



# COMMUNITY ENGAGEMENT

FINAL REPORT | 2022  
COMMUNITY INPUT SURVEY & ENGAGEMENT MEETINGS



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**Dear Bexley Community:**

The selection of a police chief is one of the most important decisions that we make for our community. The chief is charged with protecting the safety of our homes and neighborhoods, and with setting a standard for professionalism, fairness and equity in the enforcement of the law. When we began to plan out the chief hiring process, following the retirement of former Chief Rinehart earlier this year, community was - and is - at the forefront of the planning process.

As a first step, we felt that a robust community outreach and engagement process would help us better understand the outlook and needs of residents, and would provide our search professionals with invaluable information in the crafting of a job profile and in the candidate recruitment and vetting process.

The outreach that culminated in the the creation of this community engagement report was far-reaching, comprehensive, and illuminating. I want to thank The Saunders PR for its outstanding work in reaching out and listening to a broad spectrum of residents and community groups through this process. What we learned from their work will both assist us in the recruitment process for the new chief, and provide that new chief with excellent insight into community perceptions and expectations.

As we begin to advertise the position and work to recruit and get to know quality candidates, community engagement will continue to be vital. Keep track of the chief recruitment timeline and participation opportunities at [bexley.org/chief-search](http://bexley.org/chief-search). And of course, I hope to continue hearing from you as this vital and exciting decision making process continues!

Take good care -

Mayor Ben Kessler

# EXECUTIVE SUMMARY

Upon the retirement announcement of former city of Bexley Chief of Police, Larry Rinehart, the city of Bexley began its process for the search for a new chief of police in early 2022.

City of Bexley Mayor, Ben Kessler, announced the search would include a public engagement process to gather insights and information from the community to support the candidate selection process. He further indicated that throughout the selection process, community engagement insights will be used to inform the creation of a candidate profile and the selection of a final candidate.

**“ We’re all looking for a chief who in addition to enforcing the law, values community-focused policing, equity, fairness, openness, and who will competently preserve the safety of our neighborhoods. I’m looking forward to the next phase of our search and selection process and hope you’ll be an active participant throughout. ”**

**- Mayor Ben Kessler, City of Bexley**

Mayor Kessler underscored the importance of offering opportunities for members of the community to provide insights and their opinions as a core component of the process. After researching other cities for best practices and approaches for determining their processes for selecting new chiefs of police, Kessler determined that engaging the community by gathering insights and opinions from residents would be a critical component to support the selection of the next Bexley chief of police.

As part of the commitment to engage the community, a number of outreach efforts were used including:

- An outreach and engagement component to gather community insights and input
- An online survey to capture information from the community
- A direct mail campaign, which included hard copies of the same online questions
- E-communications to explain how to take the online survey and to announce the two virtual community forums
- Two virtual community forums offered to allow the community to provide additional insights (The forums are still available to watch online.)
- A presentation to the Bexley City Council, which provided additional information on how residents could provide input
- The mayor’s monthly e-updates to stakeholders



## ENGAGING THE COMMUNITY

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In order to ensure the inclusion of the community's voice in the process, in addition to the city of Bexley's ongoing outreach and connections to members of the community, other engagement and outreach-centered activities engaging organizations occurred throughout the month of February early March.

# COMMUNITY ENGAGEMENT

## OUTREACH AND ENGAGEMENT OBJECTIVES

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The community outreach and engagement process had three main objectives:

- To inform of and engage the community in the chief of police selection process
- To engage community members to share their insights and opinions on what they want to see in the next chief of police
- To encourage the community to take the online or direct mail survey

## ENGAGING THE COMMUNITY

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### Online Survey

The City of Bexley launched an online survey on February 11 through the City of Bexley weekly e-newsletter and social media. In addition, a direct mail campaign was launched, sending a hard copy of the survey to community residents. Throughout the month of February and through March 14, the survey was shared weekly via the city of Bexley e-newsletter and social media platforms. In addition, the survey link and how to access the survey was shared with the constituent focus groups and organizations to share broadly within their respective memberships.

### Menti Engagement Sessions during Community Forums

As part of the community forums engagement, an exercise that allowed for community participants to provide comments to a set of five core questions was used to elicit more engagement and insights. Those core questions were:

1. What are the challenges in the City of Bexley that you would like the next chief of police to address?
2. What do you see as the greatest opportunity for the next chief of police to make a difference as it relates to community?
3. What do you see as the greatest opportunity for the next chief of police to make a difference as it relates to the division of police?
4. What issue(s) facing the City of Bexley should the next chief of police be aware of?
5. What is the number one thing the next chief of police should prioritize? Why?

Details and responses from the community are included later in the appendix section.



## GATHERING INSIGHTS AND INPUT

**In addition to the aforementioned activities, a series of constituent virtual and in-person focus groups were implemented. A focused outreach approach to gather feedback from constituent focus groups included outreach to and insights from the following:**

- Agudas Achim, Temple Israel, Columbus JCC, Jewish Columbus
- Bexley Anti-Racism Project (BARP)
- Bexley Chamber of Commerce
- Bexley Citizens Police Academy Alumni Association
- Bexley Community Foundation
- Bexley Diversity, Equity and Inclusion
- Bexley Minority Parents Alliance (BMPA)
- Bexley Pride
- Bexley Residents Against Institutional Racism (BRAIR)
- Education (Columbus School for Girls, Bexley Schools, Capital University)
- Christ Lutheran Church
- Congregation Torat Emet
- South Bexley Neighborhood Association (SBNA)
- St. Albans, Bexley United Methodist Church (UMC)
- St. Charles Preparatory School

### **Our methodology for collecting data included:**

- Collecting and analyzing data from the online survey tool
- Gathering participant responses to open-ended questions during community forums
- Capturing the insights shared during focused constituent meetings

# OUR LEARNINGS

## WHAT WE LEARNED

Listening to the community and providing an opportunity for community members to have their voices heard is a key focus of the selection process. City officials held a total of 11 community engagement meetings (six broader forums and smaller stakeholder group meetings) with community residents. They also offered an online survey to gather additional insights. Several major themes emerged:

- The next chief of police should be focused on openness, transparency and a commitment to equitable accountability at all levels.
- The next police chief needs to be fair, honest and demonstrate integrity.
- The chief should have a strong understanding of and a commitment to work across all communities as well as have an understanding and commitment to cultural competency.
- It is important for the next police chief to have increased visibility in the community among residents, and officers and key community groups.
- Training is essential, and that includes training on de-escalation techniques, community policing and implicit bias/cultural competency training.
- The police should not have to respond alone to situations that involve mental health issues, but should work with mental health professionals in responding to such calls.
- Police need to work with youth and engage them in positive activities.
- The next chief of police needs to have an understanding of systemic racism and its impact on community, police culture and interactions between police and communities of color.

Overarching themes emerged as part of the online survey, community forums and our constituent focus groups. Those themes center on challenges, opportunities, priorities, candidate characteristics and suggestions for change.

