

KCPD Chief of Police Community Feedback Report

Appendix A: Definitions

Appendix A: Definitions

ACEs	-	Adverse Childhood Experiences
BIPOC	-	Black, Indigenous, People of Color
BOPC	-	Board of Police Commissioners
CIO	-	Community Interaction Officer
DEI	-	Diversity, Equity, and Inclusion
FOP	-	Fraternal Order of Police
HBCU	-	Historically Black Colleges and Universities
JSC	-	Joint Study Committee on Police Governance and Public Safety
PAL	-	Police Athletic League
PIO	-	Public Information Officer

KCPD Chief of Police Community Feedback Report

Appendix B: Community Survey

Appendix B: Community Feedback Survey

Community Listening Session Survey for a new KCMO Chief of Police

Kansas City’s Board of Police Commissioners is searching for a new Chief of Police. A coalition of civic, business, religious, and community organizations is hosting a series of Community Listening Sessions across Kansas City, Missouri in the next few weeks. The goal of these sessions is to determine the qualities the community would like to see in the next Police Chief, and to strengthen community trust between Kansas City residents and the police department.

We are inviting you to participate by giving your feedback on the following questions, and sharing this survey with others in your family, your office, your school, or your place of worship. The more voices that are heard in the selection process of the new Chief, the stronger our city can be. Outcomes of these listening sessions and this survey will be presented to the Police Board at an upcoming meeting.

- 1) Do you live in the City of Kansas City, Missouri? Please circle one Yes or No
- 2) What is the Zip Code of your residence? _____
- 3) To receive a copy of the final report from this survey and the listening sessions, enter your email address. _____
- 4) Please circle the answer that is most appropriate:
 - a – I live and work in the City of Kansas City, Missouri
 - b – I work in Kansas City, Missouri but live outside the city
 - c - I live in Kansas City, Missouri but work outside the city
 - d - I don’t live or work in the City of Kansas City, Missouri
 - e – I own a business in Kansas City, Missouri
What is the zip code of your business? _____
- 5) Please circle up to **five (5)** of the following **LEADERSHIP QUALITIES** you believe are most important when selecting the next Chief of Police.
 - a – Develops meaningful solutions to community problems
 - b – Embraces external communication/social media
 - c – Embraces nationally-recognized best practices in policing
 - d – Emergency/crisis management response
 - e – Excellent manager of resources

- f – Fair and equitable
- g – Holds employees accountable
- h – Honesty and integrity
- l – Promotes development of staff, training, and succession planning
- j - Strategic thinker
- k – Values diversity at all levels
- l- Values positive community relations



Take the survey online here!

- 6) Please circle up to **five (5)** of the following potential **PRIORITIES** you believe should be the “highest priority” for the next Chief of Police of Kansas City, Missouri.
- a – Building a department reflective of the community they serve
 - b – Building trust in our community
 - c – Community policing and problem solving
 - d – Expand training on racism and implicit bias
 - e – Expanding social services programs
 - f – Holding officers/staff accountable
 - g – Increasing the retention rate of police
 - h – Innovative and progressive policing practices
 - l – Reduce homicides and other violent crime
 - j – Solutions to homelessness
 - k – Staying within allocated budget
 - l - Strengthening police/community partnerships
 - m - Traffic safety and enforcement
 - n – Other
-

- 7) Please circle up to **five (5)** of the following **QUALIFICATIONS** that you think are the most important when selecting the next Chief of Police for the City of Kansas City, Missouri.
- a – Experience in budgeting and financial management
 - b – Experience with 1st Amendment protest
 - c – Experience recruiting and retaining quality personnel
 - d – Experience utilizing de-escalation techniques
 - e – Experience with public relations, media, and news/social media
 - f – Highly educated
 - g – Implements contemporary and innovative policing practices
 - h – Politically astute but not political
 - i – Practices transparency and openness
 - j – Prior Police Chief experience
 - k – Promotes community-oriented policing
 - l – Promotes diversity and gender equity in the workplace
 - m - Track record of building community trust
 - n – Track record of reducing crime and promoting community safety
 - o – Understands the history of policing in the US, including racism and bias

8) What is the vision forward you would like the new KCPD Chief of Police to have?

KCPD Chief of Police Community Feedback Report

Appendix C: KCPD Department Survey

Appendix C: KCPD Feedback Survey

KCPD Community Listening Session Survey for a New KCMO Chief of Police

Kansas City's Board of Police Commissioners is searching for a new Chief of Police. A coalition of civic, business, religious, and community organizations has been hosting a series of Community Listening Sessions across Kansas City, Missouri in recent weeks. The goal of these sessions is to determine the qualities the community would like to see in the next Chief of Police, and to strengthen community trust between Kansas City residents and the Police Department.

We are inviting you to participate by giving your feedback on the following questions. The more voices that are heard in the selection process of the new Chief of Police, the stronger our city can be. Outcomes of these listening sessions, a survey of the public, and this survey will be presented to the Board of Police Commissioners at an upcoming meeting.

1. Do you live in the City of Kansas City, Missouri? Please circle one Yes or No
2. What is the Zip Code of your residence? _____
3. To receive a copy of the final report from this survey and the listening sessions, enter your email address. _____
4. Please circle up to **five (5)** of the following **LEADERSHIP QUALITIES** you believe are most important when selecting the next Chief of Police.
 - a – Develops meaningful solutions to community problems
 - b – Embraces external communication/social media
 - c – Embraces nationally-recognized best practices in policing
 - d – Emergency/crisis management response
 - e – Excellent manager of resources
 - f – Fair and equitable
 - g – Holds employees accountable
 - h – Honesty and integrity
 - l – Promotes development of staff, training, and succession planning
 - j - Strategic thinker
 - k – Values diversity at all levels
 - l- Values positive community relations

5. Please circle up to **five (5)** of the following potential **PRIORITIES** you believe should be the “highest priority” for the next Chief of Police of Kansas City, Missouri.
- a – Building a department reflective of the community they serve
 - b – Building trust in our community
 - c – Community policing and problem solving
 - d – Expand training on racism and implicit bias
 - e – Expanding social services programs
 - f – Holding officers/staff accountable
 - g – Increasing the retention rate of police
 - h – Innovative and progressive policing practices
 - l – Reduce homicides and other violent crime
 - j – Solutions to homelessness
 - k – Staying within allocated budget
 - l - Strengthening police/community partnerships
 - m - Traffic safety and enforcement
 - n – Other
-

6. Please circle up to **five (5)** of the following **QUALIFICATIONS** that you think are the most important when selecting the next Chief of Police for the City of Kansas City, Missouri.
- a – Experience in budgeting and financial management
 - b – Experience with 1st Amendment protest
 - c – Experience recruiting and retaining quality personnel
 - d – Experience utilizing de-escalation techniques
 - e – Experience with public relations, media, and news/social media
 - f – Highly educated
 - g – Implements contemporary and innovative policing practices
 - h – Politically astute but not political

- i – Practices transparency and openness
- j – Prior Police Chief experience
- k – Promotes community-oriented policing
- l – Promotes diversity and gender equity in the workplace
- m - Track record of building community trust
- n – Track record of reducing crime and promoting community safety
- o – Understands the history of policing in the US, including racism and bias

7. What is the vision forward you would like the new KCPD Chief of Police to have?

KCPD Chief of Police Community Feedback Report

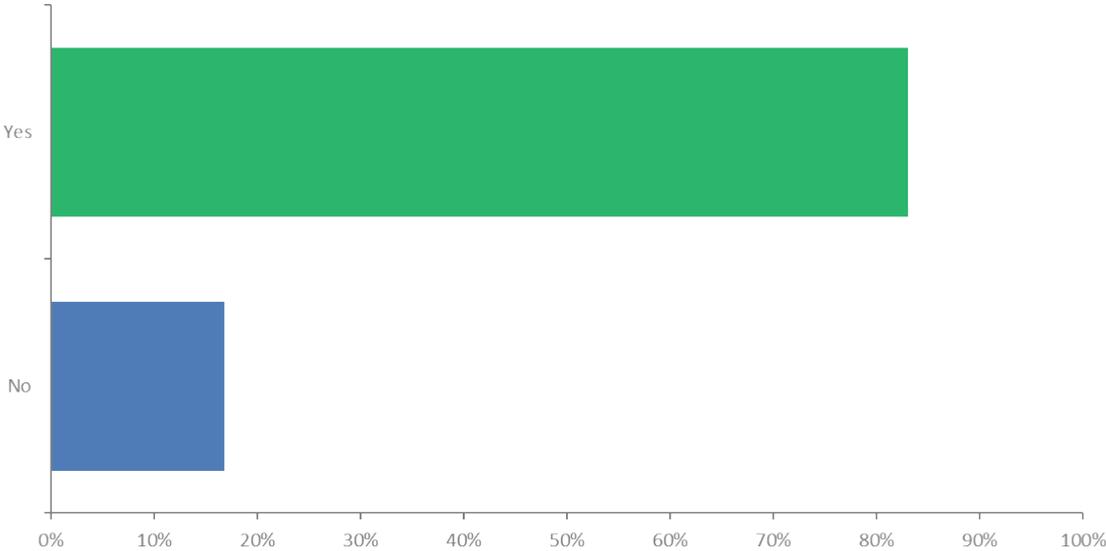
Appendix D: Community Survey Results

Appendix D - Community Feedback Survey Results

Question 1: Do you Live in the City of Kansas City, MO?

Answered 1182

Skipped 10



ANSWER CHOICES	RE-SPONSES	
Yes	83.42%	986
No	16.58%	196
TOTAL		1182

Question 2: What is the zip code of your residence

Answered 1182

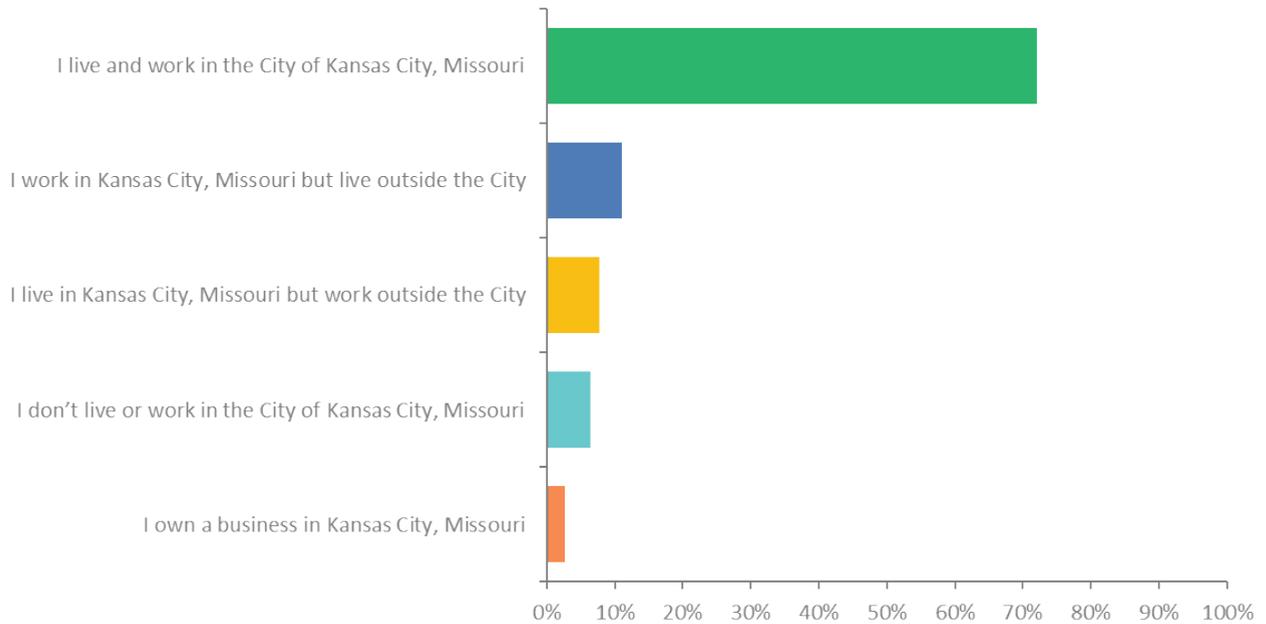
Skipped 10

Zip Code	Count						
64131	71	64145	12	64153	3	66018	1
64130	70	64158	12	64468	3	66021	1
64157	62	64154	11	66109	3	66030	1
64114	55	64139	10	66212	3	66103	1
64132	52	66208	10	66220	3	66104	1
64110	51	64012	8	66226	3	66112	1
64108	43	64064	8	64014	2	66202	1
64111	40	64156	8	64034	2	66204	1
64134	36	66213	7	64056	2	66210	1
64155	35	64082	6	64079	2	66215	1
64137	33	64117	6	64083	2	66218	1
64128	32	66106	6	64146	2	66219	1
64133	33	64068	5	66205	2	66223	1
64109	31	64081	5	66209	2	66224	1
64151	27	66206	5	66214	2	68111	1
64112	25	66207	5	31088	1	75154	1
64113	25	64015	4	64040	1		
64118	25	64055	4	64050	1		
64127	25	64063	4	64053	1		
64119	21	66061	4	64058	1		
64138	22	66102	4	64089	1		
64129	18	66203	4	64102	1		
64116	17	66211	4	64125	1		
64030	15	66216	4	64126	1		
64105	13	64024	3	64142	1		
64106	13	64052	3	64150	1		
64123	13	64057	3	64165	1		
64152	13	64086	3	64177	1		
64124	12	64136	3	65146	1		

Question 4: Please select the answer that is most appropriate.

Answered 1154

Skipped 38



ANSWER CHOICES	RESPONSES	
I live and work in the City of Kansas City, Missouri	72.10%	832
I work in Kansas City, Missouri but live outside the City	11.09%	128
I live in Kansas City, Missouri but work outside the City	7.80%	90
I don't live or work in the City of Kansas City, Missouri	6.41%	74
I own a business in Kansas City, Missouri	2.60%	30
TOTAL		1154

Question 6: Please select up to five (5) of the following LEADERSHIP QUALITIES you believe are most important when selecting the next Chief of Police.

Answered 1076

Skipped 116

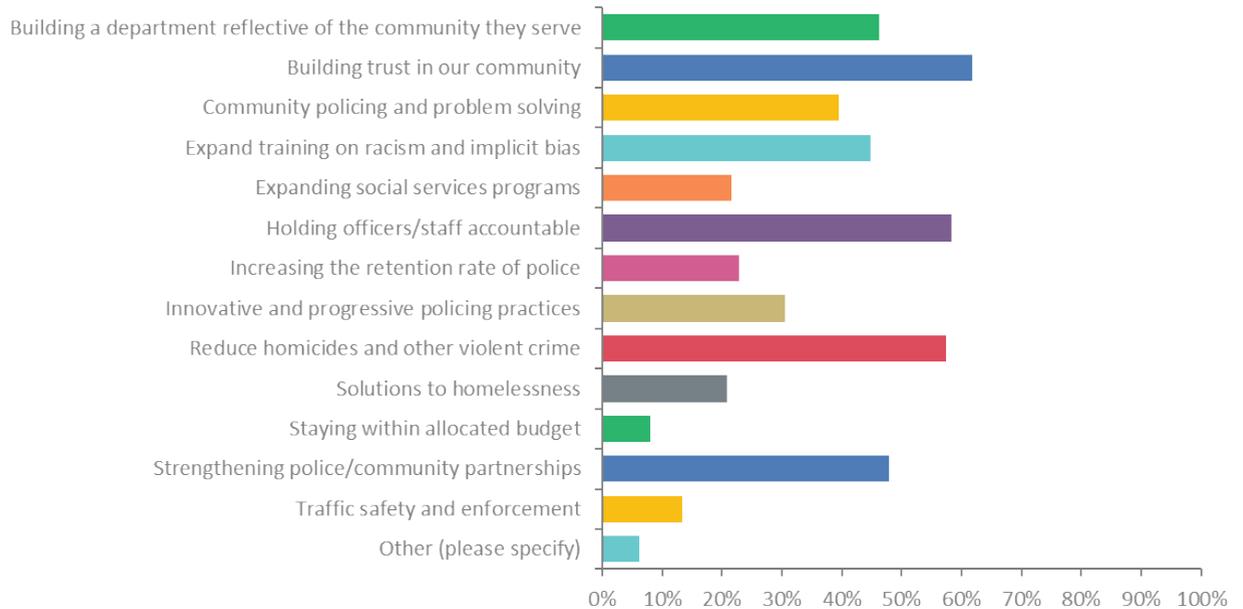


ANSWER CHOICES	RESPONSES	
Develops meaningful solutions to community problems	67.01%	721
Embraces external communication/social media	10.87%	117
Embraces nationally-recognized best practices in policing	33.36%	359
Emergency/crisis management response	33.92%	365
Excellent manager of resources	23.61%	254
Fair and equitable	43.96%	473
Holds employees accountable	63.01%	678
Honesty and integrity	68.03%	732
Promotes development of staff, training and succession planning	33.92%	365
Strategic thinker	21.56%	232
Values diversity at all levels	53.44%	575
Values positive community relations	52.42%	564
TOTAL		5435

Question 7: Please select up to five (5) of the following potential PRIORITIES you believe should be the “highest priority” for the next Chief of Police of Kansas City, Missouri.

Answered 1068

Skipped 124



ANSWER CHOICES	RESPONSES	
Building a department reflective of the community they serve	46.35%	495
Building trust in our community	61.89%	661
Community policing and problem solving	39.61%	423
Expand training on racism and implicit bias	44.85%	479
Expanding social services programs	21.54%	230
Holding officers/staff accountable	58.33%	623
Increasing the retention rate of police	22.85%	244
Innovative and progressive policing practices	30.62%	327
Reduce homicides and other violent crime	57.40%	613
Solutions to homelessness	20.88%	223
Staying within allocated budget	8.05%	86
Strengthening police/community partnerships	47.94%	512
Traffic safety and enforcement	13.39%	143
Other (please specify)	6.27%	67
TOTAL		5126

Question 8: Please select up to five (5) of the following QUALIFICATIONS that you think are the most important when selecting the next Chief of Police for the City of Kansas City, Missouri.

Answered 1068

Skipped 124



ANSWER CHOICES	RESPONSES	
Building a department reflective of the community they serve	46.35%	495
Building trust in our community	61.89%	661
Community policing and problem solving	39.61%	423
Expand training on racism and implicit bias	44.85%	479
Expanding social services programs	21.54%	230
Holding officers/staff accountable	58.33%	623
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Solutions to homelessness	20.88%	223
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Strengthening police/community partnerships	47.94%	512
Traffic safety and enforcement	13.39%	143
Other (please specify)	6.27%	67
TOTAL		5126

KCPD Chief of Police Community Feedback Report

Appendix E: KCPD Department Survey Results

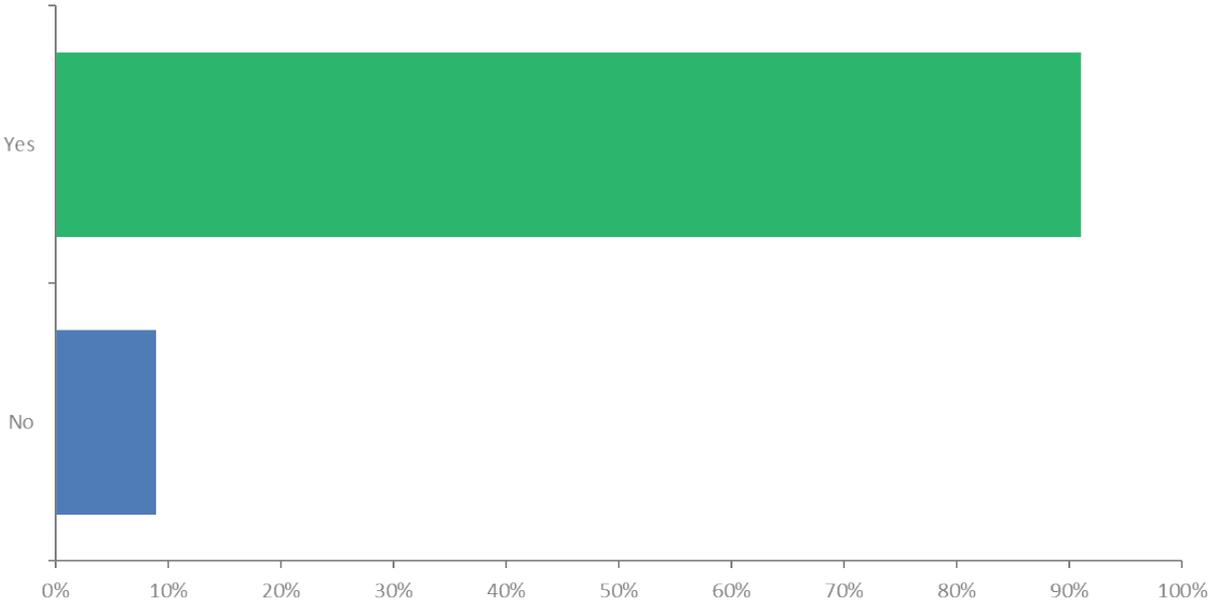
Appendix E - KCPD Feedback Survey Results

Kansas City, MO Police Department Survey

Question 1: Do you Live in the City of Kansas City, MO?

