KCPD Chief of Police Community Feedback Report

Board of Police Commissioners Meeting

May 24, 2022

Background

- Joint Study Committee of Civic Council & KC Chamber
  - 14 Listening Sessions
  - 3 Recommendations
- Joined with Getting to the Heart of the Matter
  - Change in KCPD leadership eminent
  - Community engagement necessary
- A broader coalition was formed

Coalition for Community Listening Sessions & Survey for the new KCMO Chief of Police

KC Coalition
Community Engagement Process

- Initial convening in March 2022
- Goal of creating accessible platforms for community input and engagement in the search for a new Chief of Police of KCPD
- March/April - Planning and Development
- April/May - 7 Community Listening Sessions
- April/May - Community Survey
- May – KCPD Survey
- May – Presentation of results and final report

Listening Sessions

- 7 Listening Sessions
- Approx. 350 Listening Session Participants
- Goal: Create an accessible and inclusive community feedback platform
- Modeled after successful project in Dallas, TX
- Focus on the future and not the past
- Multi-lingual and virtual options made available
- Sessions moderated and designed for open dialogue

Listening Sessions

- Northland Listening Session
- South KC Listening Session
- Westside KC Listening Session
- Midtown/Downtown Listening Session
- Eastside KC Listening Session
- Northeast KC Listening Session
- Divine Nine & the Blue Line Listening Session

Listening Sessions – Communication Agreements

1. **Focus on the future**, not the past.
2. **Seek to understand** multiple perspectives.
3. **Stick to the time allotted** so everyone is heard, and questions are addressed.
4. Please allow people to complete thoughts or ideas **without interruption**.
5. Please **avoid using inflammatory or charged words** that may decrease understanding.
6. Please ask questions to **clarify understanding, not to debate**.
7. If you're in the room, **you need to do the work.**

Listening Sessions – What we asked

1. Describe what community engagement from the new KCPD Chief of Police looks like to you?

2. Describe what transparency from the new KCPD Chief of Police looks like to you?

3. Describe what accountability from the new KCPD Chief of Police looks like to you?

Listening Sessions Findings

- The new Chief needs to be front facing and engaged in the community.
- The new Chief needs to be an effective communicator.
- Data and best practices must be transparent and a key component of the new Chief's strategy and vision.
- The new Chief must develop and communicate a clear vision and strategy for the department.
- The new Chief needs to address perceived issues of underlying racism within the department.

Listening Session Findings *(cont.)*

- The new Chief needs to have a priority focus on training, with a particular emphasis on de-escalation and racial bias training.
- The new Chief needs to prioritize mental health in the community and the department.
- The new Chief needs to re-examine and improve the internal investigation process.
- The new Chief must have the ability to navigate the political landscape.

Survey

- Modeled after Dallas, TX Survey
- Open from April 26 – May 15
- Separate survey provided to KCPD
  - 1,192 Community Survey Responses
  - 181 KCPD Survey Responses
- Focus on:
  - Leadership Qualities
  - Priorities for the Department
  - Qualifications

Survey – Preliminary Questions

- Do you live in KCMO?
  - 83% Yes
  - 17% No
- What is your zip code?

Zip Code	Count
64131	71
64130	70
64157	62
64114	55
64132	52
64110	51
64108	43
64111	40
64134	36
64155	35

Findings – Community Survey Results

Top Leadership Qualities	Response Rate
Honesty and integrity	68.4%
Develops meaningful solutions to community problems	66.8%
Holds employees accountable	62.4%
Values diversity at all levels	53.1%
Values positive community relations	52.7%

Findings – Community Survey Results

Top Priorities	Response Rate
Building trust in our community	61.6%
Holding officers/staff accountable	58%
Reduce homicides and other violent crime	57.4%
Strengthening police/community partnerships	47.8%
Building a department reflective of the community they serve	46.2%

Findings – Community Survey Results

Top Qualifications	Response Rate
Practices transparency and openness	53.7%
Record of accomplishment of reducing crime and promoting community safety	48.6%
Experience utilizing de-escalation techniques	45.3%
Experience recruiting and retaining quality personnel	40.5%
Promotes community-oriented policing	40.4%