### Challenges/Issues

1. Perceived uptick in crime, safety and security for synagogues
2. Youth interaction – desire for trauma-informed care
3. Racial climate and concerns over traffic stops
4. Proximity to Columbus and Whitehall/surrounding neighborhoods
5. Opioid/drug use and overdoses

### Opportunities (Community)

1. Get to know the residents better
2. Engage with youth at an early age (programming)
3. Better understanding of racial diversity in the city
4. Better understanding of the dynamics of different parts of Bexley



# OUR LEARNINGS

## **Opportunities (Division)**

1. Mental health resources
2. Intentional diverse recruiting
3. Police seen as human and not just officers (building relationships)
4. Mindset and culture within the police addressed to more fully embrace all communities

## **Priorities**

1. Relationship building and being visible in the community
2. Communication (especially during changes)
3. Listening and being accessible
4. Safety and security for residents

## **Candidate Characteristics and Qualifications**

1. Ability to communicate with all types of people
2. Vibrant and welcoming
3. Respect from all sides (division, administration and community)
4. Experience in all areas of the division
5. Ability to build bridges
6. Commitment to accountability and holding officers accountable

## **Suggestions for Changes and Innovations**

1. Create climate of better communication and transparency
2. Provide additional officer training in cultural competency
3. Create diversity, equity and inclusion (DEI) unit to help create culture of trust among diverse communities
4. Provide additional community policing models
5. Create a police academy for teens
6. Establish a non-emergency hotline or mental health crisis hotline
7. Train dispatchers with more options to route non-emergency calls to reduce officers responding to non-emergency calls
8. Provide additional de-escalation training among officers

The full accounting of community forum responses can be found in the appendix section of this report.



# SURVEY RESULTS



# SURVEY RESULTS



The city of Bexley conducted an electronic survey, providing residents an opportunity to provide input on what qualities they would like to see in the next Bexley chief of police.

A total of 374 respondents provided their opinions for the online survey, including 12 from direct mail.

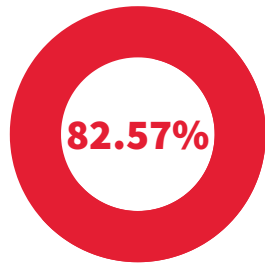
Residents were able to access the survey in a number of venues, including via the city of Bexley website, the e-newsletter, social media, direct mail, the community forums and collaboration with organizations.

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Survey questions and summary results are on the next several pages.



Please select the top five priorities that you think the next Bexley police chief should address. (Select five.)



indicate community policing as their top priority.



The respondents answered this question with the following responses as follows:

- Respondents indicate community policing as their top priority – 82.57%
- Respondents indicate theft/property crime reduction as their second highest priority – 76.8%
- Respondents indicate de-escalation and mental health training for officers as their third highest priority – 72.29%
- Respondents indicate community policing programs as their fourth highest priority – 68%
- Respondents indicate speed/traffic control/pedestrian safety as their fifth highest priority – 64%
- Respondents indicate expanding bike/foot patrol as their sixth highest priority – 52%



Provide three words that come to mind when you think of the ideal city of Bexley police chief.

Honest fair Law order crime Someone communicative protect Professional Black  
 Competent needs Kind accessible trustworthy law thoughtful crime prevention  
 Strong Open minded Empathetic Effective open-minded Consistent  
 diverse compassion Caring empathy transparent understanding  
 Honest equitable community Friendly Engaged  
 focused fair Unbiased leader Involved Experienced  
 Leadership compassionate Knowledgeable Integrity helpful  
 Progressive Ethical Intelligent smart Approachable  
 Tough crime accountable engaging progressive inclusive Responsive Safety  
 Aware Safe Patient innovative minorities Open welcoming anti-racist Diversity  
 respectful crime reduction communicator educated

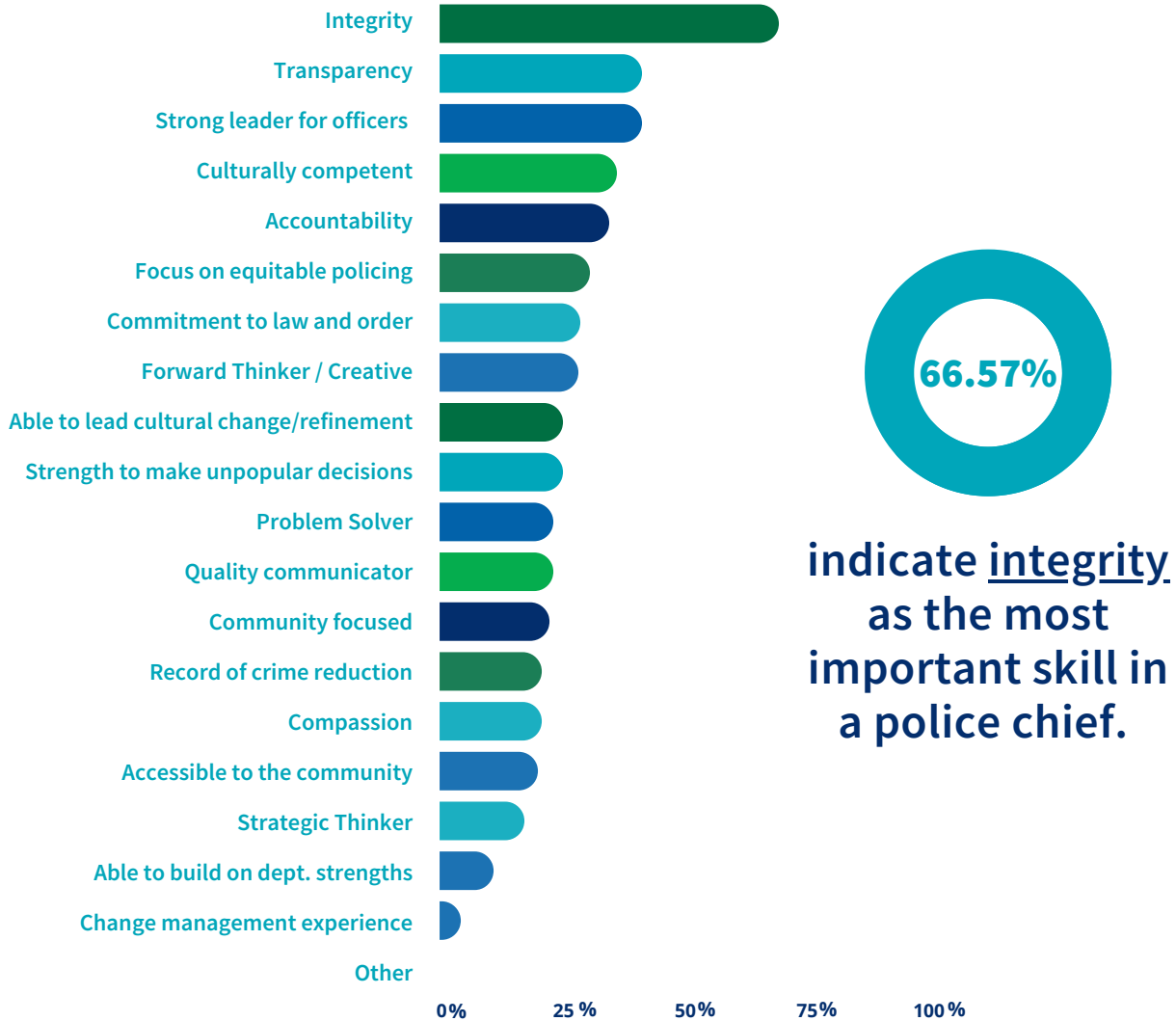


indicate fair as their top word.

