that process be? Each and every case is different in its own unique way. CCA takes written and phone in complaints and have rendered findings without looking at video or talking to complainants.	8/17/2017 11:13 AM
85	CCA is a huge pile of money that could be spent on something real instead of a façade intended to appease people.	8/17/2017 11:10 AM
86	Complaints are taken by CPD and CCA when there is no justification to the alleged complaint. An inordinate amount of time is wasted investigating complaints without merit.	8/17/2017 11:07 AM

Collaborative Agreement and Community Problem Oriented Policing - Officers Survey

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I have never been the subject of a CCA complaint and unable to answer. The response are related to 1990's era complaints. I do appreciate the opportunity to participate, however the survey is limited in the ability to provide extensive feedback and is my believe to "negative" in the format.

8/17/2017 9:59 AM