Answered 179

Skipped 2



ANSWER CHOICES	RESPONSES	
Yes	91.06%	163
No	8.94%	16
TOTAL		179

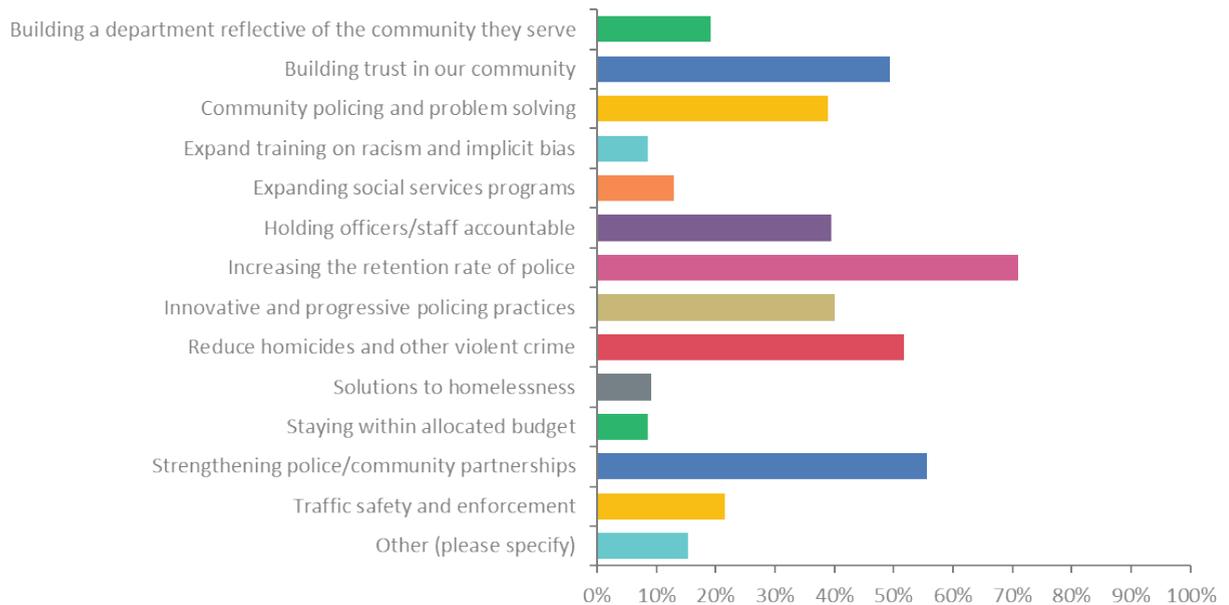
Question 4: Please select the answer that is most appropriate.

Answered 162

Skipped 19



ANSWER CHOICES	RESPONSES	
Develops meaningful solutions to community problems	40.74%	66
Embraces external communication/social media	4.94%	8
Embraces nationally-recognized best practices in policing	32.72%	53
Emergency/crisis management response	32.72%	53
Excellent manager of resources	38.89%	63
Fair and equitable	66.67%	108
Holds employees accountable	40.12%	65
Honesty and integrity	80.86%	131
Promotes development of staff, training and succession planning	49.38%	80
Strategic thinker	37.04%	60
Values diversity at all levels	26.54%	43
Values positive community relations	41.98%	68
TOTAL		798



Question 5: Please select up to five (5) of the following LEADERSHIP QUALITIES you believe are most important when selecting the next Chief of Police.

Answered 162

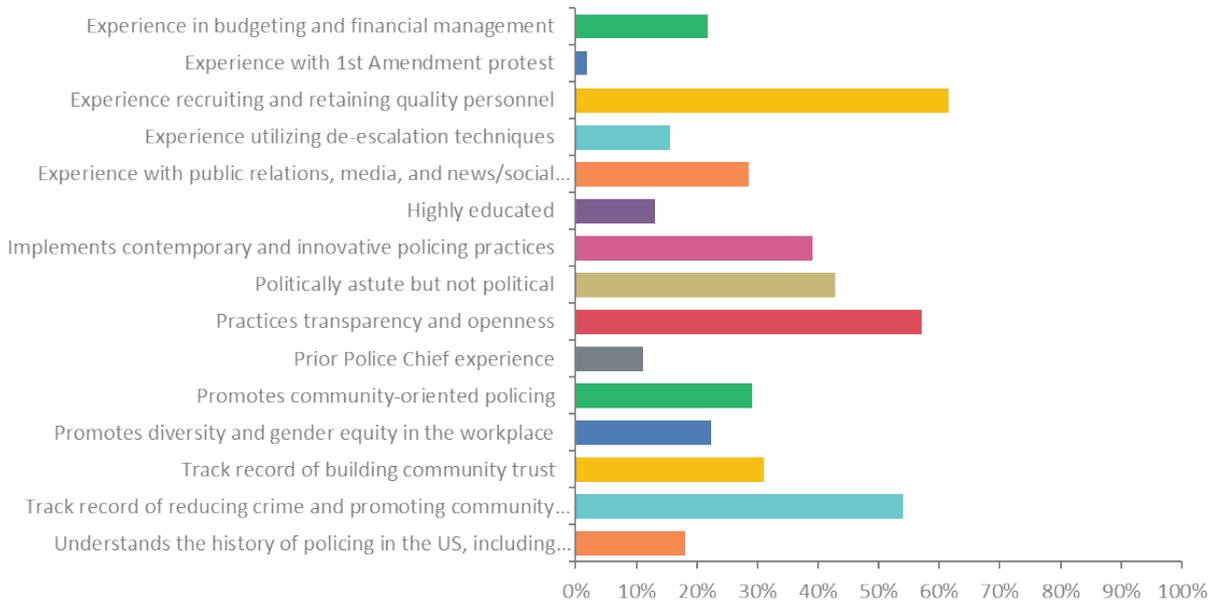
Skipped 19

ANSWER CHOICES	RESPONSES	
Building a department reflective of the community they serve	19.14%	31
Building trust in our community	49.38%	80
Community policing and problem solving	38.89%	63
Expand training on racism and implicit bias	8.64%	14
Expanding social services programs	12.96%	21
Holding officers/staff accountable	39.51%	64
Increasing the retention rate of police	70.99%	115
Innovative and progressive policing practices	40.12%	65
Reduce homicides and other violent crime	51.85%	84
Solutions to homelessness	9.26%	15
Staying within allocated budget	8.64%	14
Strengthening police/community partnerships	55.56%	90
Traffic safety and enforcement	21.60%	35
Other (please specify)	15.43%	25
TOTAL		716

Question 6: Please select up to five (5) of the following QUALIFICATIONS that you think are the most important when selecting the next Chief of Police for the City of Kansas City, Missouri.

Answered 161

Skipped 20



ANSWER CHOICES	RESPONSES	
Experience in budgeting and financial management	21.74%	35
Experience with 1st Amendment protest	1.86%	3
Experience recruiting and retaining quality personnel	61.49%	99
Experience utilizing de-escalation techniques	15.53%	25
Experience with public relations, media, and news/social media	28.57%	46
Highly educated	13.04%	21
Implements contemporary and innovative policing practices	39.13%	63
Politically astute but not political	42.86%	69
Practices transparency and openness	57.14%	92
Prior Police Chief experience	11.18%	18
Promotes community-oriented policing	29.19%	47
Promotes diversity and gender equity in the workplace	22.36%	36
Track record of building community trust	31.06%	50
Track record of reducing crime and promoting community safety	54.04%	87
Understands the history of policing in the US, including racism and bias	18.01%	29
TOTAL		720

KCPD Chief of Police Community Feedback Report

Appendix F: Open-Ended Responses By Community

The appendices contain responses in their original, unedited form to preserve the voice of the author.

Appendix F: Community Feedback Survey Open Ended Survey Responses

...that our policewomen and -men are public servants, not a paramilitary, and to continue the hard work of engaging with the rich, deep, complex texture of the entire community. The current chief is sadly somewhat imperious and martial. Let's move away from that...
"WE". are "KANSAS CITY."
20/10
20/20
21st century policing
a chief that can work with the city council as well as the police department. Can keep this community as safe as possible
a chief that can work with the city council as well as the police department. Can keep this community as safe as possible.
a chief that embraces the diversity of the community, organization and thought. A chief that is community focused to improve relationships with will help resolve crime.
A chief that focuses on law and order rather than political agendas. There's no room for being "woke" and "progressive". The policies the city has currently (city council) weakens the ability of the department.
A chief that is focused on extensive officer training. Requiring as many if not more hours to be spent on de-escalation training as they speak on the gun range. s
A chief that wants to build a better community relationship and be accessible to our community. Initiate programs that involved community officers and their residents.
A chief that works for all of the city not just certain parts
A chief who cares about this community and the people of color in it. Also holding other officers accountable.
A Chief who understands and fosters cooperation in the communities served, to develop trust and put an end to the typical stereotypes of both sides, so everyone can work together to bring about a safer more just community.
A city in which citizens feel that all are treated equitably and that they are working collaboratively with police for common goals, and one in which safety is maintained as root causes of crime and violence are addressed and pathways out of recidivism are supported.
a clear vision.
a community oriented and connect and responsive department that is leading the way on innovative police practices and setting the trends on how best in practice PDs function
A community that works together to help all communities thrive and secure all the resources needed. Nonviolent strategies. Mandatory counseling and mentoring. Dignity and respect for all. Better police training and screening. Kansas Citya city of Harmony.
A community with crime rate less than average of other cities of comparable size operated by the City vs the State; citizens and KCPD working together to create a safer community
A focus for a peaceful city for all.

A focus on the fairer future of policing
a genuinely inclusive person who understands just how vital community trust is to KC. Someone who knows collaboration is key to our success as a city
a genuinely inclusive person who understands just how vital community trust is to KC. Someone who knows collaboration is key to our success as a city.
a goal to help everybody get along and have an equitable playing field
a good and respectful one that puts everyones safety first and makes sure his officers aren't bad officers and make sure they are here for the right reasons to help the community
A great representative reduce crime. 18 wheelers slow down
A justice and community oriented leader who thinks outside of the box to combine resources across departments to ensure safety.
A KC community that values, trusts and believes that their Police Force has their back and the competence to keep them safe.
a leader that truly believes and wants to run the dept to protect and serve its communities. One who is willing to make progressive shifts in depts to uplift, develop, and support and officers and support staff to attain successful results across all communities in engagement and lower violent and nonviolent crimes. Someone who overall wants to see all communities flourish. Someone willing to educate all depts and all communities in a tactful way
A partner to the community rather than an adversary
A person of community with a passion for justice. Who won't bow to the political whims of woke politicians.
A person that will address the violence and unfair policing concerns. Fair treatment of the homeless population to assist in presenting solutions and not add to their trauma. Lastly true accountability and corrective action within the department for unacceptable behaviors.
A person who is willing and able to embrace all KC and leads KCPD in a positive way.
A person who lives in city limits
A person with the confidence to give their all for the success of community, who see the need, envision the plan, and empower their team and community for action together.
A police chief is simply someone who values and stands on protecting and honoring the community as one.
A police chief should serve the people of the city. Their role should not be one of protecting police officers at all costs. They need to interact with the community on a regular basis.
A police department that is reflective of ALL of the neighborhoods and communities it serves and to enforce the laws in a fair and equitable manner.
A police department that is reflective of the population of Kansas City including and is an integral part of community solutions.
A police department that works alongside the community to develop solutions to create a more effective and trusting department for all Kansas Citians

A police force respected in the community while protecting the citizens from crimes
A police force that is effective against crime, yet invested in and trusted by the community
A police force with integrity
A progressive leader AND thinker who isn't bought by any one business or way of thought. A leader who raises the standard of what a COMMUNITY SERVICING unit looks like. For Kansas City and for the entire areas surrounding it. KCPD is no stranger to negative articles & a shift of how the community regards them. Making amends in that area by means of policing, officers being fired & new police officers brought in, etc... A Change
A qualified individual regardless of their race or gender. Please find a qualified candidate even if they are an outside candidate
a safe, murder-free kansas city
A safer community
A safer community for all of Kansas City with a focus on restorative justice and community policing where transparency is at the heart of all that is done.
A safer, happier, more respectful city and department
A strong community based show of strength/involvement deters crime--increases economic prosperity--increases respect--creates a safe place to live/work/play
A strong leader who can stand up to the police union and implement policies to rid the department of rogue officers and develop positive community relations.
A strong, honest and collaborative relationship with the community, while holding the respect of his/her staff.
A vision and action of openness with the public including rebuilding a trust that is now, non existent.
a vision of a city with a low homicide rate and excellent police relations with the Black community
A vision of a police organization that fosters community safety, community respect and trust, while working equally and justly with all in our community.
A vision of equality for all citizens no matter their race, economic status, gender, or where they live or live in.
A vision of honesty and integrity towards the citizens of this city that he swore to protect and serve and doesn't have his own hidden agenda
A vision that are away from punitive, lock them up mentality toward focused on justice equity, trust, community cohesiveness and public safety for all. Chamber B.OD
A vision that would embrace all diversity and that stands for honesty. A chief that knows God and not afraid to hold staff accountable
A well oriented individual with compassion for others. Being open minded.

Able to and wants to listen to community suggestions, working with existing entities that can help with crime, such as educational opportunities, job training, mental health...really use these areas for crime reduction. There are churches, training centers, government agencies that can help. We need to integrate our services instead of everyone working on their own. We need to actually start all over with seeing that people are educated in so many areas and given opportunities to get job training...the community needs a person who wants every community to be safe. This city is not safe or functioning very well right now.

Able to talk to people with understanding and to show people how to work together to make this a better community for all.

Accept and recognize the need for changes in policing.

Accountability

Accountability

accountability and building bridges with community

Accountability and total transparency. More education for officers to handle mental health calls (CIT officers)

Accountability to implicit bias

Accountability, hold everyone at the same standard!!! WE NEED MORE OFFICER TRAINING IN HOW TO RESPOND PROPERLY! *5 PILLAR PROJECT!!!

accountability, hold everyone at the same standard. We need more offer training in how to respond properly.

Accountable police who faithfully represent the community they live in and serve.

Accountable to all of the people in KCMO, not just the commissioners.

accountable to the community (budget, diversity, etc.) trained in restorative justice practices. plan to reduce violence

Accountable, honest, have spirit lead discernment; experience

Active engagement, communication and visibility of KCPD in neighbourhood engage. KC citizens in addressing community issues and developing strategies.

Actively works to resolve issues of racial bias and the physical brutality towards persons of color. Holds officers accountable, demands use of body cameras, and seeks solutions outside of force with vulnerable persons.

adaptchange to the times

Address crime through community relations and policing. Enforce conduct policies for officers.

Address racial bias of KCPD officers, training in deescalation, find permits housing for homeless not just in freezing conditions, open to the public, purchase body cameras & release body camera footage to public, have compassion to unarmed peaceful protesters, reach out to community organization, accountability for officers currently employed & with history of racial bias

Address racism in the department. Train and retrain everyone. Be involved in helping make sure we get a department with local control

Addressing institutional racism/sexism

All inclusive and honesty

Allocate resources for all of KC not just part of KC. Improve relations between police and the community.
ALLOWING #GOD TO HELP GUIDE & DIRECT ALL THEIR ACTIONS TOWARDS/FOR THE CITIZENS OF KCMO
An emphasis on transparency, especially with data around traffic safety
An experienced and respectable Chief with Integrity. I believe it's extremely important to have a Chief from within the Police department that is familiar with operating procedures. A Chief that is willing to stand up for his/her Officers is also extremely crucial to morale within the Police Department. If our Rank in File Officers have low morale that will reflect in their work ethic and willingness to do the job. Being a police officer is no easy task and considering that public safety is one of the most important aspects in our democracy, retaining our officers should be the absolute number one priority.
An forward thinker with a strategy and proven record to reduce violence and build positive relationships in all sectors of the community. This should be completed with diversity and equity among all ranks
an honest, non-political, respectful, and unbiased chief would promote a positive vision, uphold a standard of fairness, and help nation wide police precincts to attain higher standards
An officer/new KCPD Chief who is a person of integrity, honesty, hardworking and cares deeply about people and the community he/she serves
An open-minded Chief willing to try new strategies and community-minded innovations.
Articulate a vision of policing to the community
AS WE MOVE FORWARD, NOT WANTING TO SEE A CLOSET RACIST IN THIS ROLE. HONEST WITH HOW THEY WANT TO SEE CHANGES AND STARTS ON DAY ONE. ALLOWS AFRAKAN AMERIKANS OPPORTUNITIES FOR MORE LEADERSHIP AND FEMALES OF COLOR. WORKS WITH COMMUNITY GROUPS NOT ON PAYROLL THRU COMBAT WHO KNOW THE PROBLEMS AND WILL WORK TO SOLVE AND DEVELOP RELATIONSHIPS.STOP FUNDING MOST PROGRAMS THAT SAY THEY HELP, THEY DONT WASTING OUR TAX DOLLARS IS NOT CORRECT. WORK WITH THOSE IN THE COMMUNITY WHO HAVE EXPERIENCE IN YOUTH SERVICES AND EMPLOYMENT & TRAINING. WE DO NOT LIKE FEC THEY DO NOT HANDLE BUSINESS WITH ALL THE FUNDS THEY ARE ALLOTTED. ALSO, JSUT BECAUSE AN ORGANIZATION HAS BEEN FUNDED FOR YEARS, THEY NO LONDER WORK WITH THE NEW CLIMATE IN KCMO. THEY MUST GO. WORK MORE WITH THE BABY BOOMERS WHO HAVE BEEN HERE AND STILL HERE WAITING TO PICK UP THE MANTLE AND EDUCATE MOST OF THE COMMUNITY...LETS STOP OPERATING ON NON-FUNCTIONAL PEOPLE WHO HAVE NO EXPERIENCE OR KNOWLEDGE OF HOW TO AND RESULTS.
Attention to violent crime through transparent and progressive strategies
Awareness values moral equity for all. From parents of murdered children
Be a leader for all. Don't follow social trends and stick with what has worked for police officers.
Be a public servant. Focused on positive outcomes (eg crime reduction) for the community. Transparency and accountability to the public and elected city officials , not just the Police Board
Be aware of the history of policing in the community and address the growing homicide problem with-in KC and strong desire for community relations

Be black so when it all goes to hell, you can blame the black mayor and black police chief.
Be fair
Be fair, honest, encourage others to be fair and non-discriminatory. Please stop discrimination in police department. I was upset to read Sunday's news about all the discrimination. Thank you
Be honest and transparent in communications to create trust and deliver effective solutions to community issues.
Be inclusive and treat everyone fairly
Become seen as a community partner with support and respect of the residents, city officials, surrounding jurisdictions, and national elected officials. We must reduce the violent crime and gun violence that is a blot on our city. More recruiting of diverse groups and minority and women officers in positions of authority and high rank.
Being able to be flexible, ability to listen to other opinions and work with people
Believe a native Kansas Citian is critical. Someone that can work with the community but also with city hall
Best practices in crime prevention and police community relations. SMART and sensitive about race relations and diversity issues.
Better harm reduction, de-escalation techniques and handling mental health crises without violence/ result of death. A strong commitment to working through and training staff on implicit bias and racism within the police academy and holding officers accountable.
Better together
better understanding of the people
better understanding of the people
born and raised in KC. wants community policing and try to limit out of area police officers from out of areas. promoting diversity and gender equity in the workplace takes years of consistent practice
Bring the community together to understand crime is everyone's problem and involves everyone to solve it. Support/work with officers rather than blame them. In addition to working on homicides and assaults, work ton reducing lower level crime (such as existing car and front porch thefts) which are first steps to becoming a major criminal. Work with not against the KCPD.
Broken windows theory
Build a force that has the trust of citizens and one that keeps all safe.
Build community trust in the KCPD; be accountable to the citizens of Kansas City MO; be transparent; be open to citizen/community input; and support the establishment of a citizen review board
Build confidence in the people you serve.
build positive relations internal and external
build positive relations, internal and external
Build the department back up to the staffing levels it needs to operate efficiently! Stand firm against political and social influence and pressures! Do what is best for our city and department. Not what is demanded by outside influence unless those demands meet the above criteria.
Build trust in citizens and find effective ways to eradicate the current culture of violent crime in the KC metropolitan area.