- Respondents indicate fair as their top word – 12.86%
- Respondents indicate engaged as their second word – 9.14%
- Respondents indicate leader, community, experienced and honest as important – 8.57%, 6.86%, 6.29% and 6% respectively

# Q3.

The following are some core values, qualities, qualifications, or skills that a new Bexley police chief may have. Please select your top five core values/skills that you think are most important to see in the next Bexley police chief. (Select five.)



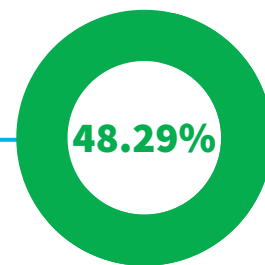
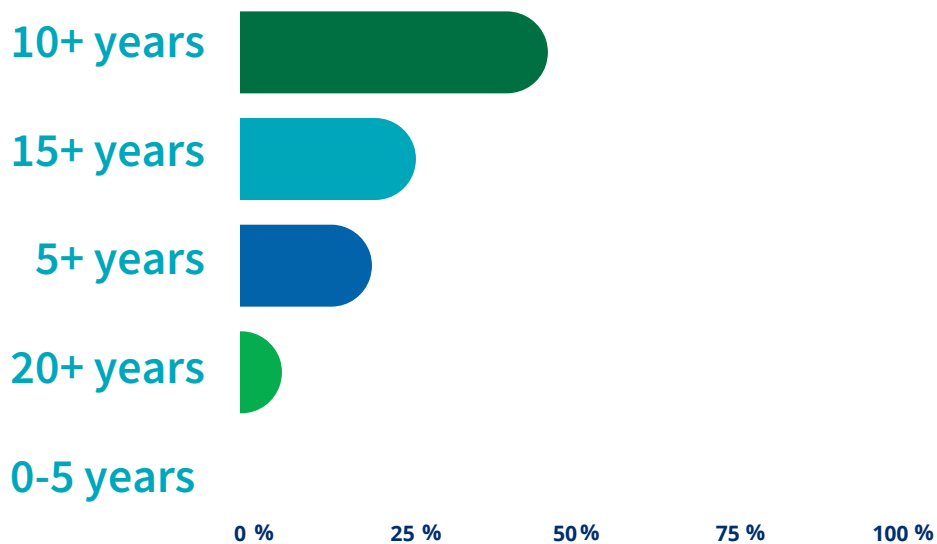
66.57%

indicate integrity as the most important skill in a police chief.

- Respondents selected integrity as the most important skill in a police chief – 66.57%
- Respondents selected transparency as the second most important skill in a police chief – 39.71%
- Respondents selected strong leader for officers as the third most important skill in a police chief – 39.4%
- Respondents selected culturally competent as the fourth most important skill in a police chief – 33.71%
- Respondents selected accountability as the fifth most important skill in a police chief – 31.14%
- Respondents selected focus on equitable policing as the sixth most important skill in a police chief – 29.71%

# Q4.

How many years of experience in law enforcement should your next police chief have? Select only one choice.



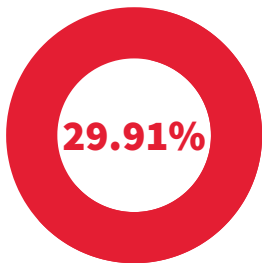
- Respondents selected 10+ years as the most frequently listed number of years of experience needed – 48.29%
- Respondents selected 15+ years as the second number of years of experience needed – 26.57%
- Respondents selected 5+ years as the third number of years of experience needed – 18.86%

selected 10+ years as the years of experience needed for the next police chief.



## Do you have any other comments regarding the next Bexley police chief?

feel safe one Understands part Bexley police strong law ensure good  
 racial profiling police department lived Bexley department biased safety  
 know people social safe someone make questioning city job crime  
 priority police next police chief Bexley people color  
 community great need minorities officers criminals  
 chief hope will s residents involved want outside police chief  
 police force focused next chief see Bexley Police Chief keep live protect family  
 work leader experience demographics None stopped need someone Please years



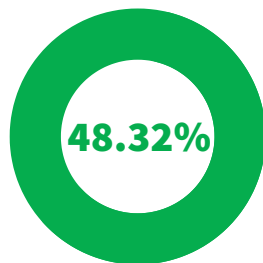
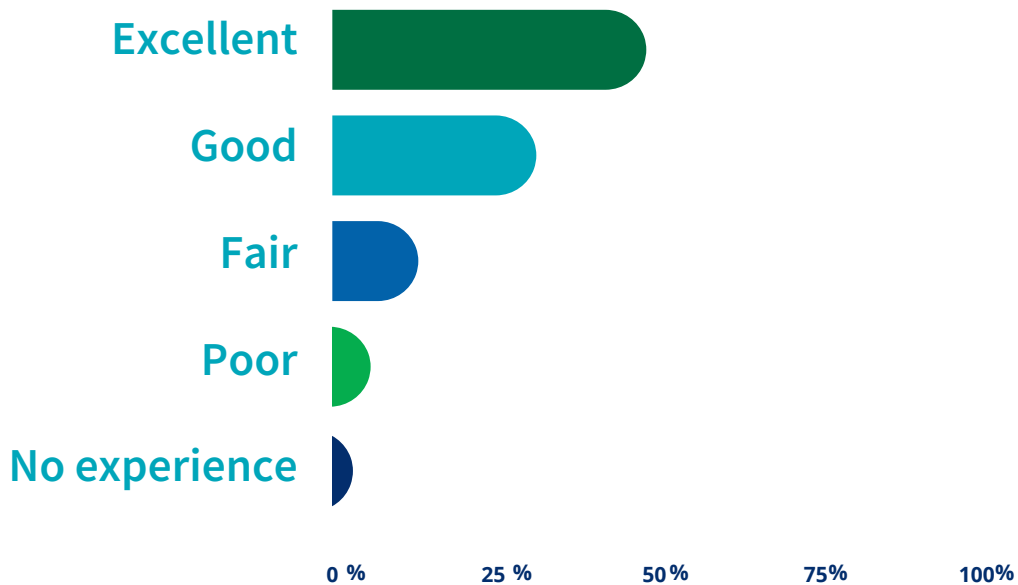
indicate being inclusive of the entire community as their top comment.