Findings – KCPD Survey Results

Top Leadership Qualities	Response Rate
Honesty and integrity	80.9%
Fair and equitable	66.7%
Promotes development of staff, training, and succession planning	49.4%
Values positive community relations	42.0%
Develops meaningful solutions to community problems	40.7%

Findings – KCPD Survey Results

Top Priorities	Response Rate
Increasing the retention rate of police	71.0%
Strengthening police/community partnerships	55.6%
Reduce homicides and other violent crimes	51.9%
Building trust in our community	49.4%
Innovative and progressive policing practices	40.1%

Findings – KCPD Survey Results

Top Qualifications	Response Rate
Experience recruiting and retaining quality personnel	61.5%
Practices transparency and openness	57.1%
Track record of reducing crime and promoting community safety	54.0%
Politically astute but not political	42.9%
Implements contemporary and innovative policing practices	39.1%

Community Survey
Open Ended Response

KCPD Survey
Open Ended Response

Findings – Comparison *Top 5 Results*

Leadership Qualities	Community	KCPD
Honesty and integrity	68.4%	80.9%
Develops meaningful solutions to community problems	66.8%	40.7%
Holds employees accountable	62.4%	40.1%
Values diversity at all levels	53.1%	26.5%
Values positive community relations	52.7%	42.0%

Findings – Comparison *Top 5 Results*

Priorities	Community	KCPD
Building trust in our community	61.6%	49.4%
Holding officers/staff accountable	58%	39.5%
Reduce homicides and other violent crime	57.4%	51.9%
Strengthening police/community partnerships	47.8%	55.6%
Building a department reflective of the community they serve	46.2%	19.1%

Findings – Comparison *Top 5 Results*

Qualifications	Community	KCPD
Practices transparency and openness	53.7%	57.1%
Record of accomplishment reducing crime and promoting community safety	48.6%	54%
Experience utilizing de-escalation techniques	45.3%	15.5%
Experience recruiting and retaining quality personnel	40.5%	61.5%
Promotes community-oriented policing	40.4%	29.2%

Findings – Comparison *Bottom 5 Results*

Leadership Qualities	Community	KCPD
Emergency/crisis management response	33.5%	32.7%
Embraces nationally recognized best practices in policing	33.2%	32.7%
Excellent manager of resources	23.9%	38.9%
Strategic thinker	22.0%	37.0%
Embraces external communication/social media	10.3%	4.9%

Findings – Comparison *Bottom 5 Results*

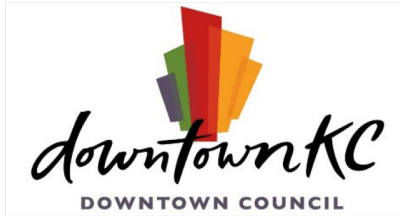
Priorities	Community	KCPD
Expanding social services programs	21.5%	13.0%
Solutions to homelessness	21%	9.3%
Traffic safety and enforcement	13.4%	21.6%
Staying within allocated budget	8%	8.6%
Other (please specify)	6.4%	15.4%

Findings – Comparison *Bottom 5 Results*

Qualifications	Community	KCPD
Experience in budgeting and financial management /	21.4%	21.7%
Experience with public relations, media, and news/social media	18.1%	28.6%
Highly educated	16.6%	13.0%
Prior Police Chief experience	13.8%	11.2%
Experience with 1st Amendment protest	12.6%	1.9%

Next Steps

- The coalition's work will not stop with this report - we will continue to meet and work together on this issue.
- We ask that you build the community's feedback on qualities and priorities into your position description, interview questions, and evaluation of candidates to be the new Chief of Police.
- We know that other groups are interested in providing you with their feedback and hope they can be accommodated.
- Two questions for the BOPC:
  - How do you plan on using our information?
  - How can we be of further assistance to you as the process continues?

THANK YOU FOR YOUR TIME!

Coalition for Community Listening Sessions & Survey for the new KCMO Chief of Police