Building a community of trust and fairness
Building a diverse and comprehensive staff and programs that meet the community needs and working to create a better community in which to live rather than just responding to violence. Being open to working with social and mental health organizations to create collaborative prevention programs.
Building a force free of officers who subscribe to a white supremacist mindset in order to build community trust and transparency with the community they serve.
Building and strengthening community trust and connection, building a police force that truly represents the community it serves with compassion, innovation and a transparency. I'd like the vision to be setting the national standard for police departments where the community and the police force work together to keep everyone safe and where finding and implementing creative solutions rather than relying on the status quo are the norm.
building bridges, reducing violence
Building community relationships
Building community trust in order to more effectively solve investigations which would increase community trust of police. As a result, violent crime is more likely to fall
Building community/KCPD relations in order to address the issues in the community.
Building positive community climate within the community.
Building safer and stronger communities with less violence and better policing
Building trust with the community while keeping our community safe
Capable of holding your officers accountable when they have broken the laws instead of allowing the Union to protect them at all costs.
Centering training, education and de-escalation techniques for people with disabilities, as they are more likely to have a violent or life threatening interaction with the police than any other group of people.
Champion and leader of our community.
CHANGE in policing and the way the community especially those of color are treated. Holding anyone in the department that are not abiding by the law to have no problem terminating them; and reduce the crime, drugs, etc
Chief should understand that they work for the citizens of KCPD and not the board of commissioners, state of Missouri, govern of Missouri, on any group. Hopefully the vision would promote a well closed relationship between the police department and the community they serve. .
City free of black-on-black and blue-on-black homicides and violent crime.
Collaborate to reduce murder and violence. Go after drug dealers and offer quality treatment to users; addicts cannot get the tools they need. Make sex trafficking a priority.
Collaboration with the ENTIRE community, and transparency.
Collaborative with city leaders and open to various funding models. Ability to work with many different social service providers and other city departments to achieve a community free from violence. Ready to examine operational practices and personnel; open to continuous improvement.
Colorblind enforcement and prosecution of violent offenders

coming out to the neighborhood and talk with ever one in the neighborhood to show who is and talk to the neighborhood and tell him thing that are changing
Commitment to make Kansas City, Missouri, one of the safest places to live in the United State by leading a police department committed to public safety guided by the principles o trust, honesty, respect and integrity of the citizens they serve.
Commitment to the Citizens of Kansas City Missouri with respect for all as well as a Commitment to training of the officers so they handle themselves and the community they serve professionally
Common sense
Common Sense
Communication in the community
Community 1st
Community based innovation targeted at solving root causes of crime, versus just addressing symptoms
Community building, trust, de-escalation, social services for mental health and abuse.
community driven
Community engagement at all levels of the department, diversity, equity, inclusion. Chamber
Community engagement with transparency and accountability Emphasis on excellence
Community first approach. Collaboration instead of criminalization
Community first.
Community partnership and trust!
Community partnerships
Community policing in which officers are not carrying firearms. Officers who trust *us* first and demonstrate that trust by moving among us the same way we do
Community policing is key! Put more funds towards crime reduction rather than just a bandaid solution to the problem. And, hold officers accountable!
Community Policing themselves with help of Department. Help people find paths out of inner-city but strongly police offenders of the community. McNamara style. Police & Community know the bad apples -cull them out with help of each other. No crime tolerance!
community policing throughout department strategy in addressing 911 calls. Police presence reduces crime collaboration
community policing throughout department, strategy in addressing 911 calls, police presence reduces crime collaboration
Community policing.
Community safety, partnering with the people and prioritizing homicide reduction.
Community-oriented and non-confrontational policing.
Compassion for diverse communities (unfamiliar) fairness and understanding

connect with all communities, training officers more CIT's, fair promotions, raises, helps advocate for officers-citizens on a deeper level than other chiefs.
connect with the community outside of "service" calls
<p>Considering the liberal undertones of the questions and the woke agendas of American, hopefully we get a Chief who points out the hypocrisy in the city council and especially our Jackson County officials. Its interesting theres this push for "racial diversity that reflects the community" and there the constant black v white issues. Yet how do you "Recruit these ideal racially/ethnically diverse candidates" when members of the community, demonstrated in the protest are calling said officers types all sorts or vial racist stuff. When you have city council that makes inflammatory and anti police comments on the news, how does a new police Chief combat that stuff. We have a country thats had a President of color, a current Vice President of Color, supreme court judges of color, various government officials and mayors across the country of color, extremely wealthy business owners, athletes, musicians, movie stars etc and yet racism is an issue? Its even more interesting when members persons of color, such as people like Morgan Freeman and Denzel Washington go against Wokeness and "progressive ideologies" they are silenced on social media or called racial epitaphs. So essentially, I hope we get a Chief that calls out our city officials and members of the media that create this race bating garbage. I also hope the Chief calls out the areas of the community that create the violence, instead of making excuses. Pretty simple, zero accountability in this country anymore. Suspects or persons of color/ethnicity etc are provided with excuses for their actions. They go from suspect to victim. When that stuff stops on a national level and members of the government stop doing it, and creating rationally motivated comments to gain votes or for agenda purposes theres not a Chief on this planet that can affect proper change. This survey looks more like a check box for puppet. Who will do what the city and community wants instead of what is needed. Sad.</p>
Consistent community policing programs and witness protection program.
<p>Continue to grow a department that provides professional, ethical, and comprehensive service and protection to the Kansas City community. Create a rewarding work environment and invest in the professional development of officers and staff to grow and retain a competent and effective workforce focused on innovation and best practices in policing and community interaction. Develop and maintain a positive partnership/relationship with the community to encourage a collaborate approach to improving the safety of the community. Communicate effectively and as transparently as possible amid stressful and sensitive circumstances. Stand firm with justification in the midst of potentially unpopular and contentious situations. Effectively manage resources.</p>
courage to weed out evildoers within the ranks and within our city
courage to weed out evildoers within the ranks and within our city
Create a department that is respected in our community that is tough on crime and law enforcement. Chamber
Creating a policing effort that makes the people of Kansas City trust KCPD officers and want to engage with them in positive ways.

creating a safe city for all its residents and reflecting that by the officers that are policing
Creating a safer community and promoting respect and trust between the PD and the community
creative policing practices and building community trust
Creative, innovative, willing to take risks looks for actual solutions not just the way things have always been done. Works with communities so KCPD can be part of the solution to the myriads of different problems our neighborhoods face. KCPD will never be the only solution but is a critical part of the team.
Crime prevention and officer accountability.
Crime reduction and officer retention. Put people in jail
Crime Reduction and Prosecutor Accountability
Crime reduction techniques or solving cases
Crime reduction, police hiring and retention staffing shortages must be addressed.
culture of collaborative initiatives where leadership is fostered from every member of the public safety system
DE&I, mental health and suicidal prevention training.
Decriminalize police in KC so it doesn't look like its in war with the citizens.
Defunding the police to fund community programs and support
Demilitarized policing
Develop public health solutions to crime problems— more police does not equal less crime— the chief should understand this. Further, the chief should aim to have the MO AG report on police stops reflect less bias, that is no longer have disproportionate police stops of black people and Hispanic people, their cars/persons should no longer be searched at a greater rate than white counterparts. The chief needs to understand equity. The chief needs to fix the long, belabored OCC complaint process so that it is more friendly to citizens and no longer designed to protect the interest of officers first. Bad officers need to be weeded out immediately
Developing a police staff that aren't scared of or have a bias against the community they serve.
Diverse police department working with social workers and the community crime prevention and solving. Also, continuing education should be provided as well as salary increases periodically.
Diversity when reprimanding officers who blatantly shoot people without cause...hold them accountable to the fullest...Let officers police the areas where they live...instead of sending officers from other KC area to the city. Where mainly blacks live to police. Who are always white. Hire more black officers to police in the city.
Diversity within the department's hiring practices. There are not enough people of color (AA, Latinx, Asian) in uniform. When Chief Forte was in office, we saw him on the news at the crime scene, this made me feel safer that the man at the top cared about the crime happening in the community. I dont expect the next Chief to be on every crime scene but visibility is important. You cant be afraid of who you are serving and protecting. Stay out of political agendas.
diversity, transparency, fair, hold department accountable

Do a better job of retaining Officers and getting the Officers better equipment
do not want a corrupt cop or police department. More mental health training for police officers. An aggressive plan to tackle fetanyl. More high school recruitments. More police cameras in the city
Do the job with humility and compassion; be a good listener; be genuine and admit what you don't know; place an equal value on all lives that you are called upon to protect and serve.
do the right thing.
Do what you say, say what you do. From parents of murdered children
Don't assume and mistreat a person you're arresting before knowing if they're guilty or not
Don't lose touch with the fact that even criminals are humans first and foremost. De-escalation and mental health services are a must.
Drastically reduce the crime caused by young Black men/boys who have guns
Drive the culture, and hold officers accountable, of equality, compassion, and working for the general public not making it a paramilitary organization to justify treating citizens like objects to be battered and abused according to one's whims.
Earn public trust with strategic vision and reduce transnational crime in the local community .
Educate police on harassing blacks and other races
Effective law enforcement, equitably and respectfully administered.
Embrace 21st Century Policing Practices
Embrace diversity.
Emphasizing EVIDENCE-based practices to promote public safety
Empowering and encouraging the police officers of KCPD to utilize their training to help reduce violence and crime in Kansas City. Additionally, to advocate and fight for officers to receive fair compensation and treatment.
enforce the law. Review laws and if out of date, racist, etc, move to change the law
Enforce the laws.
Engage with the community. Utilize police in the tradition of Protect and Serve by providing more opportunity for discussion and interaction. Utilize the eyes of the department to advise the city of what they see. Trash, camps, etc. neighborhoods in trouble, so action may be taken to bring resources and community involvement to create change, and create responsibility of citizens in those neighborhoods. Sort of a "see something, say something," but for the abyss in some neighborhoods to help build pride in community. Conflict resolution training for all officers regularly, this is a needed "skill" all officers needed as much as any other. Not just the CIO in the community. Add more resources for officers to express their thoughts regarding their fears of working in volatile communities or setting. Their agnst can cause over reactions. These are all just "free association" thoughts after only one cup of coffee. I hope the city finds a good Chief.
Envision a community with less crime where residents take personal pride in the departmet and its efforts.
Equality and acceptance of the diversity of America. Legitimate caring about everyone's rights and concerns in MO. Community development thru assistance, trust, and understanding the community.
Equality and fixing the violence. Work between police and community

Equality and freedom
Equality, inclusion, accountability. Actually protect and serve.
Equity for all, in all situations
Equity/Inclusion/Community
even if board of police commissioners remains status quo chief of police will see him/herself as accountable to KCMO citizens and administer KCPD in same manner
Eventhough the scale is so different see the positive social media can engage of the Lawrence PD. They are actively engaging community in good and aspirational methods. Be likeable and serious. Both are positive. .
everything
Excellent leadership at the top that elevates the entire department. Communications strategy with objectives (1. public trust 2. engage with youth for preventative and relationship building goals) that are measured and reported on to increase efficacy. Key collabaorative staff appointments: Accountability measures (KPL), comms & marketing, forensic analysis on operating processes. Must be strategic, skilled, effective
Expand work force and training
expanding social services programs is very important, but only police function if it is integrating social services into police workreferred to proper agency. Solutions to homelessness are very important for city to do but NOT a police function. Traffic safety and enforcement should be a different department. Traffic safety officers should be entirely focused on traffic safety. People interacting with them would know safety rather than rule following is the point
Fair
Fair and equal
Fair and equitable
Fair and equitable not racist
fair and equitable policing and community involvement
fair and equitable policing and community involvement.
Fair and equitable treatment for ALL Kansas Citians. Accountability for ALL law enforcement.
Fair and equitable with a willingness to cooperate with the community and the elected officials including the judicial system.
Fair, Hardworking, Honest, be a good person
Fair, honest, and open practices for all
Fair, strong, caring.
Fairness
Fairness and honesty
Fairness and trust for both staff and community
Fairness for all zip codes

Fairness to all
Fairness to all
Fairness, safety oriented, boldness. understanding everything is not cookie cutter. Get to know his/her city, show her/his face community often.
Firm but kind. Treat ALL fairly Approachable truthful GOD fearing Think and talk things out with openly
Focus on crime not politics. Don't listen to activists that only want to divide and gain attention
Focus on crime reduction and recruiting to increase the police force.
Focus on violent crimes and less on drug frisking
following enforcing the laws we have on the books for the state and city!!
For citizens, trusted, fair, and effective policing. And for the police, respect, gratitude, and support.
Forget the past. Build a culture of trust, internal chief/officers/staff. within metro: city staff, peers across area with the citizens, business leadership and philanthropy.
Forward thinking
Forward thinking dynamic leader that understands the new growing threat increasing in major cities across America. Proud Boys, QAnon and any Activist of any race and/or conspiracy theorist against the majority.
Forward thinking, tireless desire to improve crime stats and murder in our community.
Fresh, open, thoughtful, considerate
From parents of murdered children
From parents of murdered children
From parents of murdered children
From parents of murdered children.
Get back to a focus on law enforcement and away from the social service aspect of law enforcement. Increase the size of KCPD to 1800 officers
Get rid of -FIRE racist cops the first time. Those who are racist to coworkers and others. Immediately investigate and be fully transparent with community of investigations.
Get rid of racist cops
Getting INVOLVED with HIS community, being PRESENT, being VISIBLE, being ENGAGED. Pursuing perpetrators of violent crimes by any means necessary, use innovative tactics to gain the trust of residents to cooperate with the police, create their own presence in the community their own reputation, their own persona, their own ideals. Create a trustworthy police force that Kansas Citians can be proud of!
Given how weak the Chamber has historically been on issues like racial justice, police brutality, regional public transportation, public health, etc. I would prefer that the Chamber stay out of this issue. The Chamber consistently weakens and dilutes community consensus about important issues, slowing the pace and ambition of change needed to move our community forward. Until you can be bolder and act faster, please just stay quiet.

Giving control of the KCPD back to the people they are supposed to protect. Without local control the KCPD is an occupying force without legitimacy, given the power to shoot and throw in jail the residents they have never been accountable too.

go back to COMSTAT. It works perfectly if used correctly. It will allow every officer to be accountable of the area he is in charge. According to crime shifts, changes are made immediately. Not because comstat did not work with KCMO or that Comstat does not work. What did not work was the police chief in charge. Comstat= is all about accountability=officers are all accountable!

Good police would be like a good haircut. It does not call attention to itself, it just makes everything else better.

Greater emphasis on data transparency and holding bad officers accountable while actively working with city leaders to lessen the reliance on police in the first place. But to a more important point, this really isn't the place for the GKC Chamber to be involved. Far too often, the Chamber diminishes clear public sentiment on important issues for the sake of keeping the peace. If the chamber really wants to keep the peace, then they should support local control or just stay out of the conversation entirely.

hardworking and stable. Fair no matter what race creed or color. concern about crime in community and how to clean it up.

Harm reduction overall. Be it killing unarmed citizens, displacing unhoused persons, or neglecting unsolved violent crimes, the next Chief should try to repair damage the dept. has done and prevent more of the same from happening. They should be open-minded enough to reconsider whether or not all issues in our community require a police response.

Has a vision and develop practices for decreasing violent crime in Kansas City.

Having retired from Jackson County Prosecutor's Office, I would say developing relationships with the community to reduce crime.

He/she needs to know and practice mentoring the officers, holding them accountable, motivating them, encouraging them and helping the community understand that the PD cannot keep us safe without our cooperation.

Help KC become one of the Country's premier metropolitan areas.

Help keep kids off the street. And hire a lot of the teenage kids.

Help make Kansas City one of the safest large cities in US

hire best person

hire best person

Hire more police and be more proactive in deterring crime. It is also extremely worrisome when you call 911 you are placed on hold m, and most times police don't show for hours after you have called.

His officers safety needs to be number 1. Getting the department fully staffed with qualified officers. A chief that's not afraid to call out the prosecutor. And a chief that will work to bring back a city jail.

Hold Jean Peters Baker accountable and unveil her case acceptance rate vs cases submitted.

Hold Officers accountable for their actions on/off duty. Hold the community accountable for their non-action to our problems. Be brave enough to mix things up.

Hold police responsible for their actions.

Holding murderous officers accountable. Invest in de-escalation as a department gold standard. Stop hiring rural officers from out of state to police our inner city. Work with the mayor to gain back local control of KCPD. Value the rights of citizens above all.
Holding officers accountable but also listening to current officers/needs. My father retired with KCPD in 2009 (served 33 years) and he stated he never felt heard.
Holding the prosecutors office accountable to do their job (Jackson County)
honest and truthful. Transparent and knowledgeable
Honest with community
Honest, change these billing, pulling over and messing with people for no reason.
Honestly all of the items above not just the ones we selected.
Honestly, Communication better, more community service meetings
honesty
Honesty
Honesty
honesty & safety
Honesty and Integrity
Honesty, integrity, transparency , people skills, accountability, leadership, consistency, live within the community he's responsible for, Most of all be a God fearing man.
Honesty, trust, christian faith, dependable, understand the importance and values of the community. Understands that just because you don't have a lot of money doesn't mean you aren't as important as the other person. Stand tall on beliefs. Create more things for the youth to participate in. Bring in role models for our young men so they will understand the importance of manhood and not just settle for going to jail. Boys need role models. Too many one parent homes. Be a good chief role model for our communities.
How to develop strong relationships with community groups
How to police in communities of color with a proven track record.
I am a successful professional who has a six-figure job, a nice home and I have never been arrested. Yet, I do not trust the police in this city. As a member of the LGBT community, I have seen homophobia firsthand by members of this department, and several years ago was basically accosted by a police officer. I want a Chief who understands crime in an urban environment, who will work to reduce that crime and make our streets safer, but who will also understand diversity in all its forms and who will work to regain the trust of a community built from many types of people and perspectives -not just Caucasian and straight individuals.
I ask that they take control of all the crime that has been going on for too long in Kansas City.
I don't care what strategy or practices are implemented... when you don't prosecute dangerous criminals... and simultaneously provide services....nothing will matter or change.

I don't quite get what "vision forward" means but, I want the next Chief to be capable of recognizing and dealing swiftly with racist behavior.

I hope we can find and hire a dynamic, experienced leader who can build trust with the department and the community. This person needs a proven track record of reducing crime and building trust

I look forward for the new KCPD chief to do the right thing by his/her community and not hold his/hers self accountable. Thank you.

I think it's hilarious that you actually are doing all this work and think you'll have any ACTUAL input on this decision. You should probably get rid of your relationship with getting to the heart of the matter. They seem to think they can prosecute an officer based off of their opinion, not on the facts as they truly are. THAT line of thinking is part of the reason we are where we are today. It's called Due Process. The new Chief should be able build relationships in the community but also build the trust of the city council and JACO prosecutor specifically. I think the politics of this city are extremely unique and bringing in an external Chief would be very difficult due to the politics of this city. Finding a politician with policing experience is not what this city needs for their new Chief. A complete lack of investment in the people of the existing department is a huge problem. There is no longer leadership training at any level within the department. There is no standard of leadership and no longer continuing education to build officers skill sets with interpersonal communication with peers, supervisors, subordinates, AND the community. Instead the community wants more de-escalation training, more implicit and racial bias training. I get it, those are important, but I assure you if you continually train your department with proper continual professional development, the other things will fall in place. Literally EVERYTHING the department teaches in the Academy is de-escalation and always has been. You have zero clue what you're talking about when you say the buzzwords of ignorance! The new Chief should be progressive when it comes to taking care of it's officers. He/she should be an actual leader who will make a decision instead of kicking the can down the road on everything. They should be able to lean on existing relationships in the community and should continually seek new groups to build trust and accountability with. I'm sorry to say that the group of pastors you're partnered with will never have a true seat back at that table with the rank and file of the KCPD. THEY LOST ALL INTEGRITY WHEN THEY BURNED THE BRIDGE THEY HELPED BUILD. That accountability is a two way street, you the community should also be held accountable for your actions if you're going to demand the same of your department and its members. I assure you that specific relationship is dead no matter who the new Chief is. Which is a shame. I fell for the Pastors hook line and sinker and thought we could do great things with them. Maybe someone should explain to them due process and the importance of not trying anyone in the court of public opinion. Perhaps an actual public apology could begin to establish the first plank for that proverbial wooden bridge? Until then....