- Respondents indicated being inclusive of the entire community as their top comment, which includes community policing and engaging the community - 29.91%
- Respondents indicated a strong sense of pride for the Bexley community and want the next chief to have an understanding of the community - 20.98%
- Respondents indicated they want a chief willing to improve community relations, be a leader in community policing, enforces crime and safety, strong police-community relations, supports and values community and police - 15.63%



# Q6.

How would you rate your overall experience with the city of Bexley Police Department? (Select only one.)

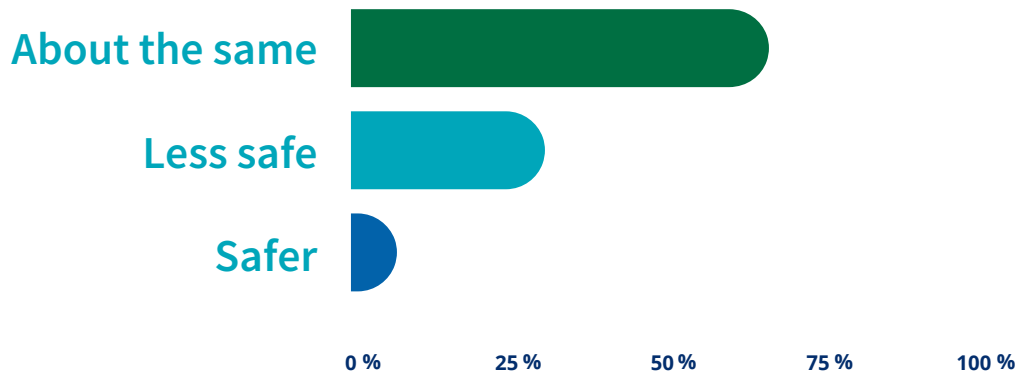


indicate excellent as their top choice.

- Respondents selected excellent as the top choice – 48.32%
- Respondents selected good as the second choice – 31.19%
- Respondents selected fair as the third choice – 11.62%

# Q7.

Compared to a year ago, do you feel that Bexley is safer, less safe or about the same?

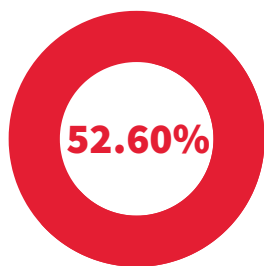


indicate about the same as their top choice.

- Respondents selected about the same as their top choice– 66.06%
- Respondents selected less safe as their second choice 29.66%
- Respondents selected safer as their third choice – 4.59%



## What would you like to see the city of Bexley and Bexley Police Department do differently to enhance policing in our city? (Select up to three.)

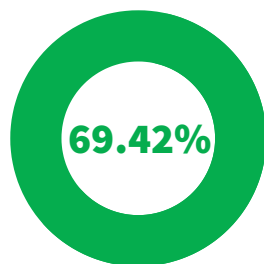
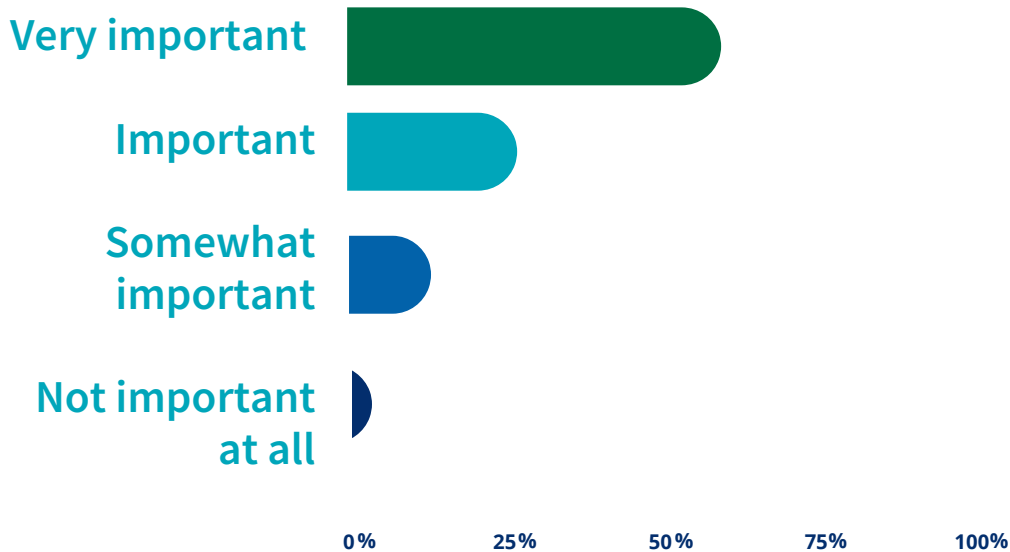


indicate excellent as their top choice.

- Respondents indicate using social workers and mental health experts on non-violent calls for service as their top choice – 52.60%
- Respondents indicate enhancing community relations as their second choice – 47.09%
- Respondents indicate expanding community programs/partner with communities as their third choice – 40.37%

# Q9.

How important is it for the next city of Bexley police chief to collaborate and work closely with other city officials, businesses, schools and community groups? (Select only one.)