I think the next chief should simplify policing as a whole. Right now police are expected to be doctors, lawyers, social workers, paramedics...ect,ect. All with a high school diploma. Someone has to draw a line and say society is asking to much. We need a leader that tells the citizens exactly what the police can do, not what they can train them to do. The police department should not be used as every free service all lumped into one. It should be made clear the police department has limited opinions, calm the situation, get the party to a psychological facility, or arrest. Anything other than those options need to be handled by outside resources. The first priority for the next chief should be to acquire a jail. The criminals that are arrested in Kansas City never get jail time. Almost all are signature bonded. This makes the officers feel useless. It also causes the citizens to loose trust in the police. If a citizen knows that when they call the police on an incident and a person is arrested. In less than 2 hours that person will be out of jail and right back, do you think they would feel safe calling the cops? It's no wonder that people don't come forward with information or cooperate with investigations. The police department with out a jail can't protect you. There is no deterrent not to commit crime. Everything this city has built downtown, all the people that have moved there. If they don't feel safe, they will all leave. It will turn right back into the ghost town it once was. The next chief should listen to the commanders around them. The chief puts those people in place because they trust them. The chief should have a working relationship with the mayor and city council. They should all work together to make the city and the department a better place. When there's a breakdown in communication between them, or one person is try to propel their political agenda. The only people that suffer is the citizens and the employees. I truly wish the next chief luck! The mess they are about to take on will take 10-15 years to straighten out. That's if we're lucky. Who would take a job now days where you are villainized for just trying to make where we live a better place. Not to mention being thrown in prison for doing your job. Police officers are asked to do a lot for everyone's families but their own. They give up holidays, weekends, kids games ect. Just to make sure you and your families are safe. So my real question is, who would be a police officer today?

I think we need a new direction and someone outside the organization to be the next chief.

I want a Chief who works to reduce crime.

I want a police chief that is not political and wants to work with the city. Historically, the city and the police have been at odds and both sides are in the wrong. We need more transparency, more officers on the streets, and less drama/fighting with the city. Even small issues such as parking/traffic have been completely abandoned.

I want the KCPD Chief of Police to visualize a department that includes an option to dispatch a team of social service experts who can help de-escalate. If I encounter someone having a mental health crisis, I don't want my only options to be to call the police (with their guns and bullet proof vests) or to do nothing. I want there to be an intermediate team that can handle law enforcement (in a situation like, trespassing, for example) but can also identify and take time to help with social service solutions to mental health crises and homelessness.

I want the KCPD Chief to believe law enforcement in its current form has to change. Policing the way they always have is not working and it's leading to distrust, resentment, deaths. While we cannot defund the police, we should demand that they change, involve the community. They need to stop killing and arresting black people at much higher rates. They need bias training.

I want the new Chief to lead a department that views the community as a partner rather than an enemy. KC is a wonderful place to live and can be even better with the right leadership at KCPD.

I want there to be less tension between the community and KCPD, as well as mutual respect-regardless if differences.

I want to know that protecting our citizens is important. I want to know that they are fair. That the chief cares about this community, that the chief can think outside the box.
I want to see a local officer with experience within the department to lead us. Hiring outside the current department would be detrimental to the whole city. We need someone within the department who has experience.
I would hope they would want to help create a community where the police force want to help reduce racism and increase trust. A police force that reflects the community they serve and searches for non-violent, educational, and communicative ways to reduce crime/violence/homicides. One that partners with organizations focused on reducing homelessness, the racial divide, increasing education opportunities in poor neighborhoods and with social workers. Crime will always happen and sometimes peaceful resolutions can't happen, but the issues in KC are complex and law enforcement can't do it alone.
I would like a police chief that accepts or even promotes local accountability and control of police. I would like a chief as interested in communities with groups with whom the department has a straight relationship as he is with political and communities he sits as allies.
I would like for cold cases be look into and hopefully solve my brother was killed on 18th over 5 yrs ago get a cold case program
I would like our new police chief to be an avid connector with multiple levels of community leadership. I would like us to have a Chief of Police who can provide stewardship to our officers while embracing shifting community needs.
I would like the Chief to be focused on making Kansas City safer. I don't want politics to control the next chief.
I would like the KCPD Chief of Police to think outside of the box, train the team to be inclusive and support safe protests, know how to allocate resources but also work across the city departments to be smart and know how to extend the resources to have a bigger impact. I also need the KCPD Chief of Police to be intimately aware and educated in race, gender, religious differences etc.
I would like the new chief to build trust in the community and bring solutions oriented people from the community together to address violent crime in our city.
I would like the new chief to focus on reducing our terrible homicide rate which is one of the highest per capita in the nation's big cities and on holding officers accountable for any misconduct
I would like the new Chief to have a spine and stand up against the county for there lack of prosecution. I would like to see a Chief who is not o. Fear to speak common sense police work and hold those accountable for their actions regardless of race or gender. I would like a Chief who understands police contact is not always pretty but officers are doing their best in the moment
I would like the new KCPD Chief of Police to be able to listen to the community and to be open to new approaches

I would like the new KCPD Chief of Police to be open. To be able to communicate with all people not just the ones that look like him/her. To be able to work with communities to ensure lowering the crime rate. Hire more minority police so the police department looks like the community they serve. Work on something that would help with the growing homeless population so they gain dignity. No one deserves to be on the street because of maybe mental health or hardship. When you involve more people in the solution, the better our city will be.

I would like the new police chief to know about and care about ALL the people in Kansas City and understand that Black Lives and Unhoused People are part of our community too.

I would like the next police chief to be willing to shake things up and work along with partners in crime prevention and de-escalation techniques. I would also like to see anti-racism training and accountability for officers in KC. Those who bring issues to the chief should be rewarded rather than pushed out of the force.

I would like them to be a partner in the community to help improve the quality of life for everyone in our community.

I would like them to have the vision of decriminalizing poverty and to stop shooting unarmed people. If your cops are weak take them off the force. Promote them to civilian.

I would like to see a chief of police who sees themselves as removed and separate from the police union, who understands the history of prior policing practices and the harm they have caused communities, and doesn't see armed officers as the solution to crime reduction.

I would like to see a focus on restorative practices, increasing equity on the police force and in policing policy, and innovative ways to address crime reduction through community partnerships.

I would like to see a Police Chief bring an understanding of Kansas City's policing history and Kansas City's current police environment to his/her creation of a positive and engaging vision of what Kansas City can be when it's police force understands it's value and necessity to our community. A vision of a unified, qualified, respected and successful police force.

I would like to see a police chief who understands the importance of social and mental health components, and someone who uses de-escalation, builds community trust, decreases the violence of police response, and works with the community to reduce violence in our city.

I would like to see officers trained in impaired drivers. Not just drunk, but marijuana and it won't be easy, but something has to be done. There are people impaired on marijuana that are killing people driving. My sister being one of the casualty. And he will not be charged for her death.

I would like to see the "good 'ole boys" attitude extinguished from the department along with the "know it all" attitude exhibited by many police officers everywhere. I would like to see a community oriented department open to its citizens with extensive listening skills. Transparency at ALL levels is important. A skilled, community oriented KCPD will influence and reflect policing throughout the entire metro area.

I would like to see the expansion of services / staff to respond to homeless and other social issues without it having to be police. Someone who can offer actual help to these people instead of choosing who goes to jail.

I would like to see the new KCPD Chief of police have a vision of being transparent, open with the community on a personal level, honest with what is actually happening in the city, and focused on building trust within the community
I would like transparency from our chief. As well as diversity with new recruits.
I would prefer a police chief that is apolitical, who doesn't adhere to the thin blue line, and who is open and transparent. Most of all we need someone who will hold bad police officers accountable.
I'd like to see a police department that doesn't rely solely on the use or threat of violence to accomplish police work. I think better community relations help accomplish that, and I think reducing reliance on threat and use of violence encourages better community relations.
I'd like to see us hire someone that is not 3 or 5 years away from retirement. I'd like to see someone that is a little younger and willing to think outside the box on solving this HORRIFIC gun/murder rate in KC.
If there is possibility, create fairness in all "american" communities, not just "one."
Improve all areas of policing in Kansas City
Improve life in this city
Improve relations with all community members, reduce homicides through multifaceted approach to crime
Improving community and police relationships via education, accountability and openness.
Improving the partnership between community and police as it takes both to work together to bridge the gap.
Improving the relationship between the city and police department through transparency, partnership, and a shared goal of reducing crime.
in the future I would like to see MORE POLICE FORCE in our neighborhood AND faster response time. 20-30 minutes 911 response should NEVER be an acceptable practice. I would also like to see tougher sentencing for crimes
in the future i would like to see more police force in our neighbourhood and faster response time. 20-30 minutes all response should never be an acceptable practise. I would also like to see tougher sentencing for criminals.
inclusivity
Incorporate other disciplines (social workers, psychologists, etc) to train police in de-escalation and utilize others to work with the communities to reduce crime. Consider incorporating diversity as an important asset.
Input from community and with community
Insure officers are trained in diversity, stop and search is not taking advantage with traffic stop. Train all officers frequently , not just once.
Integrity
integrity
Integrity
Integrity

Integrity an to hold police accountable of their decision on the streets, whether good or bad
Integrity committee organizer through background check. Score card, metrics agreed upon. s
Integrity filled, dedicated, respected by the community, professional police force. Not swayed by the winds of perceived social pressure.
Integrity, forward-thinking, inclusive and equitable practices,
Integrity, reduce all crime, enough police officers to protect the community
integrity-transparency. Partnership with other community building organizations. Wisdom and strategy for the current times we are in to maintain peace and order.
interactive intergrity, initiative, industry impact.
Interest in community relationships and safety
It has been proven through various efforts that change only happens as a community embraces each other’s needs and works together in resources and education to achieve prosperity in all areas through trust within government and private sector. Openness and community buy-in is needed to make KC the great city it can be
Just better connection with the community equal rights and open to law changes that fit todays community.
Just stop killing black peoples. Just stop. Cmon y’all.
Kansas City has the potential to be a “poster-child” for the ideal American city. In the middle of the country and honoring everyone.
Kansas City needs a Chief of Police who help ease tension between the police department and the communities it serves. Crime is the result of many things beyond the control of the department which makes it easy to feel overwhelmed by the circumstances. When people feel overwhelmed, especially in such a high-stakes situation, it’s natural to want to retreat into a defensive position which gives control to an “us vs. them” mindset. Once that happens, the the ability to listen, empathize, and work with the community to build trust and solve problems together is lost. We need a police chief with good self-awareness and strength of character who can remain open, creative, and collaborative so the chief can do the hard work of building the strong, lasting community relationships and partnerships that are essential to the success of the police department. Most chiefs build some partnerships with community organizations, but to really drive the sort of change and impact Kansas City needs, this Chief will need to connect with residents themselves. We almost need someone with the spirit of a real life Ted Lasso who can inspire a feeling of hope and goodwill across the city.
KC Crime is much higher than many other like-sized cities. Hold community leaders accountable for reducing crime rates.
KC is a historically progressive city with deeply set racist and prejudiced policies from redlining, broken-windows policing, and continued discrimination. We need a police chief unafraid to recognize our past to actually fix our current state.
KC needs a police chief that values, and seeks help from, officers, community leaders and the public. The vision must be a community with decreased crime AND an increased feeling of safety and cohesiveness.

KCPD has rightfully earned a spot as one of the nation's most corrupt forces in the nation. I would like our new Chief to be a woman, preferably of color. I would like to see the FOP diminished so they can't protect crooked cops. I would like a standard of policing that does not require their actions being withheld from a prosecutor. I would like crooked cops like Brad Dumit, Cliff Balicki and Kim Tott kicked off the force for investigative misconduct. I would like a force that doesn't treat the underserved population as if they are slaves, and the cops are still slave catchers. Any cop that participated in January 6th insurrection needs to be fired. Any cops high fiving and taking selfies with white supremacists should be fired. I want a force that recognizes they are public servants paid by us to protect and serve us. Not brutalize and terrorize us with false testimonies and planting evidence. I want the Commission to either be abolished. Or at least nonpartisan. We need more counseling and outcome options for offenders. Rehab, psych care, empathy. Cops offer none of these to people in distress.

KCPD should look at crisis communication and should focus the value of timely, truthful, and targeted communication. KCPD should also re-evaluate its Fleet Management. KCPD should work more on Leadership Development because leadership influences behavior and guides outcomes. Lastly, KCPD needs to stay current on technology trends in public safety.

Keep in mind as the family goes so does every other society. Start with policy and practices to promote healthy families. Give people hope without it they will perish. You need the help of all sorts of other entities to make things work. Ask people what they need and want. Treat all people with dignity and respect. No matter their history they deserve it.

Kind, leading with love, true community policing with community member officers accountability. Providing service vs. arresting.

Know the LORD. Treat ppl like he would like his family treated Listen and hear

Knowledge fairness openness genuine

Leadership

Leadership within the police department and the larger community, that being a police officer is very difficult but can be very rewarding as for making a difference. Chamber

Less Command Staff

Less police and more social services. Most calls to 911 don't require an armed officer.

Listening to all of the communities

Listens to the people, gets out into the community, is humble, grooms leader's in the ranks, delegates, is egalitarian, avoids the militarist higherarchical approach, and shows respect for all people.

Local control of the police department so the community can hold the Chief accountable.

Local control, the State of Missouri should not be involved in the KCPD.

Look into tranquilize instead of deadly force.

Love and respect for all ethnic group, especially people of color (blacks)!!!

Make KCMO one of the safest cities in the USA.

Make sure you hold your coworker accountable for the actions and not to look the other way. Stop targeting one race. all lives matter.
Making changes to our current practice
Making community safe. fair to all races, educated to all situations.
Making KC a safer community for all, with solutions for those suffering from homelessness.
Making KC liveable, and, safe. Enforcing laws. Stop and frisk. Broken window polices. Whatever reduces and prevents crime without regard of the criminal's skin color. Respect police authority.
Making our city safe.
Making police part of our community such that BIPOC people are not afraid of criminals and police.
Measurable progress toward realizing the true best intentions of our constitution and bill of rights.
More commitment to our communities.Accountibility for officers instead of sweeping under rug
more community involvement and relations ex. basketball games, more positive interactions, food drives
More community service to help with the reduction of crime.
more diversity and community involvement
More public activities, picnics and parades
More visibility in communities and cooperation and transparency with city prosecutors
Moving forward, I would like for the new chief to be leader that a Chief is supposed to be by definition. be honest, trustworthy, serve the people at a high dignified manner
Must be Black
my vision would be to see even more diversity in the department. Also to promote the younger generation to become police officers
Needs to be a connected community builder. Be able to work well with elected officials to ensure voices are heard, but safety for the general public is the first and foremost concern.
No racial profiling of minorities especially black men, stop shooting unarmed citizens, get rid of bad cops, no more racist policing.
Non biased far, non racial honest man with integrity and a desire to serve the community whole healthily that he has sworn to protect.
None
Nonpolitical, fair, honest, hiring the highest quality officers without succumbing to national fads.
Not to cater to the religious and political community nor worry about the color of someone's skin or whether they are male or female.
Number one priority is creating an effective system to hold officers accountable. Other priorities should be actually holding officers accountable, reigning in the wildly bloated budget in a sensible way (overtime, the PR Department, Athletic League), acknowledging failures, more effectiveness with a leaner force.
Old policing strategies have disproportionately impacted communities of color and have plagued the ability for these communities to thrive and become contributing committee members because of lack of trust. It's important that this new Chief of Police is focused on regaining the trust of all of community members.

one of collaboration, imagination with a wellness to leave the outmore, military style of operations, one who loves KC and operates from its community roots.
one of collaboration, imagination, with a willingness to leave the out-moded, military style of operations one who loves KC and operates from its community roots
One that inclusive, fair, transparent and committed to meeting the needs of the community. The vision forward should include an effective change management plan that promotes the safety and security trust of all citizens. Additionally the vision should employ effective policing practices that reduces or eliminates accessible force also holding those accountable to the highest degree that engage in it.
One that sees the importance of community relations
one who holds a practice of protection for community from crime and police brutality
One who treats Black citizens and other People of Color as fairly, including in traffic stops/arresting, as they do white citizens. One who supports equity and diversity.
One who will emphasize solving crime like murders not minor traffic stops that often target Blacks. One who will work to defuse 911 calls by hiring mental health workers to go with police on domestic calls so that “words of compassion and understanding and NOT guns” are what the police bring to diffuse those situations
Online Survey
Only time will tell the vision forward
Only time with show this vision.
Open all population inclusive. Maintain initiatives that have been started. CIO’s social worker.
open and direct communication with community. Willing to work with Jackson County prosecutors office on police wrongdoing. Recognize deep wounds cause by KCPD and want to heal. Needs to be someone outside KCMO who will hold officers accountable
open communication, training, honesty under pressure. build trust
open communication. Training. Honesty under pressure. Build trust
open mind, non-biased, non prejudiced
Open minded to the depression lack of good jobs and to help in the community instead of arresting. Ability to SEE a human in crisis and to have open communication and prosecute and remove bad police.
open minded, compassionate, humble
open to all populationsinclusive. Maintain initiatives that have been started. CIOs, CROs, Social workers
Open transparency without the us against them mentality.
Openness and transparency
Openness to new techniques, processes learned from other communities that had positive outcomes
Our greatest asset in Kansas city is our people. It will take all of us working collaborate with a broad understanding of reducing violence and increasing community relationships and trust.

Participating in Welcoming KC by having the police force that reflects the community.
Partnership, trust, and someone who is ready to take back KC-crime is in control right now. It's time KC is in control of the crime
patient, trustworthy
peace
Person of color to help combat the racism and inequities that have plagued the department for years! Someone focused on community involvement and deescalation.
person who has new innovative ideas and one who is brave to go beyond the norm and not a kiss ass Police Chief. Fair to all citizens of KC all colors
Personally would like to see the crime rate, killins down not up. Like I said before the people such as my best friends sister killed in a car wreck, not accident is happening more and more. The ones killing whether by gun or vehicle have to be accountable. And it starts with our officers and their training. Which starts with the chief.
Police coverage to the ENTIRE city.
Police should be an ally to all the community not an adversary.
Policing in today's climate is complicated. The issues are multi-layered. It's hard to discern the role of law enforcement under these circumstances. The solutions have to be community-wide, more inclusive, not simply enforcement. Is there inequity in enforcement within minority communities by the police? I'm not sure, but the perception within those communities is a reality that must be grappled with. The new chief must be able to be tough on crime but able to authentically navigate the other realities that require a community-oriented solution.
Positive relationship with community.
Prayer for people live community.
Preferably a person who is familiar with KCMO's history, an insider, who wants to help the community heal from decades long divisions. Someone who values the public education system and opportunities it provides for residents and someone who respects mental illness and substance abuse and acknowledges their relationship with historical aggressions that lead us to our present situation.
Prior experience within the Kansas City Police Department that lends to effective policing that embraces empathetic, sensitive, authoritative, successful results; ie: Deputy Chief Joseph E. Mabin.

Prior to the covid-19 pandemic policing was losing “qualified best of the best” applicants. Has the best of the best process excluded good candidates that could relate to the communities of color who are concerned with rebuilding the police department’s trust with the Latino, low income, limited English speaking refugee and Black communities? We just experienced 6 listening sessions that showed when people who are sitting around the table where decisions are made have an active role in helping to create those solutions, I think we have a more proactive and productive leadership group, and that trickles down to Board of Police Commission. We heard it very clearly, the importance of having a leadership of the KCPD that relates and prioritizes building relationships with all residents and guest of our city that is inclusive of our immigrant and limited English population. It is incumbent upon the candidates to demonstrate their records on:

- Supporting community-based organization programing within all communities.
- Proven examples of building leadership within the department to reflect the communities they protect, understand and recognize outreach and collaboration that builds trust in multicultural societies. Not just a philosophy but a proven experience.
- Proven record in presence and accessibility to all communities
- Proven record of promoting Latino representation on civilian task force that effects policy.
- Community placed based recruiting initiatives (including civilian positions) not just on police properties.
- Proven history of inclusive and transparent reporting to all medias inclusive of multicultural / language participation.
- Demonstrate their right technological knowledge to meet the immediate cyber challenges – both on the frontline and back office – and where possible to get ahead of the criminals in protecting citizens in the 21st century.

I’m sure there’s going to be situations within the future with the new police chief that maybe we don’t see eye to eye on and don’t agree, but there is no doubt she / he they will support officers to be ethical and motivated. We just must support she / he during the toughest times while they work to improve the department. The city often tasks the police chief with lowering crime and rates by whatever metric they want. When the chief inevitably doesn’t meet that bar, the council, community and media scold them. I don’t believe we can only measure public safety by percentage points. The new chief should immediately convene residents of high crime communities to be involved with identifying the immediate priorities for potential change and allow all to take steps necessary to work responsibly reducing crime in their communities.

Proactive approaches to prevent crime instead of react to it after it’s already happened. Research continues illuminate the fact that harsher sentencing only reduces extreme violence; not typical crimes. The 13 behaviors of high trust leaders is what I recommend for all law enforcement personnel.

Professional and personal integrity, genuine caring about and being invested in the community, and true understanding of the human psyche and the resulting behaviors.

Progressive design of the police and community partnership. Having a clear vision on the use of lethal force. Having a view of the political environment in a broad sense at the local, state and national level

promote community policing and problem solving. Realizes “stats” does not always help in showing the best way to improve quality of life

Promote diversity and gender equality in the workforce. Track record and community trust

Promote programs starting with children in K-5 schools. The earlier we reach this group; the better our community becomes in the future.
Promote qualified and quality officers regardless of race/ sex etc. and stand up to elected officials who do not have the best interest of the citizens in mind.
Promotes community and safety for all.
Promotion of protection/safety without bias, racism, and doing more harm than good. Smaller god-complex/ego
Protect and serve, don't kill
Protect the citizens
protecting the community and holding criminals accountable.
Provide quality police service and not give in to pressure from activists who hate the police.
Public safety is integrated into the community, and there is mutual trust and respect.
Reach out to Ad hoc
Realizing how large Kansas City is with different needs in different parts of the city. Ability to work with public in all areas of city fairly and evenly.
Reallocating more funds in community-level programs and social services that provide support and care for marginalized populations, and understanding that in time, the KCPD should be a complement to such programs rather than the sole leader and expert in such services.
Recognition that systemic violence cannot be solved by traditional policing, but by community investment.
recognize that the current force is toxic and working to lead meaningful and rapid change. Vision: community-police partnership that promotes safety and respect for all
Recruit and retain quality sworn personnel, reduce violent crime, emphasis on traffic enforcement and reducing fatal motor vehicle crashes
Redistribution of funds to other ways of addressing community needs and issues, work closely and collaboratively with community, helping leader ad people with tangible experience in insist, de-emphasis on violent tactics.
Reduce crime
Reduce crime
Reduce crime and homelessness, we want to feel safe and protected
Reduce crime and murder
Reduce crime and police brutality.
Reduce crime and unite the community
Reduce crime in community and eliminate corruption in the police department.
Reduce crime in our City and again Stop profiling our black ppl
Reduce crime including, homicide rate, and automobile wrecks that involve fatality. Make sure all the steps are followed by law, not just in high profile cases.
Reduce crime so citizens can feel safe

Reduce crime, retain officers, stop promoting unnecessary command positions.
Reduce police brutality
Reduce violence and community partnerships
Reduce violence in the inner city. Don't be soft on crime!
Reduce violent crime through all means necessary.
Reduce violent crime, retain good police officers, build community trust. I think all three objectives start with training and education. Police officers across the country, not just in KC, are vastly under-trained and under-prepared for situations they are likely to encounter. I believe that the root of most mistakes made by police officers is not due to them being a bad person with ill intentions, but is due to a lack of training and preparedness. That falls on leadership, not the officers. The officers are doing the best with what they are given. Increasing the training and education our officers receive will benefit our communities in a multitude of ways. It will help them solve and prevent violent crimes, it will keep them on the job longer (the more training and education they have, the more positive outcomes they create, the more likely they are to stay) and it will certainly improve community trust as the community recognizes our officers are making a positive impact.
Reduce violent crimes, such as homicide. Work with communities to regain their trust.
Reducing both violent and property crime, less focus on traffic enforcement. Recruiting and retraining more officers and more neighborhood/street presence.
Reducing crime and building trust through long-term and sustainable practices.
Reducing crime and retention of officers.
Reducing crime and violence while improving community relationships, particularly with communities of color
Reducing crime should be the number one goal. The next chief should be someone who isn't woke.
Reducing crime, restoring community trust and optimization
Reducing crime. Reducing racial stereotypes. Recognize mental problems and keep mental outburst separate from suspected criminal activity. Promote unity.
Reducing gang violence. Promoting based on merit alone
Reducing homicides, violent crimes and vehicle thefts and catalytic converters thefts and illegal dumping. Our city looks trashy. Holding people accountable for their crimes would help. Will be voting for a different Mayor
Reducing the amount of times we pay citizens for police misconduct, reducing the murder rate, increasing the murder conviction rate, and building trust in all areas of the community.
Reduction of violent crime in the city, increase publicity regarding arrests versus prosecution rates, including repeat offenders who are not prosecuted. Responsibly maintain fiscal budget. Reduce focus on meeting politically motivated demands/ woke policies and focus on reducing crime rates
Reduction of violent crimes.
Re-establish KCPD as a strong and innovative police agency. Support all employees, but hold them accountable. Meaningful engagement with the community.

Remove all old personal and replace with new staff that are more reflective of the community. Most importantly, FIRE racist bigots Terminate and suspend officers if they use too much use of force twice. Cut the budget for officers by 50% and increase funding for mental health
Rentention of employees as well as successful recruitment of new employees
Respect for all in this city and equality for hiring practices,
Respect for all people in the community. Reduce crime rate in Kansas City and hire people who want to work and live here.
responding without violence and within budget. reduction of civilian harm and implementation of furthering education for departments across kcmo
Response to community issues that does not just include policing. We need community services to address mental health, homelessness, poverty that contribute to crime.
Restoration of local management and oversight of the KCPD with assurances of effectiveness in reducing crime, the safety of citizens, enthusiasm of personnel and the advancement of the city and community.
Reviewing and improving how the police department enforces current law instead of beinign neglect
Revising any methods of training that may be no longer helpful in todays society.
S/he should be to move past the current problems in the KCPD and start fresh in policing the city of Kansas City and believe in community input.
Safe communities grow, prosper, and thrive.
Safety and trust
Safety for all citizens
Safety only comes as crime and violence decline. Safety of law abiding citizens is the top priority of any government entity and as the Police Chief that responsibility falls on the Chief. Laws not enforced and/or not prosecuted are laws abandoned. While crime and violence are increasing, the causes of that must also be addressed thru joint partnerships to begin alleviating poverty, lack of education, immorality, failures within the family structure, loss of public accountability, degradation of family values, and other factors. However, when all those factors are not properly addressed or improved it ultimately becomes the responsibility of the Police Chief and the Police Department to intervене and fight crime and violence thru multiple policing activities. As society begins to ignore and violate the smallest of violations, social decline and increased disregard for the law escalates. Do not ignore the smaller actions that unlawful such as traffic laws, littering, and verbal threats.
Safety, accountability, diversity
Safety, work thru issues
Seeing a better and faster response time with our police department. More fair way of street clean up. What goes for one street or area should go for all. Not who or what are the clean up is for.
Seeing the streets and neighborhoods taken better care of with clean up help for all of the city.
servant leader mentality, strong communication skills. Tough on crime, insist on tough prosecution from Jackson Co. Serve more arrest warrants to reduce outstanding warrants.

Serving the people not businesses of Kansas City.
She or He has some trust to re-build understand that will take time. Chamber
Show respect to the community, build trust to find common ground to address violent crime.
Simple actually care
Smart, ethical, respected by his peers with the ability to motivate and train his police force to be the envy of all police departments.
Social awareness of the political climate. No “protecting your own” when it comes to misconduct from fellow officers. Recognizing that police simply respond to crime, and that trauma based response and training are KEY. More mental health training and budget for social services.
Social Justices
Socially racially consciousness
Solve literally any crime as a starting point.
Some one that has demonstrated high morals, integrity, empathy and heart for humanity, well versed in culture and diversity, not a racist, and willing and open to learn, and maybe unlearn examining his/her own belief system and keeping an open heart with a willingness to grow and change for the betterment of human kind..
Somehow to help community trust the PD to work with them to help make communities have less crime. It takes both PD and community to work together for greater good.
Someone that is for the department
Someone was trust vs lip service and is proactive in the community, the number of nights I heard gunshots is ridiculous. It’s as bad as the crack epidemic years
someone who accepted faults that exist in the organization and seek innovative and/or proven measures to drive at positive change. The new chief needs to also promote increased measured to add more diverse higher ranking officers and have a formal plan to accomplish that over a 5 year span
someone who accepts faults that exist in the organization and seek innovative or proven measures to drive positive change. The new chief needs to also promote increased measures to add more diverse higher ranking officers and have a formal plan to accomplish that over a 5 year span.
Someone who can and is willing to connect with the communities...Break Bread. Understand the history of policing regarding blacks. Are you ready for the challenge.
Someone who care for our community.
someone who holds the department and officers accountable for their actions, while simultaneously finding ways to reduce violent crime and build community trust
someone who holds the department and others accountable for their actions while simultaneously finding ways to reduce violent crime and build community trust.

Someone who is committed rebuilding or building trust with all communities within Kansas City. Even distribution of resources, why are there almost 3x as many patrol officers in the Brookside area than anywhere North of Troost. More effective community partnerships. Protecting the rights of all citizens and finally someone who will institute ongoing training for all staff in human rights, cultural appreciation and respect for a diverse city.
Someone who is dedicated to reducing violent crimes in the city, cleaning up our streets and offering practical solutions for our ever-growing homeless population. Above all, pushing training to de-escalate situations without violence and training on how to work with people who are suffering from a mental health crisis.
Someone who is not blatantly racist, who can interact with people of all ethnic groups.
Someone who is progressive, willing to work with the community and does not have a them vs us mentality
Someone who is welcomed throughout the community. We need someone loving but fair. We need to reduce crime and uphold the law but the punishment needs to fit the crime and policing practices should be fair.
Someone who is willing to clean up the city, improve transportation and changing the narrative between African-American and the police/judicial system.
Someone who knows law enforcement. Someone tough on crime. Someone who works well with the community.
Someone who perhaps doesn't get accused of racial bias.
Someone who sees the police department as a partner to other city institutions, be they formal entities (school districts, local government, the Chiefs/Royals, etc.) or informal (grassroots community leaders, clergy members, mother's groups, etc.), and feels accountable to produce measurable results that contribute to everyone's quality of life.
Someone younger who is more experienced in advancing KCPD's technologies and newer techniques/procedures in crime reduction and officer training.
Spokesperson-address the people
Stay out of city control
Stop and don't let cops/police cover up for each other, both take blame if wrong doing even if watching wrong doing.
Stop playing politics and wasting our tax money. Focus on solving the cases we get and reducing crime through community patrols. Stop acting like an occupying force on KC.
Stop racism, its real in KCMO, black and white
Stop the violence in Kansas City.
strategies on addressing violent crime. Strategies on deploying officers in large geographic areas
strategies on addressing violent crimes. Strategies on deploying officers in large geographic areas.
Strength. Not catering to people who refuse to follow the rule of law. Help keep communities safe and ENFORCE laws. I witness lawlessness regularly—people driving at excessive speeds all over the city. Theft. Homeless people setting up camp wherever they want and panhandling on every corner. We need to address all of these items before people leave the city.

Strengthen the police force to keep community safe, implement strategies to reduce violent crime and rebuild trust in police.
Strengthening community relationships and community trust while encouraging and empowering department members to do the same...establishing unconditional respect both internally and externally
Striving for Kansas City to be the best police department nationwide, through work ethics, integrity, in communication within the department, and strong community policing programs.
Strong emphasis on diversity Get rid of the good Ol boy system
Take accountable for your own actions. From parents of murdered children
That protesting is not a crime. Also, being a person of Color is not a crime.
that the KCPD chief should build trust and be around the people and the community. I'm 13
The ability to develop and lead the police department in ALL of the city.
The ability to get along with the Jackson Co D.A. Office so they will actually prosecute criminals.
The ability to get rid of bad officers or for the city or public to sue the police union.
The ability to maintain a police force that has the resources to keep the community safe without political pressure from city hall. Also, the backing of local leaders in government to hold criminals accountable for violent crimes committed and not let them go. BUILD A JAIL to house local level offenders that plague society with impunity.
The Chief should be willing to break the blue line, work with prosecutor on matters of police brutality, fight the FOP when there are bad officers and bad incidents that need to be brought out. KCPD needs leadership that values community input and actually does something with it. We don't need folks who are going to sweep things under and try to stifle first amendment rights. We also don't need anyone struggling with power that thinks they need to be the end all for protests.
The chief should understand the history of Kansas City and guide us towards healing the divisions that hinder our progress as a region.
the community is key!
The KCPD Chief's vision should be to address the root causes of violent crime, homelessness and drug abuse by forging community relationships beginning with school-age children through adulthood.
The KCPD will provide equitable policing across the city by adhering to persistent training measures that promote honesty and integrity, de-escalation, and transparency with the community.
the key to the new chief's vision is the person they hire to drive their internal vision. A chief is more outside relating to external customers. They need a highly capable Deputy Chief who makes their internal vision come to life
the key to the new chiefs vision is the person they hire to drive their internal vision. A chief is the outside elating to external customer. They need a highly capable deputy chief who makes their internal vision come to life.
The knowledge he or she needs to run/protect the city

The need to change because what we have now with the police department is not working. More community support needed.

The new chief must actually represent and work for the people of Kansas City, which our current police chief does not. Currently, our police department is completely unaccountable to the public it serves. This is due to both the leadership at the KCPD, and the fact that Kansas City doesn't have local control of its own police department. The Board of Police Commissioners is a direct hindrance to successful policing in Kansas City, MO. A new chief of police needs to be inclusive. They need to hire a more diverse staff. They need to require de-escalation instead of escalation in situations where police are called to a scene. They need to root out bad cops who treat people of color much harsher than those who match their own skin tone (in the case of chief Smith and Eric DeValkenaere, Smith defended DeValkenaere to a fault). A new police chief must admit when they hired an officer who did something wrong, and root those officers out of the KCPD who will not uphold the law equally across all races, genders, and socio-economic statuses. The blue code of silence needs to stop. If the KCPD is to be trusted by the public again, it must be transparent and root out the bad apples that are spoiling the department from the inside out.

The new chief must be able to lead the dept and create a culture within the department that permeates into community . Must have increased visibility. To the business community and the public.

The new Chief should be adept at de-escalation of volatile situations, offering social services (alcohol/drug treatment, family counseling, etc) instead of placing offenders in the justice system.

The new chief should work with the city to ensure taxpayer dollars are being utilized properly and not hold political affiliations. Ideally, that person should work to create a more transparent budget process.

The new Kansas City area needs a new Chief without ties to the Kansas City Metro or States of Missouri or Kansas. The New chief should have worked from the bottom up to a position above to the rank of Captain and have worked one in one with public as a road patrol first response officer/ Supervisor. he/she should come from a city with similar struggles and demographics that has had success in crime policing community involvement and case conviction/closing and is not afraid to stand up for his/her city and be out of the administration office picking up first line calls and connecting with the community. The KCPD and the city needs new blood, new ideas, new excitement, and a new path towards a safer calmer city. The old has not worked it's time for a new and brighter hope and a jump start towards a city of peace harmony and security where everyone tells safe to call 911 or see the flashing lights behind them and not be in fear.

The new KCPD Chief of Police must come in truly wanting to LISTEN and LEARN from the community (especially those who have been harmed most by current and past policing issues). They must be committed to doing the work to repair trust from the city's most underserved (including Black officers who have experienced harm while on the force). They must not only value diversity and equity, but anti-racism and inclusion. They must be willing to collaborate with other community institutions to get to the root of our city's problems and to find innovative and collaborative solutions to them.

The new police chief needs a vision of preventative measures of policing and appropriately and fairly responding to community issues. The chief should be equipped with a plan of moving the city forward casting a clear vision of a positive living and working community for all Kansas Citizens. s
The new police chief will be an honorable professional and servant leader who serves their community because they believe in maintaining a safe community and not politically inclined.
The next Chief should be able to articulate the roll the Police have in dealing with crime in the City and the roll that other stakeholders have. The Chief should be able to innovate through working with other stakeholders and articulate the role those stakeholders must play.
The police chief needs to NOT make a first priority of protecting the police from the community. It needs to be a person who can address racial bias within the Dept and promote racial harmony and inclusive in the city and region
The vision forward that I would like the new Chief of Police to have is one that values the entire KC community, especially those communities that have been historically marginalized, and promotes a department that works with community rather than an over policing of community.
The vision would be to make the community a safe a better place to live
There must be trust and really nothing more than that. I want them to stop more of the crime that goes on in the city.
They must be engaged with our community to be successful in this role.
They should embrace recognized best practices such as data driven, evidence-based policing, be highly transparent, and work to build trust throughout the community.
This 61 year old white woman has had to face her own bias based on color and neuro-diversity as a teacher. Great leadership and colleagues make that happen. If I can grow, so can our law enforcement officers. I hope the new chief of police has the passion, grit, and ability to lead that change.
To make a true commitment to protect those they are supposed to with fairness and an introduction of brutality.
To be able to withstand the constant attacks by the mayor and the Jackson county prosecutor. To hold the prosecutor accountable for the lack of prosecutions in violent crime cases, which is the reason violent crime is out of control in Kansas City.
To be fair across the board and keep Kansas City safe.
To be fair and look at the inter working of the police. Look into a proposal to get people come forward and tell what they see.
To be fair and unbiased to the community you serve.
To be honest and fair, stop racist practices and red lining
to be more community oriented and have great relationship/people skills. A chief who is willing to collaborate with the community leaders
To be more transparent and release body worn camera videos quickly so the public and community leaders dont make assumptions about what happened. This would help to build trust that Officers are doing the right thing.

To be on time and not allow fear and ignorance to scare them away including skin color.
To be open to other solutions besides life depending on charge.
To be strong, fair, to be very concern of the policemen who work under him.
To bridge the gap between the community and the police department.
To Bridge the gap in Community Relations. To listen More than Talking & Live within the City Limits
To bring this police department and the various communities more in accord.
To build a state of art police department by building a fair and open minded solutions to retain and improve relations with his own personnel. To not be steered by the city council and mayor to do what is best for them but for the entire community. Don't be a puppet for the city leaders but to be a partner with the city. Be open minded to change and improvement of the police department without sacrificing the men and women to the city for political gain. Take care of what the police department and provide the necessary resources to safely operate as one. Better equipment and staffing is necessary to provide the community a feeling of a safe city.
to build community trust. To be honest and transparent with media and community. Promote neighborhood policing/engagement. hold police accountable for their actions. Listens, wanting to hear the truth
To care about all people!
to completely rehab
To create a community of peace, for EVERYONE, by reducing CRIME. There should not be a focus on race issues or any other liberal dogma popular today.
To create a safe and healthy community for ALL people.
To create one of the best cities to live in where crime is at all time low, the community is united and has a voice, and police exist to serve and protect ALL people of our great city.
To design a plan to focus on high crime areas. This plan should include neighborhood presences near high traffic grocery stores, liquor stores and large apartment complexes.
To end racism in the police department in every dept at every level.
To ethically oversee adaptable practices focused on reducing crime.
To follow all of the major's things marred and carry them out to the very best of his or her abilities
To get KC off of the most dangerous list. Give control back to the city and away from the state.
To go about policing in a manner that maximizes the health and well-being of the public they serve and holds the officers in their department accountable to the same laws.
To have all of KC look like his neighborhood. (Over time of course).
To have the ability to relate to different racial groups authentically. s
to have trust and honesty and to be well trained
To Help with stopping the Shootings here.To Help bring some Harmony back in Kansas City,Mo.
To hire in the city limit
To hire within the city limits to know how to better service the community in which they service.