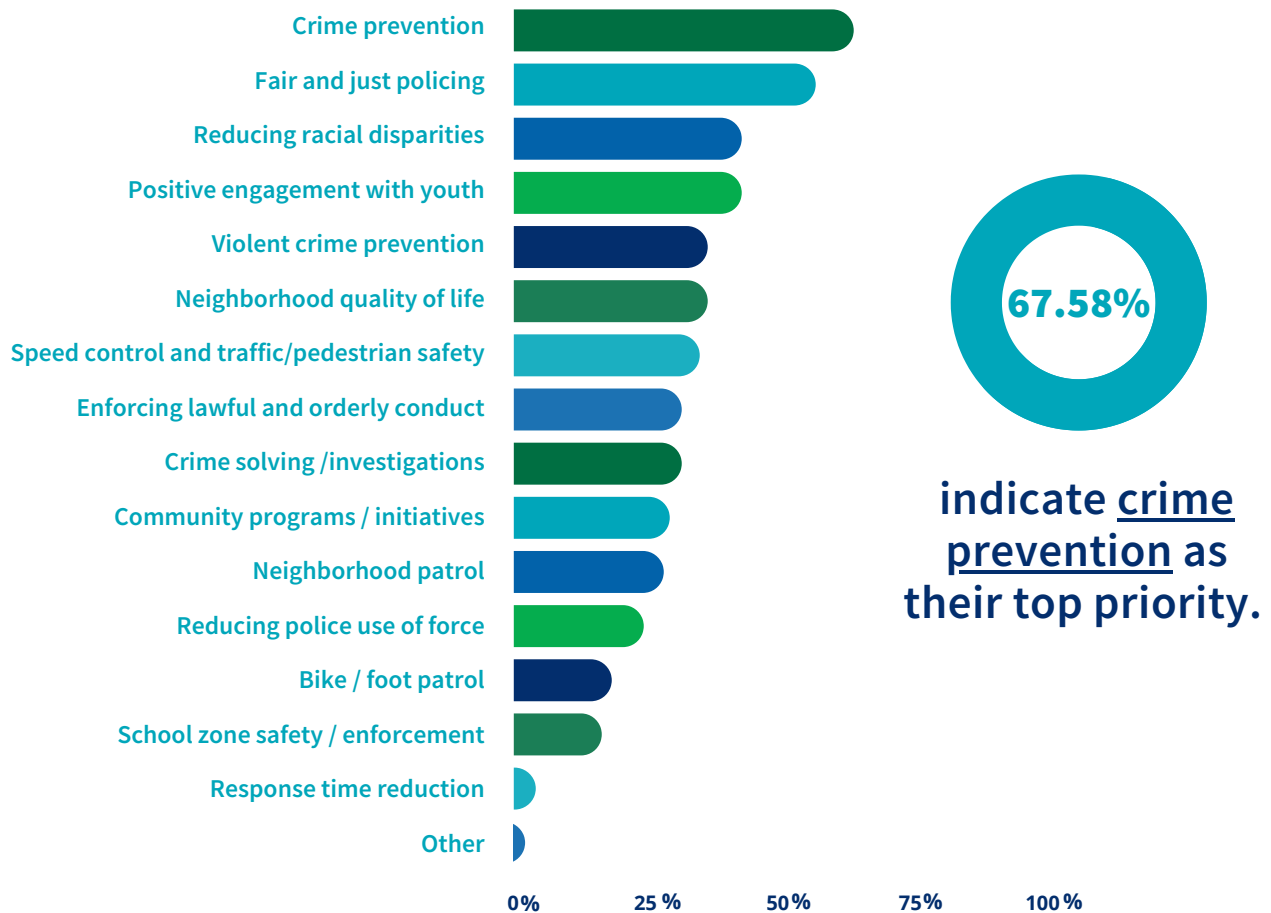


indicate very important as their top choice.

- Respondents selected very important as their top choice – 69.42%
- Respondents selected important as their second choice – 24.46%
- Respondents selected somewhat important – 6.12%

# Q10.

Please select your top five priorities for the Bexley Police Department. (Select five.)



- Respondents selected crime prevention as their top priority- 67.58%
- Respondents selected fair and just policing as their second priority 56.57%
- Respondents selected reducing racial disparities as their third priority – 42.51%
- Respondents selected positive engagement with youth as their fourth priority – 42.20%
- Respondents selected violent crime prevention as their fifth priority – 36.70%

# Q11.

Do you have any additional comments or suggestions on overall Police Department priorities?

know stop crimes drugs red lights crime prevention love see S black NA engagement neighborhood allow safety enforcement work people especially reduction law support think thing residents give keep schools officers enforce good Always community many police lights Bexley need feeling city reduce crime help focus jobs streets Ticket safe None stops Please see bike priority surround time fear driving see officers Bexley Police law enforcement show called police patrols car



indicate police as their top comment.

- Respondents indicate police as the top comment followed by Bexley and community - 13.33%
- Residents indicate a sense of pride for Bexley and support the police department - 11.79%
- Respondents indicate police should have an understanding of the community, the surrounding community, keep the community safe and have an awareness of how to interact with all members of the community - 11.79%

# Q12.

What do you see as the core strengths of the Bexley Police Department?



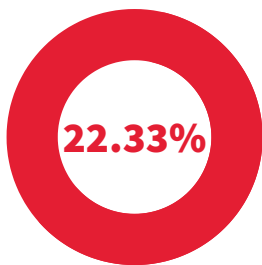
indicate community as the #1 core strength of Bexley Police Department.

- Respondents again list community as the number one core strength of the Bexley Police Department, ensuring the police know the community and are engaged in community - 24.05%
- Respondents shared officers knowing the community and the community knowing the officers and listed the officers as a strength - 13.92%
- Respondents listed response time and responsiveness of officers as the third core strength - 12.24%



What, if anything, would you like to change in how the Bexley Police Department interacts with your community?

someone us traffic stops calls residents community members want street  
Stop minority training time people feel interaction continue  
need improve see Bexley Police Department officers people color  
community city police things Bexley Reduce  
Nothing driving change BPD crime cars know presence  
interact interact community Better around engagement approachable



say community is their top word.

- Respondents say community is their top word when it comes to change in how the Bexley interacts with the community – 22.33%
- Respondents say officers is their second word when it comes to change in how the Bexley interacts with the community – 18.60%
- Respondents say community policing is their second word when it comes to change in how the Bexley interacts with the community – 17.67%



# Q14.

What, if anything, would you like to see the city of Bexley and Bexley Police Department do differently to help you feel safer?

theft traffic stops n traffic laws want bike patrol help school Continue think feel safe Bexley  
 Hire need None around know neighborhood work people area lights Bike  
 crime Hire police Stop neighborhood patrols streets black officers Less  
 police focus feel safe walking community surrounding  
 patrols much see good Bexley city Increase  
 patrol neighborhoods Nothing police officers presence foot bike patrols  
 speeding time feel safe night us Main Street additional cars breaking  
 especially personally Livingston Ave cruiser great visible go stop signs alleys  
 Bexley residents possible Main Broad Visibility



list patrols is their top comment.

- Respondents listed patrols as their top comment- 12.27%
- Respondents say community as their second most comment 10.45%
- Respondents list see as their third top comment – 8.18%

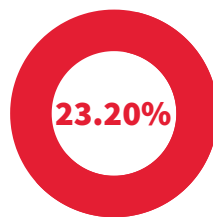
# Q15.

Do you have any additional thoughts, comments or suggestions that the city of Bexley should consider when selecting the next Bexley Police Chief?

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force many safe priority crime strong Bexley residents work city  
department residents hope chief racist hire things good  
qualified policing focus community find Bexley  
make sure officers right person everyone change valuing  
Police Chief thought crime prevention experience feel Pick

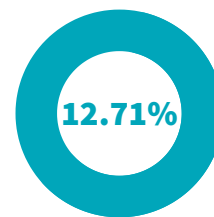
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COMMUNITY



POLICING

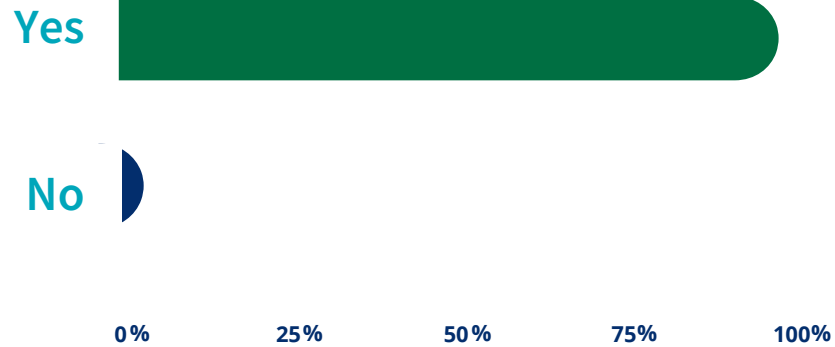


BEXLEY

- Respondents again list community 23.20%, policing 17.13% and Bexley 12.71% as their top comments