<p>To honestly deconstruct the systemic racism that has been exhibited within the department and spills over into the community. It starts within. I remember when Chief Forte dealt with racism and cowardly anonymous threats. It shows that the historical context of policing (i.e. beginning as slave patrols) is still lurking in the system itself. While we know not all officers think like this, if it is embedded at the foundation, then they are affected by it and limited to create change. The current police chief is political; an obvious far right supporter. While he has that right, it should not be apparent in how he operates as a taxpayer funded employee. He has shown who he is and a replica is unacceptable. The police board especially the president who seems to have an agenda needs to listen to the community; not decide based on power or back-door dealings.</p>
<p>To improve Kansas City</p>
<p>To instill a mindset of “guardian” rather than “warrior” among officers.</p>
<p>to keep politics out of policing</p>
<p>to keep politics out of policing.</p>
<p>To keep the street and the people safe</p>
<p>To make Kansas City a national model for leveraging innovative ways to solve challenges such as homelessness and homicides.</p>
<p>To make the City Better!!!</p>
<p>To make their job obsolete/highly specialized. Police are expected to do the jobs of other more highly trained people like mental health professionals, and processes should be put in place for referring cases to the appropriate people as much as possible, as well as involving the community.</p>
<p>to police the community as well as the police officers</p>
<p>To prioritize the safety of Kansas City’s citizens over political issues/talking points. Policing should be non political.</p>
<p>To promote a relationship between the public and KCPD by informing, educating and working with the community and stakeholders to proactively solve problems facing Kansas City. The new KCPD Chiefs of Police will build collaborative relationships that values systematic problem solving skills and transparency.</p>
<p>To protect and serve ALL citizens of KCMO. To treat everyone with dignity and respect. To hold staff and officers accountable for doing the same. To build a police force that equitably represents KCMO and to establish a foundation of transparency, timely action and integrity when planning for the future of KCPD and KCMO. Implement an annual requirement for DE & I training. Implement all of the above for ALL of KCPD not just downtown vs . Recruit and Retain staff and officers by implementing high quality life/work balance and wellness training programs. Work with local agencies to provide counseling in the precincts where the officers work so that all parties have an appropriate understanding of the challenges faced by staff and officers at every office and on every level of their jobs.</p>
<p>To protect and serve all people of our community.</p>
<p>To protect and serve with professionalism, honor, and integrity.</p>
<p>To reduce the crime, killings, and bring community trust back to the city</p>
<p>To resolve city issues that would not leave them as a sole go-to resource for conflict</p>

To significantly reduce violent crime, particularly our horrendous homicide rate, promote diversity, improve community relations and hold officers and staff accountable for their actions.
To stay as a law enforcement agency and not a political tool for city politicians.
To stop the killings of unarmed people of color by police; to stop profiling drivers i.e. fear of driving Black; to build trust between the police and the community it serves.
To treat other the way he wants to be treated
To understand and acknowledge the racist history of police in America, to reach out to other sectors in the city to help find solutions to problems that can avoid escalation to violence or the harm done to others. To then educate and pass down that knowledge and ability to future officers, police chiefs, and citizens.
To understand that problems exist across the city not only in the inner city.
To understand the diversity of the community and build as staff that treats a;; their interactions with the public in a professional manner.
To uplift the community with policing efforts and the reduction of crime. Safer neighborhoods
To utilize their members to the best of their ability and not just doing things because "THATS HOW WE HAVE ALWAYS DONE THEM". Open to listening to new ideas and actually utilizing them
Training supporting officers to understand the communities they patrol and respond. To understand the ramifications of their actions may have on family, children, economic impact of their the officers actions. A system of "warnings" and educating those they encounter on the reason why they are encountering them. Family friendly approach and community policing with kindness. Engaging with children's service workers with an understanding of their practices and impact of poverty and drug use as a mental health problem.
Transform KCPD from soldiers/warriors to protecting the privileged guardian of the poor and vulnerable. s
Transparency and adversity.
Transparency and openness
Transparency, accountability, trust.
Transparency, community-minded, and a commitment to promoting a diverse workforce that is reflective of the community.
Transparency, knowledge of racism within the police force, using funding to educate and train officers with best practices on de-escalating situations, reduction of gun violence in Kansas City.
Transparent and not a politician. Outside candidate that does not take care of their friends first. Promotes hard workers because of their past performance, not because they are buddies.
Treat everyone fairly
Treat EVERYONE with the same Respect they want! Treat EVERY situation like it was their own family!
Treat the employees with fairness

Triple the number of officers so that the criminal element knows that there are officers to respond immediately and therefore crime will fall. Implement a graduated 3 strikes policy for non moving vehicle violations with 2 first warnings and then actually give tickets, make arrears not follow through. Put patios eliminated under Chief Forte back in place once the department has adequate staffing funded so that those officers know their neighborhoods and the people in those neighborhoods and finally work with the community leaders in the neighborhoods where the majority of crimes take place, asking those leaders to work within their community to dissuade people from committing crimes in the first place. . The reputation of Kansas City has collapsed in the past 2 years and with the increasing crime, shootings, graffiti,, rampant and unchecked car theft, homeless on every corner and increasing unchecked and countless vehicles on the roads with fake and or expired by many months temp tags, a new Chief will have his or her hands beyond full in attempting to make KC a livable and attractive to businesses, events and potential homeowners again. The unchecked crime is sadly killing this city especially with Kansas steps away where they actually fight crime.

Trust, communication.

Ultimately building up the trust and the community between city residents and officers, and TRULY holding officers accountable.

Understand and acknowledge what brought the department to this point, have clear goals and a way forward with community policing, non-lethal enforcement, and building relationships with social services and non-profits to better this city for it's most at-risk.

understand KC's current situation

understand that its about the neighborhoods and community. Not drawing a line in the sand.

Understand that you cannot meaningful address or reduce crime in Kansas City without creating a foundation of trust with Kansas City's neighborhoods. Acknowledge and plan to address the issue of systemic racism in policing and criminal justice as it applies locally. Work collaboratively with the City to address community issues.

Understanding the area they represent and by maintaining a police force that can deal with the type of crimes found in Kansas City.

Understanding The Needs of The Community

Understanding the needs of the community and not getting sucked in to the popular easy initiatives, woke opportunities, etc. Stand up and stand firm for good trusting community policing. Make our communities better and safer. Of course be fair and value equality and diversity, but it doesn't have to come above all the other priorities. Look around, our policing practices are diverse and we do value diversity in the Kansas City area. Look at positions of leadership to reflect this. Lead us forward and build community trust through transparency. If there is something wrong, say it, if you need help, ask for it. Then we can all celebrate the wins together.

Understanding the role of policing with diverse communities, educating departments on racial bias, and using innovative solutions to combat crime

Unite all races against crime. From parents of murdered children.

Unite the community for the common goal of making us a safer, less violent place to live.
Unity in the community.
Until we adapt a police antiracism we are condoning racism. Change must begin with leadership, training and education. This must be a community effort and must represent diversity of the community.
Use all the tools via technology, data, community supports to deliver actionable services to our community. work smarter!
using federal and state resources to fund local initiatives with local personell/community. Transparent and accessible to the community. Being part of the community
Value Transparency
Violence prevention philosophy. Understands and can diplomatically articulate contentious issues the impact the community. Ability to implement change and foster a culture of innovative learning in government institutions.
visibility
Vision & accountability
Vision of reducing crime/homicides in the city. Within high risk communities as well as those that have started seeing a slow but steady rise of crime.
We all see the police in a positive way.
We are all valued and in this together.
We are in this together. s
We need a chief that realizes KC is not a big city but is a city full of citizens that do not want political leaders telling police what to do and campaigning against them in an effort to get activists on the leadership side and divide the city. Citizens want to be safe and know when needed the police will be there to keep them safe and citizens and leadership work together to keep KC a safe place to live. Building a jail should be high priority to get offenders off the street.
We need a Police Chief who can build trust in our community; hold officers/staff accountable and truly works to reduce crime and violence in our city. If it calls for a full audit within the current structure, make it happen so we can rebuild and establish trust and integrity within KCPD.
We need someone who will be willing to enforce the law while being as transparent and realistic as possible.
Weed out racist officers.
Well disciplined fully staffed department working with the community. I've grown tired of all the racist accusations and factoring race or sex into hiring. If more minorities would like to be on the department then they should apply. Hiring should be based on the best person for the job, not based upon any of the protected classes. Legally you cannot exclude people based on a protected class so they shouldn't also be provided other opportunities simply based on one of those protected classes. If it's the person who is best suited for the job, who cares what they are or how they classify themselves or what they identify as.
will the new chief work for the community or the police union?

Willingness to utilize social service resources to intervene, de-escalate and improve outcomes for non-violent incidents.
Work as a team with community and City and not as a separate entity. Among all governmental agencies and City departments, the KCPD seems separated.
Work cooperatively and collaboratively with the City rather than in opposition to it
Work towards a department that's city run, ending state board control.
Work well with all partners and embrace equality in race and sex within the ranks. Work internally and externally to reduce crime.
Work with community
work with the city to bring down crime and work on put the bad guy and drug people off the street and in a jail that the city owns
Working alongside the community and other organizations as one solution to a bigger problem, not just policing and harassing the community. That hasn't seemed to stop or solve shootings and murders or end stark inequality.
Working on diversity and police training
Working on racial issues within the force
Working towards reallocating police funding towards community programs.
Working with community to solve problems and not just sweeping under the rug as some chiefs has done. Holding all personal accountable for their actions. Treating them all the same. Having officers that live in kc so they know the neighborhoods and more of a Mr. Friendly as I knew as a kid. I know a few officers like that. I believe this would reduce crimes and murders.
Working with the community to help make a better living condition by the reduction of crime team effort.
Would like to see police actually respond to citizen calls about major crimes (such as stolen cars). Would like police to at least pretend like they're willing to assist citizen who are the victims of crime. In over 30 years in KC I've never seen a policeman express concern for a private citizen in danger or in distress . All I've ever observed is police who are indifferent or hostile.
wrap around services, focus on prevention vs enforcement. See attached; asking community issues and reverity, training more than, both side community engagement. Rethink what policy is an its notworking. Access to information and digestible, metrics, standards. Bi annually roundtable, not a commissioner meeting. .
Zelensky effect go to public forums, use the media, say what you mean, ask for what you want.
Zero tolerance for: incompetence, racist officers and racist policing, lying to protect fellow corrupt officers, and warrior type policing practices not taught in regular police training!

KCPD Chief of Police Community Feedback Report

Appendix G: KCPD Feedback Survey Open Ended Responses

The appendices contain responses in their original, unedited form to preserve the voice of the author.

Appendix G: KCPD Feedback Survey Open Ended Survey Responses

<p>It is important the new chief has the ability to listen to the community and implement changes in policy for legitimate issues. But, not at the cost of officer safety or changing policy that may degrade the integrity of the department. We have a police board so that we do not return to the 1930's corruption. The new chief needs to know that history. He or She needs to realize it does not take long and it is easy to submit to demands of politicians who do not have the best interest of the department at heart.</p>
<p>(community) trust, transparency, togetherness (creating community value and worth regardless of the zip code), track record, (equal) treatment - within the community as well as employee promotion</p>
<p>21century policing</p>
<p>A chief interested in enforcing the law.</p>
<p>A chief should retain the ability to think beyond their own crisis of office and duty. A person that has the ability to actively listen to those around him or her while subordinating their power in exchange for progressive ideas. This person must inspire department members to know, breathe, and live the mission without trampling other stakeholders.</p>
<p>A chief that is allowed to enforce the city ordinances and state statutes</p>
<p>A chief who is fair and just. A chief who is not afraid to listen and learn from their subordinates. A chief who will not surround themselves with yes people. A chief who is not arrogant. A chief who not afraid of courageous communication from the community and is not afraid to go to community meetings. A chief who leads from the front.</p>
<p>A Chief who listens to the community but also who understands the community has NO CONCEPT of how to police. A Chief who will tell the community why violent crime is terrible in JACO. The reason is JPB legalizing everything from drugs to property crimes. If you don't stop the lower level crimes, you'll NEVER get a handle on violent crime. Especially when the threshold for prosecution is ridiculously higher than actual state statute. Also the new Chief shouldn't partner with Getting to the heart of the matter Pastors until they publicly stand on the steps of JACO itself and apologize for the 63rd street incident. They clearly don't want to partner up if they can't understand the concept that arresting armed suspects who shoot cops is not a pretty business.</p>
<p>A collaborator who can repair relationships with the County Prosecutors and the community. Someone who possesses confident humility. Someone who is open to input from all members of his department, leaders of outside elements, and the community. It is absolutely crucial that we have a Chief who can handle all the pressure of leading our department and still maintain their composure. Good Luck!</p>
<p>A leader who has broad understanding of the community he/she will serve and an emphasis on how racism impacts policing. A leader who</p>
<p>A leader who will address the disinformation and falsehoods coming from city hall.</p>

A new chief should understand that just because kcpd has done something a particular way for 30 years does not mean it is still the best way to do it - or the best way to operate a unit within the police department. A new chief should have outside experience or be willing to communicate with other large agencies across the country and look for more streamlined ways that the department can function. He or she should be willing to implement new processes at the expense of upsetting members of rank in current positions - they aren't the ones leaving for other departments or jobs because of mismanagement.

A police department that is well managed and led by command staff that will not only listen to our citizens, but will also listen to our rank and file department members.

A vision forward Chief is not a "good ole' boy" but someone who will embrace changes that need to be made and get the command staff to follow through and implement those changes especially in our hiring practices. Our department needs someone who will listen to suggestions however weigh all the options and choose the best course of action for all involved not just the City Council or protestors. Someone who will promote equity among current and future employees. We need an individual that has a backbone and will stand up for the best needs of the department and the city.

A vision to reduce crime, especially homicides and gun crimes, as well as find a way to strengthen relationships with the community in a positive way

A vision to use known practices to increase homicide and violent crime clearance rates.

Actually have a forward vision...looking ahead to anticipate personnel issues, budget issues, retention issues, training issues...we should never hear or rely on "we've always done it that way" thinking again

All crimes matter, even property crimes. If you start from the bottom you can help deter things at the top. Staff should be supported and taken care of.

As a former commander, the new chief needs to be ethical, objective and be willing explore new methods in policing. There is no room for politics, which has unfortunately caused lack of respect for LE. KCPD was recognized as one of the most forward thinking departments in the nation. They still are, but will fail if political pressure forces unrealistic expectations.

Be community oriented and not be afraid to stand on his convictions and stand behind the men and women of the KCPD

Be open and communicative. Be honest about policing. Don't promote stereotypes about police officers. Work with the city but don't be a politician. Work with prosecutors, but be honest about the flaws of their structures. Take care of your employees, even when it's unpopular. Invest time, funding, and equity into the wellness unit for the explicit purpose of supporting the mental and behavioral health of your staff.

Bring both department and community closer together

build a great police department

Building a department that is accountable to the citizens of Kansas City. Promotions based upon what a person is qualified to do and not who he or she is.

Building morale and strengthening community relations

Building trust and acknowledging previous failings of the police with the community it serves

Collaboration and trust with the community, department members, city leadership, prosecutors and our federal partners

Department specific issues abd success.
Do not bend a knee to corrupt politicians. Make KC as safe and livable as possible.
Do the right thing and not be swayed by pressure by City Leaders and Groups. Stand up for the Department and it's members both LE and Civilian.
Efficient use of resources/ man power, adequately staff police department, cohesive police/ community relationships, courage to do the right thing, integrity, fairness.
Embrace collaboration
Fair and accountable. Knowledgeable regarding diversity, retention, promoting and equality. Connections with the community and the group leaders.
Fair policing to all citizens
Fairness and not bend to political pressure
Fairness in promoting officers.. Reduce command staff. Placing more officers on the street and fewer officers in office jobs.. End starting new policing projects and new programs to satisfy some community groups that only benefit those organizations
Fairness, Integrity, Experience in large police Department
For him/her to understand it takes more than LEO's to make a police department work. You have civilians that feel they're not appreciated or treated equally. Community to be understood, but they also need a way to understand what goes into a police department. Police department and community needs to work together. Have a stance, but don't make it political. Make sure your people know you have their backs against all odd, LEO and civilian.
Forward Thinker
He/she must support the KCPD Officers and civilians and not make decisions based on what the mayor or community thinks without having all the facts in hand.
Hire, retain, and support officers.
Hold the city and Jackson county prosecutor accountable for letting crime get this bad.
I hope she or he learns to have a great understanding of the Department personnel as well as community needs/development, appreciates qualified personnel instead of catering to their special group of friends, focuses on improving community relations, and is a strong, intelligent leader with a kind heart that will unite everyone, and promote the growth of this Department.
I hope the next chief will employ nationally recognized best practices in the form of an intelligence led/ data driven policing model that targets the most high risk violent offenders in our community.
I want to see KCPD recruit and retain qualified individuals. Increasing officers on the street greatly helps respond to violent crime. Honesty, integrity, transparency, and impartiality are also top qualities to me.

I would like the next Chief to be able to stand up for the department and it's members in a respectful, but blunt manner. I would like the next Chief to hold prosecutors office's accountable for their lack of action in certain areas so police stop getting blame for things like increased homicide rates. I would also like the next Chief to listen to lower level officers on retention ideas, how to boost morale and how to bridge the communication gap between command staff and officers. Employee satisfaction ideas need to be listened heard as well. Morale is at an all time low currently. The next Chief needs to consider drastic measures to recruit and retain current members, including boosting pay across the board, longevity pay, increased days off, etc.

I would like to see a more vocal Police Chief. I would like a Police Chief that is more engaged with the community by hosting and attending community and civic events. A Police Chief that has an out of the box approach when it comes to crime prevention and finding innovative ways for the department and city to win.

I would like to see the new Chief interact more with the Civilian personnel. It would also be great to look into evaluating the pay scales.

I'm not sure the vision needs to change . What needs to change is the backing of city council and jack-son county prosecutors. They can make it the safest community in the nation with their help .

Improve relations with the citizens of our community and not being swayed by small, loud, leftist/ rightist groups. Go back to basics of making Patrol Officers a priority vs small specialized units. Ensure officers are patrolling communities as opposed to speeding through them to the next call. Change the culture of the department to focus on a more city-wide uniformed presence, solving problems within each division/sector/area with unique approach that is tailored to that issue (not everything is a nail and needs a hammer...). And ensure CONSISTENT follow-up with the officers and the community to secure a plan so that the issues do not re-occur. Improve civilian pay to ensure retention and hiring of quality personnel. Be accessible to the public, but stay separated from the politics of city hall.

In simplest terms, the new KCPD Chief of Police must have a sense of where Kansas City is now, where we want to go, and which strategy (or strategies) are needed to get there. This will require a person with demonstrated ability to balance issues such as crime control, forging ever-important community relations, using emerging science in the policing field whenever practical, and seeking to build a department with appropriate diversity. Being able to foster a police department focused on crime prevention as well as response, being open to outside input/feedback while being able to defend its position on matters when appropriate, and being progressive and innovative while maintaining worthwhile practices is paramount. The department must seek to resume its place as part of the community, including problem-solving efforts, as opposed to being “just the police department.” I know KCPD has many such strategies in place to create and maintain positive relationships with various sectors of the community, such as CIOs and social workers, among others. These efforts should be expanded as much as practical, namely within budgetary or personnel constraints. I also feel the incumbent Chief of Police should already be familiar with the city as well as the police department, to include being an internal candidate (assuming he or she is, in fact, the most qualified candidate worthy of the position).

Inclusive of all people. Objective and thoughtful one that has a backbone not motivated by political gain or optics but the greater good of the city.

It needs to be a Chief from outside the organization to allow for a fresh start. The recent Chief’s have been in the system and promoted accordingly. The Chief needs to have new ideas and be understanding of the challenges within the department.

Keeping all staff updated with what’s going on

Knowledge & understanding of the history of KCPD, the troubles KCPD has had, and a better relationship with outside partners that he/she values and prioritizes.

Longterm

Making real community policing a priority. Not just more cops on the streets, but police building genuine relationships within the communities they are hired to serve and protect...

More community/neighborhood relations, don’t cater to any political party, understand the importance of morale in the department-including both officers and civilian employees.

More focus on issues of bias and diversity

Not let community leaders make police policy. Control the Jackson Co. prosecutor.

One that includes everyone and not only certain people in a click

PLEASE do not promote from within!!! I retired last year as a commander from KCPD with 28 years. Promoting from outside will break up the good old boy system which is there no matter who gets promoted within the P.D. Please ensure the new Chief stays away from local control, the city does not run any city department well and is too political. It’s a great P.D. just too many headwinds. If you want to discuss (816) 352-2142.