# Q16.

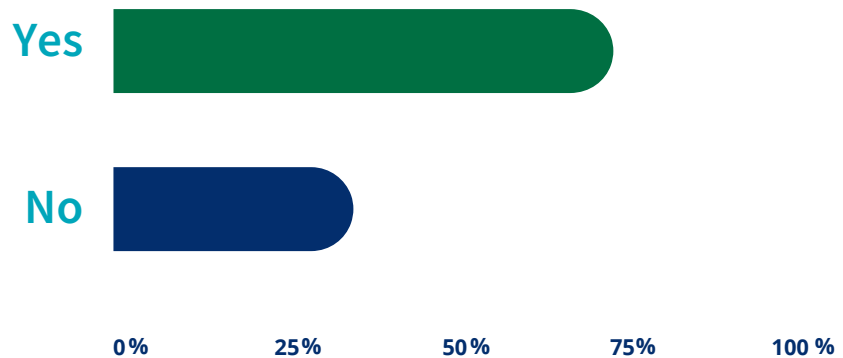
Do you live in the city of Bexley?



- Most respondents live in Bexley.

# Q17.

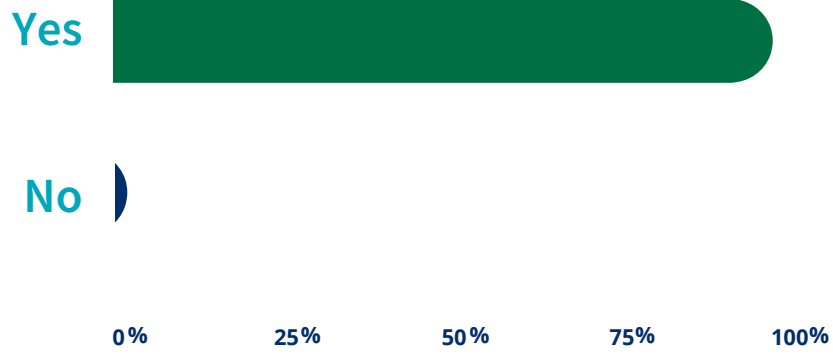
Do you work in the city of Bexley?



- Respondents overwhelming indicate they do not work in Bexley.

# Q18.

## Do you visit the city of Bexley?

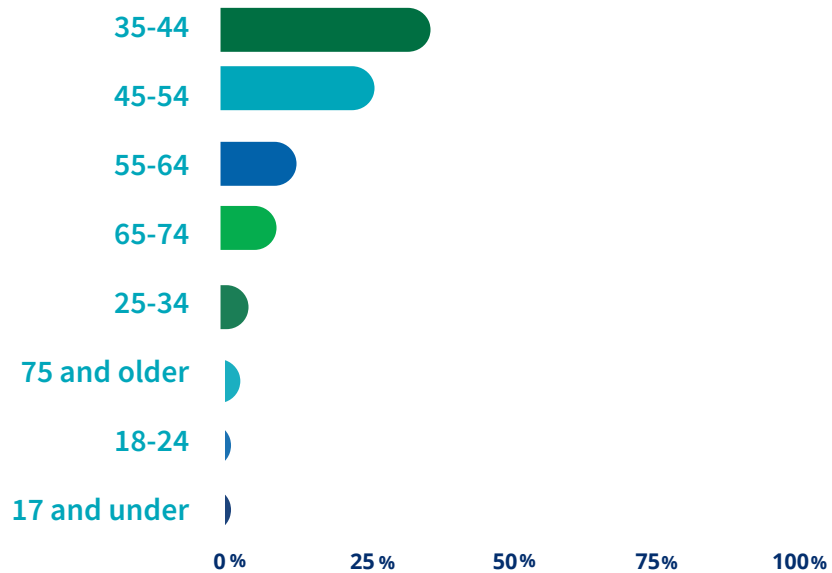


- Respondents overwhelming indicate they visit Bexley regularly.



## Q19.

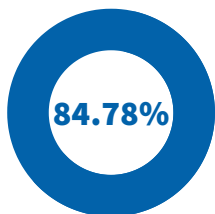
### What is your age?



top participating age group

#### AGE DEMOGRAPHICS

Most respondents were between the ages of 25 – 64 years old, with 35 – 44 being the highest number of participants in the survey.



most respondents identified as white

#### RACE/ETHNICITY DEMOGRAPHICS

Most respondents who identified themselves self-identified as being white – 84.78%, with the remaining identifying themselves as being minority, Black – 7.27%, other – 7.27%, Hispanic/Latino – 2.08% and Asian/Pacific Islander – 1.04%.



# APPENDIX





## ORGANIZATION: BEXLEY ANTI-RACISM PROJECT (BARP)

### Question 1: What are the challenges in the city of Bexley that you would like the next chief of police to address?

- Police have too much down time which results in over policing.
- Consider changing the approach to traffic stops.
- Mental health issues should be handled better.
- It's more important to be reachable – the Police Chief walking in parade is not enough.
- We need to be able to call and contact them when something goes wrong.
- Would love to not be intimidated to talk to them.
- Right now, there is a very negative look toward police – we need to see them do good and build relationships in the community and build trust.
- Need to address racial profiling – that is a big issue.
- One of the solutions to help combat that is to get to know the community better.
- Overresponding to situations would not be that big of a deal, but they don't have anything else to do.
- Send 1 or 2 cars instead of sending the whole force – it freaks people out.
- They aren't approachable.
- Sometimes at basketball games or big Jewish events, the police officers always have guns. This is supposed to be a SHOL place, why is there a gun? Having to think about that is stressful.
- I work at a local ice cream shop where the police come in, and even on their breaks they are armed. It is uncomfortable for people.
- Seeing the police as real people in public spaces and not with guns where you can talk to them and see who they are would help.
- When they came to talk to us in full uniform, it was scary as an elementary student.
- Misuse of motorcycles also creates an intimidation factor – Bexley is so small, why do they need a motorcycle?

### Question 2: What do you see as the greatest opportunity for the next chief of police to make a difference as it relates to community?

- Right now, the force is majority white male – make an effort in diverse hiring.
- For a police officer to know who is walking their dog or knows their kids is difficult when they are not residents.
- They should go to games as people, not officers.
- Community outreach not in uniform.
- We don't know the names of any police officers because we have no conversations with them currently.
- They can do things to better the community that are outside of their regular duties.
- Community service.
- More officers that aren't white need a broader spectrum.
- Seeing them more as people.

- See them and say hi vs. just seeing them in their cars.
- Police are mostly seen in reaction to bad – they need to be good on their own so we can see them do good and not just respond to bad.
- Deep review of policies such as how to respond to traffic stops.
- The new chief won't change the force, but if we have a bad apple, we need to treat that appropriately.
- Need better training for de-escalation practices.
- A better awareness of how our community is and the struggles we face.
- The Chief needs to be able and willing to work with the community and take advice and criticism to review policies, etc.
- Increased accountability within the force
- The Chief needs to be aware that they represent the whole force.
- De-escalation with antisemitism groups.

**Question 3: What do you see as the greatest opportunity for the next Bexley chief of police to make a difference as it relates to the division of police?**

- No racist people as police – evaluate it and them.
- No racial profiling.
- Come to the position for the right reason.
- Chief should not protect officers who are not following the standard.
- Recognition of things that happened in the past
- Who is being pulled over? Don't ignore the facts.
- Could be more friendly as they are on patrol – be more community conscious.
- Role of the police union in hiring and firing.

**Question 4: What issue(s) facing the city of Bexley should the next chief of police be aware of?**

- Significant racial profiling problem.
- Don't assume a person of color is not from Bexley.
- Community calls police often and how police address the issue – is it really what they think it is?
- Watch how they show up and check if it is a threat.
- Aware of community racial makeup and let's not focus only on South Bexley – let's have some balance.
- Too much over-policing in certain areas of the city.
- Address the drastic difference in how the police respond in different areas.
- Neighbors call the police too much on non-threatening issues – need to be more culturally aware.
- Bexley neighbors are often hypersensitive toward Black people.
- Stop intimidation tactics with youth.
- Need implicit bias training.
- Is there an existing complaint system?
- What do they do – how do they address complaints consistently?
- Establish trust.
- Police doing some community police training.
- Bexley is pretty safe.



**Question 5: What is the number one thing the next Bexley chief of police should prioritize?**

- Addressing racial discrimination.
- Establishing trust, not fear – need to establish a relationship in order to reduce fear.
- Accountability for actions when wrong.
- There needs to be transparency and to be able to tell their story.
- Inform the community when reviewing policies to let them know what and how things are changing.
- Transparency and community outreach.
- Reachability so that we can voice our complaints.
- Open communication.
- Not being intimidating – be approachable.
- Police force doesn't like to handle criticism, but they need to recognize when they're wrong. They are more concerned about executing laws.
- Change systems and policies to continue to see progress.
- Sustainability to address issues long term – longevity.
- Not a lot of talk – the bark must meet the bite – exhibit consistency and walk the talk.



**ORGANIZATION: BEXLEY CHAMBER OF COMMERCE**

**Question 1: What are the challenges in the city of Bexley that you would like the next chief of police to address?**

- It's important that people can feel safe traveling through Bexley and having a sense of safety and not thinking that they might be singled out.
- We are more diverse now in Bexley – racism has to be addressed and obliterated.
- With uptick in crime everywhere, what are we doing to keep citizens safe and for citizens to do their part to keep themselves safe? – We need to do our part as well.
- We believe in and want equity, most of us have seen the statistics that Bexley Anti-racism Project put together that shows the extremely high amount of people of color who are pulled over and ticketed within the city versus white people, and I would really like to see that equity addressed.
- More community engagement in South Bexley in the Mayfair area.
- I know the police are there a lot as it is, but unfortunately, when there are calls, there could be some community engagement between the chief and other officers with children in that area.
- There's going to be transparency in the enforcement of laws so they can help prevent things when they can.
- Must understand the statistics of policing.
- I'm an attorney, and I know that local police departments can put in policies that cancel, even though constitutional. Local police departments can put in place measures that prevent what most of us think should be unconstitutional, like having a lawyer in a lineup for example.
- I think we should be informed and put into place policies that enhance protections for folks that are accused of crimes – I would like to see them address that challenge.
- There are a lot of modern issues in policing right now that I think a chief who is able to articulate those through either policy or enforcement, and also having their agency supporting it is important.
- There are needs of a community and needs of a team of officers, and someone who can balance needs of both would really help this person succeed in their role.

**Question 2: What do you see as the greatest opportunity for the next chief of police to make a difference as it relates to community?**

- The big thing is to raise the profile of the chief in the community as it relates to engaging on social media or more importantly, engaging on a person-to-person level – take as many opportunities to do that as possible so that person is visible. That way people feel comfortable approaching who that may be to talk about problems they had or things that could be changed.
- Being as out front as possible.
- Transparency is key.
- Whatever stand I want to take, I can find statistics to back that up.
- The reality is that violent crime specifically is on the rise, and we all see it, we all know it.
- It's something that he or she needs to say out loud.
- I was at a particular city council meeting where someone was talking specifically about racism and the percentage of people that were pulled over.
- Regardless of color, if you are pulled over and you have guns or drugs or something illegal in your vehicle, you should be prosecuted regardless of color. That's part of how we keep our community safe.
- There's an opportunity to have a bigger presence, a stronger presence, a welcoming presence to our young people in the community.
- I feel there is some gap between where we are today and where potentially we could be in terms of really seeing the chief of police as an ally in some of challenges our community has with regard to race and otherwise, so I would like to see somebody who can build those kinds of relationships with our young people.

**Question 3: What do you see as the greatest opportunity for the next Bexley chief of police to make a difference as it relates to the division of police?**

- It's community engagement.
- At elementary schools, there would be an officer there not doing anything official, just greeting the kids as they went into the building, talking to them about things they might be interested in – seeing more of that.
- The perception here is so interesting – Bexley is seen as so progressive, but maybe not necessarily on the law enforcement side.
- I think a chief who has experience taking a police force and engaging them with the community is really important.
- I see my generation was taught to respect law enforcement, and I think that is changing. I think younger generations fear that and don't respect them, and I would like to see that change again.
- I think about the size of Bexley and how much opportunity there is for the next police chief to try different things that haven't been tried in our area or our region.
- A lot of creative solutions to the modern problems of policing.
- I think the size and number of kids – our officers are doing a lot of great things, but that story isn't always told, so we if we can bridge the gap with both of those things, we'd find a lot of success from the get-go.
- I like the idea of community engagement, too – being at the parade on the 4th of July, trash pick-up on Saturday – that kind of engagement helps to build rapport; it really does go such a long way.

#### **Question 4: What issue(s) facing the city of Bexley should the next chief of police be aware of?**

- I think the obvious one is the opioid crisis – we are not immune.
- The familiarity with Bexley already would be a plus – not that we can't source someone from a different place geographically, but being familiar with the issues already coming in would be helpful.
- There's a feeling of there being a general uptick in crime – that's something that chief would have to address early and what measures could be taken, or at least explain if it isn't true.
- You can go find these things, but it would be nice to have them presented so that you're not doing your own investigation to get the stats.
- If they do that, they also can lead conversation in the direction that they want it to go.
- Bexley's proximity to downtown Columbus is an important consideration because crime has gone up in Bexley as it has in a lot of places.
- Someone who fully understands that as the core of the city continues to grow and expand, that will start affecting us in a way that we can feel the change.
- Hopefully, they have a good rapport with Whitehall and Columbus so that they're all working together – and with Capital University police as well.
- They can have each other's backs and help each other out.