Police recruiting and retention

<p>Positive relationship with prosecutors office and the City. Innovative in police practices and increase gender equality across all ranks and hiring practices. Women are 50 percent of the worlds population yet one of the largest minorities across ranks and in hiring. Our PD should have the highest quality training both in the academy and continuing education and there should be an emphasis on education. A Department that can treat everyone as they'd treat themselves and their own family, stand up for what's just without judgment, and have a core set of values that are distinguishable in every officer on the PD and hold those who choose not to maintain them accountable.</p>
<p>Promoting and building community relationships to reduce violent crime.</p>
<p>Protect your officers and put criminals in jail! Leave all the left leaning political catch phrases out of police work.</p>
<p>Protecting his/her officers and department members from unnecessary disciplinary actions while doing their jobs. Department members should not fear discipline when faced with difficult decisions. Holding the community responsible for lack of transparency as well as holding the community accountable by presenting full crime data tables weekly through social media or other social outlets. This should include crime stats by severity, race, gender, etc.</p>
<p>Provide for the Police Department, so the Department can provide for the city.</p>
<p>Putting department employees first and providing them with support and not favoritism as was seen with the last chief. Ensuring that he/she makes it apparent to the mayor, city council, and prosecutors that his/her personnel are important, vital, and should be supported by all.</p>
<p>quit ignoring the needs of north of the river</p>
<p>recruit, hire & retain officers to match the community and be willing to listen to the officers and the community</p>
<p>Recruiting and retaining employees</p>
<p>Recruitment and retention of officers. Get the promotions of commanders under control</p>
<p>Reduce violent crime Build trust and strong community relationships Standing up for what's right and supporting your officers</p>
<p>Reducing crime and working toward protection of the law abiding citizens attempting to live their life.</p>
<p>Reducing violent crime</p>
<p>respect</p>
<p>Retain employees by (eloquently) showing the community/nation the stupidity of all the "defund police" crap. (And that's just for starters)</p>
<p>Safe streets and not political.</p>
<p>Someone apolitical that doesn't bend to the leftist agenda of the city council and radical leftist policies that have watered down effective policing in America.</p>
<p>Stay under state control, hold prosecutors accountable for the cases that KCPD submits to them, tough on crime, protects officers and staff, fights for officers' rights, recruits quality people to the dept in large numbers, stand tough against the bullies at city hall</p>
<p>Stop trying to please the public and stand up for what's right</p>
<p>Stop violent crime</p>
<p>stopping biases and working better with the entire community, not just white citizens</p>

Strengthening community partnerships and cooperative community engagement and problem solving in reducing violent crime
Supporting staff to enhance retention, stay focused on crime suppression enforcement and avoid getting caught up in the current political/ social demands for trendy unproven policing experiments!
Take care of their officers, stand up to city hall and JACO Pros. office. Embrace community policing.
The ability to educate the community through statistics and proof that will avoid escalation of misconceptions. Transparency with department members and community.
The Chief of police needs to build and maintain bridges to all community members.
The new Chief must first and foremost be a leader. Strong leadership principles are key to earning and keeping the respect of officers and citizens. A great leader will meet all of the expectations of the Board and community by applying basic leadership principles like excellent communication and initiative.
The new Chief of Police must be forward thinking and willing to embrace alternative policing strategies. The Chief should place a strong emphasis on training the workforce in traditional and non-traditional policing strategies. A clear mission and vision should exist and all members of the department should model professional behavior.
<p>The next Chief needs to understand that effective policing is something done FOR the community, and not TO the community. The department has historically failed to develop its personnel beyond check the box training. As a result, there are very few people in the organization who can differentiate between tactical, operational, and strategic leadership. This tendency was exacerbated under Chief Smith. He was simply closed-minded and refused to entertain alternative perspectives. He often made a show of asking for input; however, he and his inner circle shut down opinions that differed from their own. This isn't an attack on Rick Smith's character--my sense is that he generally believed he had the answers. Unfortunately, he too was a product of a culture that simply does not invest in meaningful professional development. The department is in pretty bad shape as it relates to morale and engagement. The next Chief will need to help build a culture where people feel seen, supported, trained, prepared, and equipped to make meaningful contributions to public safety. They will need to be able to develop relationships based on trust and true transparency; not what has passed for transparency in the past where quid pro quo agreements facilitated the hiding of problems and actively discouraged those who were inclined to surface them. There is no way to manage a secret. The truth is that there are very few leaders in law enforcement that have the ability to reimagine policing to the degree it needs to evolve. With that in mind, the next chief should be humble and radically self-aware so that they too will be open to learning. The department has great potential, but the current collective attitude will keep it from being realized absent a dedicated leader who is willing to approach each member with unconditional positive regard and challenge long-held paradigms. The next chief will need to be willing to accept the fact that they are not likely to sit under the shade of the trees they will plant. They need to focus on moving the needle in the right direction and inspiring the members of the organization to reconnect with their reason for wanting to serve.</p>

The next Chief of KCPD must be resolute in changing the destruction done over the last five years. They must hold high values of integrity, transparency and ethical decision making to overcome the lack of those values from the last Chief. The next Chief will have a hard job changing the tide and must make the right choices even when unpopular. The Department needs leadership training and a strong HR leader that stops the misogynist, bias treatment of members modeled by leaders and passed down as acceptable to all ranks. The next Chief must make a commitment to work with the community and build relationships that have been destroyed. I am excited about the future where the good leaders have a voice and the "old school" thinkers no longer have a place.

The next chief should work on retaining current officers and recruiting new ones first and foremost.

The next KCPD Police Chief has so much work to do to dig us out of the GIANT hole Retired Chief Smith has the Department currently in. Over the last, five years Retired Chief Smith has promoted his friends who are not qualified for leadership positions; he has destroyed KCPD's relationship with the Mayor, Jackson County Prosecutors, inner city community, etc.; he has lead the department with a dictatorship and stripped all commanders of their ability to lead their bureaus/ divisions without running all decisions they made by him first; and his misogynistic actions towards females (except for one) has flooded the Human Resources Divisions with numerous legitimate discrimination complaints. So, the vision I would like the new KCPD Chief of Police to have is simply NOT MAKE IT WORSE. Thank you for asking for input from the people who work at KCPD.

They would need to have the ability to stand behind their officers and foster a good working relationship with the City of Kansas City.

To address and reduce violent crime, and to focus on recruiting and retention to be able to address violent crime.

To be courageous to develop an organization that embraced the true nobility of what policing is intended to be.

To build upon the work done by the former chief.

To ensure officers have the tools to enforce laws and not get mired down with the politics.

To hold command staff to a higher standard. Too often the rank and file get destroyed for minor issues yet the command staff never has consequences

To make KCPD the best place in the greater metropolitan area to serve in the law enforcement profession by creating a culture of accountability and support, not only within the department, but also by demanding the same accountability and support from the community we serve.

To make the city safer by retaining and recruiting personnel committed to do so.

To make this department well respected locally and nationally as an example of professional policing.

To not be afraid to utilize best nationally recognized police practices and innovations that have proven effective in other parts of the country

To not only remain fair and accountable to the community, but to also support the organizational personnel who work every day with a "servitude" attitude to help keep everyone in Kansas City safe.

To put bad guys in jail and hold people accountable for their actions.

To serve the Kansas City, Missouri Police Department and community through honest, transparent communication while recruiting and maintaining quality, highly valued, and well trained employees.
To weed out all of the “noise” of the media and certain groups who try to control certain aspects of the department without knowing all of the true and actual facts.
Treating civilian staff as if they really matter to the department. The civilians are the back bone of the department.
Turning KCPD into an extension of the community.
violence reduction and build public trust
Working on why crime occurs (socioeconomic issues) in order to prevent crime instead of punishing crime.

KCPD Chief of Police Community Feedback Report

Appendix H: Listening Session Comments By Theme

The appendices contain responses in their original, unedited form to preserve the voice of the author.

Appendix H – Listening Session Comments Grouped by Theme

TABLE 6: COMMUNITY FEEDBACK ORGANIZED BY THEME

The following tables provide further detail on the feedback provided by the community during the seven listening sessions. Input provided was aggregated by commonalities and summarized. Public responses that offered strategic proposals were included in the table. Common themes by participants by question include:

1	The new Chief needs to be front facing and engaged in the community
	<u>Summary</u> The new chief needs to be a recognizable figure in the Kansas City community and should be proactive in engaging the public.
	<u>Reference (Refer to Table 7-13)</u> 1.1.a; 3.1.a; 1.1.b; 1.1.c; 1.1.d; 1.1.e; 2.2.e; 1.1.f; 1.2.g; 1.3.g; 3.5.g
	<u>Community Input Excerpts</u> “Chief and officers should be visible in all types of public space – particularly at crime scenes as well as at neighborhood meetings and events.” “See the chief out at community events, not being sponsored by the police” “Show up at non-threatening community spots like grocery stores and other shops. Meet people where they are.”
2	Data and best practices must be transparent and a key component of the new Chief’s strategy and vision
	<u>Summary</u> Evidence-based practices should be utilized. Data should be shared and made easily accessible to the public.
	<u>Reference (Refer to Table 7-13)</u> 2.3.a; 3.2.a; 2.1.c; 2.1.f; 1.4.g
	<u>Community Input Excerpts</u> “Create more accessible and digestible metrics, standards to share with the community” “Dashboard updated quarterly (online) – vision with actionable and measurable goals. Data on recruitment efforts, violence prevention and other statistics” “Reporting standards for community info, statistics. Better distribution of reporting information and where to get it.”

3 The new Chief must have the ability to navigate the political landscape

Summary

Must be politically astute without being political. Should form effective working relationships with local elected officials.

Reference (Refer to Table 7-13)

1.4.a; 1.3.b; 3.3.c; 3.5.g

Community Input Excerpts

“Healing with city council, PD and prosecutors’ office”

“Politically astute but not political”

“Need for greater gun control authority and ways to work with legislature – chief needs to be vocal and politically astute to work this”

4 The new Chief needs to have a priority focus on training, with a particular emphasis on de-escalation and racial bias training

Summary

Increased training for officers with an emphasis on de-escalation and resolving situations without violence

Reference (Refer to Table 7-13)

3.2.b; 3.2.d; 3.3.e; 3.4.g

Community Input Excerpts

“Training on de-escalation and cultural competency”

“Ensure officers are provided extensive de-escalation training, standards for public training should be in place”

“Crisis interaction team/Crisis de-escalation team”

5 The new Chief needs to prioritize mental health in the community and the department

Summary

Recognize the mental health aspect of policing and the effect on the community. Utilize resources to address the issue like social workers and offering PTSD support for officers

Reference (Refer to Table 7-13)

3.2.b; 3.5.c; 3.2.d; 3.4.e; 1.4.f; 3.4.f; 3.4.g

Community Input Excerpts

“Care about mental health of officers”

“More social workers, mental health professionals to help relieve the work of police officers”

“Be sensitive to mental health struggles”

6 The new Chief needs to be an effective communicator

Summary

Strong ability to communicate on all aspects of the department to the public, willing to share all information, positive or negative.

Reference (Refer to Table 7-13)

1.4.b; 1.3.c; 1.2.c; 2.3.c; 2.1.d; 2.2.d; 3.1.d; 2.1.e; 1.3.f; 2.2.f; 2.3.g

Community Input Excerpts

“Accountability for officer behavior – retraining, additional training, visibility (public knows if community impacted), report all, not just what they want (special website, YouTube channel, must communicate all sides)”

“Finding clear lines of communication with people you normally wouldn’t communicate with often and keep consistent with communications”

“Engagement through social media at all times.”

7 The new Chief must develop and communicate a clear vision and strategy for the department

Summary

Develop and communicate clear vision and goals for the department and action steps to accomplish the work. Information should be made clear within the department and the community

Reference (Refer to Table 7-13)

1.2.a; 2.5.a; 3.3.a; 1.2.c; 1.3.c; 3.4.c; 1.4.f; 3.1.g

Community Input Excerpts

“Always has to be a vision for tomorrow”

“Articulate vision how to move toward achieving vision”

“Vision with actionable and measurable goals that are available to community”

8 The new Chief needs to re-examine and improve the internal investigation process

Summary

Be accountable for officer misconduct and develop better relations with prosecutors’ offices in officer investigation. Willing to make data and investigation reports available to the public and re-examine the entire process.

Reference (Refer to Table 7-13)

2.2.b; 3.1.b; 3.1.c; 3.3.d; 2.3.e; 3.2.e; 3.4.f; 3.3.g

Community Input Excerpts

“Openness on internal investigations – make external organization”

“Someone who does not obstruct the investigation by the Jackson County Prosecutor’s office regarding the conduct of officers.”

“Not work against the law if one of the officers breaks the law – accessible to communicate with and not resistant to investigation.”

9 The new Chief needs to address perceived issues of underlying racism within the department

Summary

Examine racism and/or implicit bias within the department and develop strategies to address it [mitigate or attempt to alleviate]

Reference (Refer to Table 7-13)

1.2.b; 3.3.b; 3.2.c; 2.2.c; 3.4.g

Community Input Excerpts

“Address explicit and implicit bigotry and racism in KCPD. Remove officers who are members are associated with extremist groups.”

“Open to training on racism – implicit bias training and more awareness.”

“Chief to lead effort to address racism and bias and acknowledge past negative history.”

KCPD Chief of Police Community Feedback Report

Appendix I: Listening Session Comments By Location

Appendix I - Listening Session Comments Grouped by Location

Table 7: Northland Listening Session

Date: March 29, 2022
 Time: 6:00 pm to 8:00 pm
 Format: In person/Zoom
 Host Organization: Northland Regional Chamber of Commerce

1.a	Community Engagement		
	Requirement	Summary	Supporting Community Comments
1.1.a	Chief needs to be a proactive, accessible, and familiar face in the community	The chief needs to be an effective public speaker. Should be a facilitator as well as attend community events like fairs and church gatherings. The new chief should become a recognizable face throughout the community. Strong relationship builder with stakeholders, including youth. The chief should be a cheerleader for the city.	<ul style="list-style-type: none"> • Hire a social media expert • Effectively and clearly communicate expectations of the department to the community
1.2.a	Have an unobstructed vision for the department	Must articulate the vision and prioritize what is important to the department.	<ul style="list-style-type: none"> • Communicate with the public on what policing in Kansas City looks like and work towards
1.3.a	Develop effective community engagement strategies	The new chief should have a plan to connect better with families and youth. Patrol officers should be empowered to be more involved in community engagement. Utilize social workers and outreach officers to take pressure from patrol.	<ul style="list-style-type: none"> • Utilize social media to connect with and recruit youth • Expand CIO outreach
1.4.a	Ability to work with politicians	Chief should be politically astute, but not political	
2.a	Transparency		

2.1.a	Honest and forthright and clearly communicate information	Chief should not hesitate to provide information and offer to speak on the "good, bad, and ugly". Needs to be accessible and have candor in explaining why specific actions were taken. Establish a clear definition of transparency. The chief should be an effective leader, willing to accept and fix issues relating to officer morale.	<ul style="list-style-type: none"> • Hold one to one meeting with community groups • Weekly point of the community from the chief through the media • Utilize CIOs to improve community relations • Greater communication in public meetings
2.2.a	Establish closer ties with local leaders	Develop closer relations with the mayor and City Council.	
2.3.a	Utilize and share data	Help KCPD do a better job of communicating data, resources, and services. Be willing to share crime data and staffing data. Make data more accessible and easier to locate. The Chief should also share the successes and positive stories of KCPD.	<ul style="list-style-type: none"> • Make internal investigation finding reports available • Have more staffing information available online • Adopt evidence-based models from other cities
2.4.a	Recognize department deficiencies and leverage existing resources	The Chief needs to be responsive to resident concerns about response times and fewer officers on patrol in Northland. Better communication on how 911 calls are addressed and how resources are spread throughout the city.	<ul style="list-style-type: none"> • KCPD Citizens Police Academy • Have more court involvement in the NOVA program
2.5.a	Clear vision and mission statement on the work of the department	The new chief should have a clear vision and be able to see their work through to the end. There needs to be a clear mission and value statement. A clear definition of transparency needs to be stated by both the community and the department.	<ul style="list-style-type: none"> • Select a younger chief of police
3.a	Accountability		

3.1.a	Accessible to the community	Recognize that communication and showing respect towards the community are key to policing. There need to be more direct links to the chief. The chief must lead with honesty, integrity, professionalism, and positivity. Must become familiar with all communities throughout the city and have an equitable lens.	<ul style="list-style-type: none"> •Must meet with KC business leaders
3.2.a	Effectively share information and resources	Reduce crime through evidence-based best practices. The Chief should send out community reports that have information relating to response times, accident data, and costs. Plan to have all officers act as CIOs.	<ul style="list-style-type: none"> •Advertise citizens police academy •Educate the community on ACE's •Consistent report outs on the department
3.3.a	Develops strategic priorities	Officers should not be held to a higher standard than the chief. Goals, expectations, policies, and professionalism standards need to be made clear to new officers. The chief needs a plan to retain officers.	<ul style="list-style-type: none"> •Recruit more youth to the department

Table 8: Eastside Listening Session

Date: April 2, 2022

Time: 10:00 am to 12:00 pm

Format: In person

Host Organization: Getting to the Heart of the Matter, Heartland Black Chamber of Commerce, Black Chamber of Commerce, Prospect Business Association

1.b	Community Engagement		
	Requirement	Summary	Supporting Community Comments
1.1.b	Front facing and willingness to engage the community, particularly the urban core	The new KCPD Police Chief needs to be interactive and is an attentive listener to the public. Chief should be authentic and show up at crime scenes, and community neighborhood events. A new chief should not hide behind a "busy schedule" and needs to be in the public outside of a law enforcement capacity.	<ul style="list-style-type: none"> •Monthly town halls and attendance at PIO meetings •Increase training for officers on community relations •Have officers attend community meetings •Officers take patrol cars home to deter crime •Police ride along •Increase officer presence at schools
1.2.b	Acknowledge and resolve racism within the department	The community believes that racism exists in the KCPD. The next chief should root out discriminatory treatment in the community and within the police department.	<ul style="list-style-type: none"> •Increase department diversity to reflect the community they serve
1.3.b	Ability to navigate the political landscape	The chief should be able to act like a politician. Must be transparent with the mayor and city council. Should have knowledge and expertise on police board service, training, and education. The Chief should coordinate budget conversations with the mayor and city council.	

1.4.b	Provide clarity on what policing is and is not	Less priority should be focused on traffic safety. Some officers are dealing with drug addicts and are not trained in effectively approaching those situations. Training should be increased, including de-escalation training.	<ul style="list-style-type: none"> •No quota for arrests •Eliminate stop, search, and seizure •Chief should possess strong character qualities •Budget for community-based response staff •De-escalation training
2.b	Transparency		
2.1.b	Understanding and willing to use data and metrics	The current websites offer information, but most community residents do not use it. The new chief must be able to find solutions to make information more accessible and used.	<ul style="list-style-type: none"> •Participate in national database of excessive force complaints and allow residents to see the history of officers •Effective data tracking strategy
2.2.b	Strong collaborator with Prosecutor's offices and community groups	The new chief should cooperate with Jackson County prosecutor's office when investigating wrongdoing on the part of officers. Must demonstrate an ability to strategically handle investigations.	<ul style="list-style-type: none"> •Hire a full complement of officers that the department needs and have staff available to do effective community relations •Clear and well communicated policy on body cameras
3.b	Accountability		
3.1.b	Willingness to review, examine and reform the citizen complaint process	Chief needs to accept accountability for actions of officers. Needs to be a structure to allow officers to speak up on misconduct. Make everyday expectations on conduct clear	<ul style="list-style-type: none"> •Overhaul civilian complaint process •Civilian complaint process outside of KCPD governance
3.2.b	Mental health awareness and support	The Chief should focus on mental health in the community and for officers. Recognize and provide support to officers who may be dealing with PTSD	<ul style="list-style-type: none"> •De-escalation training •Clear and well communicated policy on body cameras •Hire mental health workers to support officers •Counseling support for PTSD
3.3.b	Recognize racism in the department and implement policies to improve	Chief should address issues of racism in the department. Need to focus on explicit and implicit bigotry and racism in KCPD. Willingness to remove officers who are members of/or associated with extremist groups.	On

Table 9: South Kansas City Listening Session

Date: April 2, 2022

Time: 10:00 am to 12:00 pm

Format: In person

Host Organization: South Kansas City Chamber of Commerce, South Kansas City Alliance

1.c	Community Engagement		
	<i>Requirement</i>	<i>Summary</i>	<i>Supporting Community Comments</i>
1.1.c	Needs to be visible, fearless, and attentive listener who takes a proactive approach to community engagement	The new KCPD Police Chief needs to be visible at community events, not just those sponsored by KCPD. Conversations should happen before a crisis happens. The chief needs to have consistent communication platforms. Must be willing to take the initiative to do outreach to specific organizations.	<ul style="list-style-type: none"> •Community engagement is not just "Hot Dog Nights" or "Movie Nights" •Host town halls and schedule one-one meetings •Attend events and be seen in the community in plain clothes •Be visible and connect with youth at schools •Host listening sessions with various community groups
1.2.c	Clear vision, strategy, and goals for the department	The chief needs to use data to guide decisions. Responsive communication should include substantial thought and not just standard, prepared answers. The work of the department should be measurable with performance indicators.	<ul style="list-style-type: none"> •Publicly available and accessible statement of goals for the department at the start of the year. Formal process to review progress on goal accomplishment at the end of the year. •Share information on disciplinary records and actions
1.3.c	Have an effective communication and community engagement strategy	Must be willing to share power and information with the community. Engagement at various community programs such as health fairs encourages officers to be at community-sponsored events and not just KCPD events.	<ul style="list-style-type: none"> •Employ a marketing and communications specialist that is intentional about communicating information in a timely and transparent manner •Improved language when speaking to the community - no more use of "bad guy" •No more prepared report outs to the community and do not attend events and just sit at a table as a representative.
2.c	Transparency		

2.1.c	Prioritize evidence-based practices and effectively share information	Goals and strategies need to be narrowed in scope with measurable goals. The Chief should be open to trying successful models from around the nation and prioritize evidence-based practices. There is a need to share outcomes and progress.	<ul style="list-style-type: none"> •Develop a transparency tab on the department website •Develop an easy interaction tool for sharing information
2.2.c	Open to new ideas and concepts	The Chief needs to be open to new ideas and try innovative concepts. This includes discussing and examining issues around race and race relations in the department. The Chief should place emphasis on making KCPD a progressive model of respect in the nation.	<ul style="list-style-type: none"> •Implement solutions to reduce violence in the 18–34-year-old range.
2.3.c	Be collaborative, accessible, and open with communications	The Chief needs to be accessible and collaborative with other stakeholders. The Chief should make clear that the community is the top priority and trust their officers. Leaders should be able to admit faults and communicate successes	<ul style="list-style-type: none"> •Develop a public understanding of professional development in the department •increased visibility of how officers found guilty of misconduct are disciplined •CIOs should host public meetings •Increased transparency on body camera videos
3.c	Accountability		
3.1.c	Demonstrate accountability for officer behavior	The chief should be accountable for the officer's behavior. Reporting on misconduct should not be selective and information should be visible. Department should not be a barrier to investigations.	<ul style="list-style-type: none"> •Independent, outside review of officer misconduct
3.2.c	Recognize issues of racism in the department	Recognition of a negative current culture and racism and willingness to take on the hard task of discussing difficult issues. Must have the ability to have an impact and address problems. Chief should lead effort to address racism and bias and acknowledge past negative history. Creates a culture of openness, willingness to work around areas of difficulty.	<ul style="list-style-type: none"> •Implicit bias training •Improved language when speaking to the community - no more use of "bad guy" •No more prepared report outs to the community and do not attend events and just sit at a table as a representative.

3.3.c	Politically astute, but not political	The Chief should work jointly in partnership with the city council, mayor, and prosecutor's office. There should be a healing mentality with the city council, PD, and prosecutors' office to develop stronger relationships.	<ul style="list-style-type: none"> •Ability to work with legislators on greater gun control authority
3.4.c	Development of clear strategy and communication.	Develop action steps on crime prevention. Communication of plans and successes and failures on various platforms. Transparent on why specific actions were taken and have situational awareness. The leader must be able to offer positive reinforcement.	<ul style="list-style-type: none"> •Create more awareness of the PAL •Recruit more qualified officers •Change structure/outcomes and develop clear benchmarks and goals •Effectively utilize social media
3.5.c	Mental health focus	Normalize mental health care for officers, victims, and victims' families. Recognize the stress involved in the work and provide mental health and PTSD resources	<ul style="list-style-type: none"> •Mental health assessments for officers every two years and make it part of a routine physical to reduce stigma

Table 10: Westside Listening Session

Date: April 6, 2022
 Time: 6:00 pm to 8:00 pm
 Format: In person
 Host Organization: Hispanic Chamber of Commerce, Hispanic Economic Development Council

1.d	Community Engagement		
	Requirement	Summary	Supporting Community Comments
1.1.d	Needs to be visible, creative, and innovative	The new KCPD Police Chief needs to be a positive figure that is creative and innovative. The new leader needs to exhibit an ability to listen well and encourage and invite more community engagement. The chief must be willing to work with other agencies.	<ul style="list-style-type: none"> •Develop a Crisis Interaction Team •Delegate community team leaders •Increased visibility of chief in sync with city officials •Consider a Hispanic Chief of Police •Consistent interaction touchpoints between department community officers and the public
1.2.d	Culturally competent	For increased community engagement there needs to be increased multi-lingual community engagements. The Chief should understand the uniqueness of language and cultural barriers and how those could unintentionally escalate situations.	<ul style="list-style-type: none"> •Increase support staff, resources and training around cultural competency for the department
2.d	Transparency		
2.1.d	Inform the public on the work of the department	There should be a two-way communication channel for the department to learn. about communities and KCPD helping the public understand police work and strategies.	<ul style="list-style-type: none"> •Effectively communicate on the work of the department on a factual basis •Communicate community engagement strategy to the public •Help residents develop a better understanding of the citizen complaint process

2.2.d	Positive and clear communicator that can engage the community on a variety of platforms	The new chief should be fair and equitable and able to communicate on the work of the department and the budget. Social media should be used to deliver the messaging	<ul style="list-style-type: none"> •Utilize social media platforms in an effective manner to communicate with the public •Communicate policies, strategies, and work of the department
3.d	Accountability		
3.1.d	Communicate on the progress of initiatives and data of the department	The chief should make the progress of work in the department available to the public. Statistics should be readily accessible.	<ul style="list-style-type: none"> •Re-envision the communication and accessibility of department data for public review •Make wanted persons information more available to the public to assist the department •Increase diversity in the department •Police mentorship program
3.2.d	Focus on training, specifically de-escalation and mental health	The new chief should place a priority on providing mental health resources for the community and department. There is a need for increased de-escalation training within the department	<ul style="list-style-type: none"> •Increased training for current and new officers •Increased collaboration with mental health resources
3.3.d	Re-envision systems process for officer involved complaints	The community would like to have more surveillance cameras and body cameras worn by officers. Recordings should be made publicly available. Information on officer-related complaints and the investigation process should be communicated to the public	<ul style="list-style-type: none"> •Increase body cameras in use and more officer training on how and when to use them •Make body camera footage available to the public •Better reporting systems on officer-involved complaints

Table 11: Northeast Listening Session

Date: April 7, 2022
 Time: 6:00 pm to 8:00 pm
 Format: In person/Zoom
 Host Organization: Northeast Chamber of Commerce, Asian Chamber of Commerce, Hispanic EDC

1.e Community Engagement			
	<i>Requirement</i>	<i>Summary</i>	<i>Supporting Community Comments</i>
1.1.e	Needs to be visible and involved in the community	The new KCPD Police Chief must be willing to take feedback from the community. Should engage congregations and media. Needs to be approachable and involved in the community, not just during crisis times. Chief should be willing to meet people where they are in the community, like grocery stores.	<ul style="list-style-type: none"> •Less blogs and community events •Increase officers on the street •Attend events and be seen in the community
1.2.e	Develop successful programs and leverage existing programs	The new Chief should be willing to create new opportunities for increasing community engagement and work with stakeholders on understanding the pulse of the community to leverage existing programs and resources.	<ul style="list-style-type: none"> •Create satellite offices for officers in neighborhoods •Develop programming for youth
2.e Transparency			
2.1.e	Effective communication of the department	The new Chief should communicate the good, bad, and ugly as it relates to the department. Changes within the department should be shared with the public. Provide clear financial reporting on the police operations for the public. Messaging should be consistent with all community groups.	<ul style="list-style-type: none"> •Monthly newsletter or report that is easily accessible •Effectively utilize social media to attract youth •Report on a regular basis on lawsuits filed against the department and financial settlements paid out
2.2.e	Community involvement	The new Chief should be involved in the community. More officers are needed whose focus is community engagement. There should be consistent communication with "block captains" at the neighborhood level	<ul style="list-style-type: none"> •Paid internship opportunities within the department •Events that allow the community to interact with department leadership

2.3.e	Ability to communicate and examine response to officer related misconduct process	Willingness to share with the public on the disciplinary process of officer misconduct. Enforcement of their own policies regarding misconduct and removing officers that commit harm or break the law. The chief should not obstruct the investigation by the Jackson County Prosecutor's office regarding the conduct of officers.	<ul style="list-style-type: none"> •Participate in national database of officers accused of excessive force •Open disciplinary records of officers for public review •CIOs should host public meetings •Increased transparency on body camera videos
3.e Accountability			
3.1.e	Chief needs to be honest, vulnerable, and responsive	Increased transparency around training and preparation of officers. The new Chief needs to take an interest in what people have to say and take action on what they say the department is going to do. The chief needs to respond to mistakes and be culturally competent	<ul style="list-style-type: none"> •Add community liaisons/leaders •Have community mentors
3.2.e	Accountability for misconduct of officers	The new Chief needs to be willing to cooperate on investigations into officer misconduct. Willing to remove officers from duty that are found guilty and not cover up incidents.	<ul style="list-style-type: none"> •Create disciplinary committee/internal team to determine disciplinary action
3.3.e	Promote a culture of diversity and increase standards of training	Ensure officers are provided extensive de-escalation training and standards for public training should be in place. The chief needs to promote a diverse culture and high standards of professionalism and conduct. Demonstrate understanding of the community culture where they police.	<ul style="list-style-type: none"> •Training on de-escalation and cultural competency •Increase officer diversity
3.4.e	Develop a supportive culture for officers	The new Chief should have a plan to increase social workers and mental health professionals in the department to support officers. Willingness to include lower-ranking officers in the decision-making process	<ul style="list-style-type: none"> •Add social workers to department staff •Add mental health professionals to department staff

Table 12: Midtown/Downtown Listening Session

Date: April 14, 2022
 Time: 3:30 pm to 5:30 pm
 Format: In person/Zoom
 Host Organization: LGBT Chamber of Commerce, KC Chamber, Civic Council, Downtown Council

1.f Community Engagement			
	<i>Requirement</i>	<i>Summary</i>	<i>Supporting Community Comments</i>
1.1.f	Chief needs to be willing to be accessible and available to the public	The new KCPD Police Chief needs to be effective at building relationships and be involved in the community. The chief needs to be proactive in developing new relationships. Conversations need to be held beyond the groups typically partnered within law enforcement circles in the past. The chief needs to be an open resource for the community	<ul style="list-style-type: none"> •Partner with Non-Governmental Organizations •More one-one meetings with community members •Move into action on community recommendations •“Coffee with Cops” type programs •Consistent community engagement touch points
1.2.f	Chief needs to be proactive on engaging with Kansas City youth	There needs to be a clear and coordinated plan to engage youth in Kansas City, particularly those who are at risk. These strategies need to be tied to increased diverse recruiting efforts and crime reduction policies	<ul style="list-style-type: none"> •Develop opportunities to engage young Kansas City residents •Establish comprehensive crime prevention programs designed toward at-risk youth •Consistent and regular engagement with youth and students
1.3.f	Effective communicator	The new chief needs to have a clear understanding and definition of engagement. Able to communicate with the ability to "talk with - not talk at." Must be willing to build a positive public relations presence and provide clear facts while demonstrating genuine interest in community feedback. Must be able to effectively utilize all communications channels. The Chief should engage in grassroots engagement and communicate at street level.	<ul style="list-style-type: none"> •Effectively use social media to communicate •Regular community touchpoints, such as town halls •Develop a community engagement report and seek consistent feedback on the pulse of communities •Ability to communicate department success to the community
1.4.f	Establish a clear community engagement strategy	The community must be seen as an asset and not an enemy. There must be a top-down culture of community engagement instilled within the department. The new chief should have an established track record of establishing community engagement strategies. Candidates should be able to re-imagine traditional approaches to policing in the 21st century.	<ul style="list-style-type: none"> •Focus on engagement in BIPOC communities starting in the academy and officer training •Promote ride along and programs such as "midnight hoops" •Promote the Citizens Police Academy •Proven ability to build coalitions with the community •Committed to addressing community needs through wrap around services such as mental health support, housing, and transportation to combat crime
2.f Transparency			
2.1f	Have an understanding on the effective use of data and willingness to share information	Effectively communicate and make available information on crime, personnel, and budget data. Willingness to provide clear information on where city funds are spent within the department. Information policy should provide residents with timely data that is easy to access. Must be able to address the media and community on policy changes and promotions within the department in a timely and consistent process.	<ul style="list-style-type: none"> •Public access to police investigations and officer disciplinary records as legally permissible •Emphasis on a simplified break down and data sharing of the department budget and how funds are utilized •Simplified and accessible crime, traffic violation, and officer complaint data. •Ability to be open and transparent on the department with the Mayor, City Council, BOPC, and Prosecutor's offices. •Sharing of body camera policies and videos to the public as legally permissible •Development of data benchmarks and standards and sharing of success towards achieving goals

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2.2.f	The Chief should be able to communicate positive and negative items affecting the department	The Chief should have strong public relations skills and effectively communicate the "good, bad, and ugly" as it relates to matters on the KCPD. In relation to the community engagement strategy, the Chief should be able to deliver information back to the community through clear and consistent channels. The Chief should have the ability to accept faults for the actions of the department.	<ul style="list-style-type: none"> •Public access to police investigations and officer disciplinary records as legally permissible •Emphasis on a simplified breakdown and data sharing of the department budget and how funds are utilized •Simplified and accessible crime, traffic violation, and officer complaint data. •Ability to be open and transparent on the department with the Mayor, City Council, BOPC, and Prosecutor's offices. •Sharing of body camera policies and videos to the public as legally permissible •Development of data benchmarks and standards and sharing of success towards achieving goals
2.3.f	Educated and effective communicator	The candidate should be able to communicate challenges they have faced in policing and have the ability to relay their successes. The Chief must be a strategic thinker and have a vision for the tactics and style of policing they will employ. Attention needs to be given to policies of attracting diversity to the department.	<ul style="list-style-type: none"> •Ability to speak to media effectively and address issues as they arise •Effectively communicate on the department budget •Proven skillset in public relations
3.f	Accountability		

3.1.f	Culturally responsive and understanding of needs across varying communities	The Chief should have a strong focus on Diversity, Equity, & Inclusion (DEI). Improvements in diversity should be quantifiable and measurable. They should be forward-facing and culturally aware and have the ability to follow through with promises, particularly to communities of color.	<ul style="list-style-type: none"> •Audit on diversity and improvement metrics •Respond and be present for the community, particularly in difficult and uncomfortable situations •Targeted outreach focus on "hot spot" neighborhoods •Communicate and log community interactions •Sharing of body camera policies and videos to the public as legally permissible •Development of data benchmarks and standards and sharing of success towards achieving goals
3.2.f	Ability to accept responsibility for the department	Must be able to effectively have an understanding of accountability to the community at large. The new Chief should be willing to accept department vulnerabilities and faults that occur. Should be able to clearly and concisely discuss issues to the community related to the department.	<ul style="list-style-type: none"> •Must be able to set a culture of accountability within the department •Accountable for failed policies should crime continue to rise •Ability to effectively implement strategies that all officers can adhere to
3.3.f	Establish a single vision with clear priorities and benchmarks. Transparent communication based on data and facts	Ability to develop and commit long term to a single vision and strategy for policing in Kansas City. Plan must include benchmarks and goals and be data driven. Information on the strategic plan should be publicly available and all data made accessible.	<ul style="list-style-type: none"> •Develop department goals and benchmarks •Use comparison data on departments that demonstrate success and not just any peer city •Ability to effectively implement strategies that all officers can adhere to
3.4.f	Willingness to address, implement and enforce policies on officers unfit to serve	Review and enforce policies that protect citizens from personnel unfit to handle the stress of policing in community and interactions with the public. Should be willing to examine and account for internal risks that are not conducive to building community trust. Needs a strong leader willing to hold the entire department accountable.	<ul style="list-style-type: none"> •Focus on honesty and truthfulness regarding officer-involved shootings •Willing to examine and offer multiple strategies for support including mental health resources •Opportunities for officers to provide input and feedback •Implement clear line of communication with the community

Date: May 2, 2022
Time: 6:00 pm to 7:30 pm
Format: In person
Host Organization: Divine 9

1.g	Community Engagement		
	Requirement	Summary	Supporting Community Comments
1.1.g	The chief and officers need to foster relationships with the community	Engagement activities should become the normal practice. Officers need to address people where they are at places such as churches, homeowner's associations, and community centers. Officers need welcoming, positive dispositions. The Chief of police, whether a KCMO native or not, needs to be involved within the community, outside of their work role. Leaders must work with neighborhoods, community leaders and the faith-based community	<ul style="list-style-type: none"> •Monthly meetings with the community where they outline issues and discuss with community •Have town hall meetings in different sections of the city •Have open office hours for community engagement
1.2.g	Create and/or expand community service programs	Community involvement and visibility at all levels including the PAL, DARE, not just adult programs. Expand Community engagement department beyond neighborhoods. Police officers need to network within the community as demonstrated and expected by the chief	<ul style="list-style-type: none"> •Bring back the walking the beat patrols •Community police on bikes

1.3.g	Emphasis on engaging with community youth.	More points of engagement between police and youth in their own neighborhoods. For example, videos of police officers playing basketball or dancing with youth demonstrate police interacting with youth in other communities. The DARE program officers need to reside in the communities they work in. Emphasis on officer being in schools to build relationships, not to police students	<ul style="list-style-type: none"> •Start conflict resolution training with students as young as kindergarten •Training of officers in restorative justice practices taught to children in school so they can use those same terms
1.4.g	Develop an understanding of all communities and effectively share information with the public	The chief should understand issues in all zip codes. Data and statistics should be shared on all communities. Information needs to be given to everyone including schools, churches, and other community organizations. The chief should clearly define community policing. Law enforcement should have a strong social media presence	<ul style="list-style-type: none"> •Law enforcement should have a strong presence on social media
2.g	Transparency		
2.1.g	The chief should exhibit a background exuding integrity which should translate to his officers	There needs to be an extensive background search on the new chief including in-depth screenings, checks for the history of drug use, mental health evaluation, and criminal activity. Develop a policy of officers with a negative or poor history will not be hired.	

2.2.g	Chief needs to demonstrate openness, honesty, and accountability	The new chief needs to be open and honest about the budget, percentage of homicides, and crime in all neighborhoods. Accountability needs to be to the citizens of Kansas City. The chief needs to accept responsibility for the department and hold detectives accountable to resolve cold cases of homicides and keep the public up to date on progress on cold cases. Officers must be able to work with diverse cultures.	<ul style="list-style-type: none"> •Develop a police chief "scorecard" that is reported on as often as necessary. It should be similar to the way COVID data was effectively put out into the community. •Utilize multiple platforms to report on the scorecard •Identify police that are involved in officer-involved shootings.
2.3.g	The chief should be an effective spokesperson for both employees and citizens	Initiate periodic community meetings for updates and department report outs. Department policies and procedures should be made public. Body cameras should be operational and required to be on record that is made available to the public. The chief should communicate the KCPD strategic plan and a detailed budget	<ul style="list-style-type: none"> •Transparency on the relationship between KCPD and the FOP
3.g	Accountability		
3.1.g	The Chief should have tangible, actionable goals and provide updates, data, and progress	There should be measurable outcomes that are visible to the public. A data dashboard with statistics and trends should be accessible. The chief needs to have a clear vision. Restructure or enhance the community review dashboard. Chief should share data and provide the true stories of police incidents using qualitative (e.g., voice recordings) and quantitative (e.g., spot shooter) data – and a scorecard. Clarity on the budget.	<ul style="list-style-type: none"> •Provide data on the effect of the residency requirements on recruitment •Database of officers who have complaints filed against them

3.2.g	Revise the recruitment process	The chief should identify better resources for applicants. Focus on HBCU recruitment. Develop an attractive recruitment package and publish promotion policies. The history of officers transferring into the department should be made available. Staff should be reflective of the communities they serve. Prevent officers who have been terminated from one police department from getting a new job with another police department in another city. The Chief needs to recruit more black and brown people to the police force.	<ul style="list-style-type: none"> •Public record of officers hired from other departments •Increase officer qualifications and pay •Increase diversity at all levels to reflect the diversity of the community
3.3.g	Chief accepts accountability for the actions of the department and officers	All officers are accountable for their conduct The Chief should take responsibility for wrongdoing of officers, as well, and tell the community how it will be fixed. The community needs to know what the consequences are of the chief not meeting expectations	
3.4.g	Focus on increased training, resources, and eliminating racism in policing practices.	Increase training. The chief should demonstrate an understanding of the history of racist policing in KCMO and take responsibility to write a new, fair, and equitable path forward.	<ul style="list-style-type: none"> •Have staff professionals in the department to deal with mentally ill citizens (in Denver they have a trained professional on staff)
3.5.g	Build transparency through community engagement and clear communication	Open to out of the box strategies. The Chief should build relationships with the faith community. Be held accountable and willing to share when things go wrong. Important to build relationships in all areas of the city and work to understand the issues in all zip codes. The Chief should be visible during positive events and not just during times of crisis. Chief should be able to be non-political and be able to set their own agenda versus the BOPC's.	<ul style="list-style-type: none"> •Develop reports around recruitment, violence reduction, police actions in the city, and disciplinary actions of officers •Annual state of policing report out •Integrity Committee made up of the public that helps set standards for officer conduct •Establish process where the chief hears from the public affected by incidents of policing practices •Provide community education on what it means to be a police officer