#### **Question 5: What is the number one thing the next Bexley chief of police should prioritize?**

- Communication on all levels, whether it's the force or the residents or people that live in the surrounding areas, just make sure that person communicates well.
- It's important for this person to prioritize the perception that Bexley is and tolerates an environment of racism.
- Community engagement is key.
- I think of it as investment as opposed to engagement so that people in our community feel like there is an investment of time and energy and caring – that he or she is making an investment in this community and prioritizing that investment
- Is it a requirement that they live in the City of Bexley?

#### **Additional Insights:**

- This is a really opportune moment for someone to come in and really grab the position and make some big changes.
- If the Mayor and Council and residents think it's important to shake things up, it's one of those moments where you can really do something big.
- One of those big things is getting out there in front and being a conduit of information back to the decision makers. It seems to be a really good time to do that.
- Race is not a comfortable subject, but this person has to be willing to have those conversations and share that information with everyone.



**Question 1: What are the challenges in the city of Bexley that you would like the next chief of police to address?**

- The challenges in the city of Bexley are inherent challenges of being a suburban community that's surrounded by an urban city, and, as such, there is a need to strike a balance between safety and security that people who live in Bexley want to achieve, as well as respect and courtesy for everyone who is passing through this community.
- The challenges of striking that balance between the strength of professional law enforcement and sensitivity to not only community residents but also the demographics of the East side of Columbus, as well as the total Columbus area, to recognize.
- I think that's going to be a factor that the next chief will have to deal with.
- I think a new chief who comes from outside of the department is going to need to establish credibility with the supervisors and the officers as well as the dispatchers and so forth. Because with the way that Larry Rinehart's retirement has evolved, there is a need to be very much aware of morale within the department, and as you know that is a general issue with police departments across the country right now.
- There are different factors that are trying to influence how department policies and processes are created and implemented.
- Keeping morale in the department by being an effective leader and understanding that Bexley has its own unique set of circumstances that might be different from a larger suburb or certainly coming from a larger urban city.

**Question 2: What do you see as the greatest opportunity for the next chief of police to make a difference as it relates to community?**

- To recognize that the police department and the individual police officers are committed to service to the community.
- That's not something that is necessarily believed by all residents, so there has to be an effort to be able to become visible and to demonstrate with their practices and their interactions that everyone may not like what the outcome of their interaction with the police officers might be, but they have to feel that they've been treated with respect and courtesy.
- Digging down deeper on that is the opportunity to have all aspects of the community, all members of the community – youth and kids – to be socialized to what police work really is. Right now, there really isn't that opportunity for Bexley kids from the time that they go through Safety Town in Kindergarten or first grade all the way through the rest of their experience in school.
- To be able to have an understanding of what police work is and to consider community service, which is such an important part of the school curriculum, that police officers are actually doing that every day.
- The opportunity to improve the relationship with all aspects of the community, particularly with the youth of the community and demonstrate it through their interactions and interest is another great opportunity.
- I've been on the Civil Service Commission and been involved with hiring all of the police officers for the last few years, and my greatest victory would be to have an African American kid who grows up in Bexley become a Bexley police officer – I'll know I've arrived when that happens.
- If you think about it, there are all kinds of programs that have happened and we've done some in Bexley where kids play basketball with cops, but it doesn't reach to the fundamental aspect of what policing is.

- Ranking Bexley, it is a department that has a foundation in community policing that the police department is visible, that people interact with them, that if you look at the calls for service, they are primarily citizen and support, as opposed to criminal activity. Not to say that the department doesn't do a good job with that because they do investigate misdemeanors, because that's part of the community policing style in Bexley.
- I think my sense is that in relationships with African American Bexley residents, the kids experience vicarious bias. It isn't something they've experienced themselves, but maybe that their parents or grandparents lived in a different community that they share those experiences and they become very wary of the interactions.
- Not to say that I don't understand what "the talk" is, and how really important that is.
- I work with Expanding Visions Foundation, which helps African American kids get through high school and one of the Saturday lessons was "the talk" and had a kid come back and talk about his dad being an executive at The Limited and he was at a party with a white girl who lived in Johnstown. He volunteered to take her home, and he gets stopped in Johnstown – so those things go on, and making sure that kids understand that this is what you have to deal with (It may be wrong) but it's what you need to do to get out of the situation that you may be involved in.
- That's the kind of thing you don't want them to experience, but maybe their parents experienced if they moved here from Philadelphia or something like that, or if they moved here from the South.
- My sense is that that's changing.
- I grew up in the Jim Crow South, and I was not allowed to go to school with African American kids. I can remember the white line and the back of the bus and all of that, so that's why I had to leave and haven't gone back.
- I'm aware of all of these things coming together and how things have evolved, but the greatest opportunity for the new chief is to make sure that some of that legacy that people have experienced in the past is not what the future is, and not what the current sense of policing is here – that kids recognize that they're going to be treated with respect, and that they have this other avenue that opens up to them for them to be a police officer and the opportunities that are available.
- Aside from the content of the work, the structure of the work is that it is a protected civil service position that offers financial opportunities as well. We shouldn't just discount that because of what hearsay is.
- I've had a good experience with the Bexley police, and I understand what policing in Bexley is. They should understand too that they may not be treated the same way in Columbus or Philadelphia that they would be treated in Bexley.

**Question 3: What do you see as the greatest opportunity for the next Bexley chief of police to make a difference as it relates to the division of police?**

- I think the chief sets the tone for the department – the leadership style is something that is going to be critically important to how the community perceives the department, so the chief has to lead with competency and expect the same for every man or woman that serves.
- The chief has to have experience at least in the supervisory role to be able to understand what the day-to-day issues are in managing the department.
- The chief has to be aware of budget issues and has to be in a position to recognize where there are areas of improvement in the department and then be an advocate for the department in the budgetary process.

- Look at all the technology that's evolving with police work – cars, computers, data processing – that ties in to being an effective communicator. If you can produce a summary of what the department does in an effective way that the community can absorb, then you're going a long way to gaining that support.
- What is the perception of how calls are handled in Bexley? How many calls for service are actually mental health issues versus how many are for petty crimes? Being able to capture that data and then put it in a format that is very easy to understand for the community I think would be a great opportunity.
- You'll always have the dual objectives of solidifying the performance within the department and then explaining the department's mission to the community and all of that is done in the setting of why people live in Bexley...because of the sense of security that they get from having a strong police department.

**Question 4: What issue(s) facing the city of Bexley should the next chief of police be aware of?**

- It backs to what are the strengths of the police department.
- We led a tax increase campaign about 10 years ago – people live in Bexley because of the school system and because of the police department – the next police chief has to be aware of the support that the community has, but also has to be aware of the changing demographics from the time the last police chief was selected in 2007.
- With more African American families moving into Bexley for the same reasons that Caucasian families would move in here because of the safety and the school system and city services, it brings with that the challenge of being able to relate to the newer members of the community.
- That in itself creates an issue in terms of providing the leadership at the same time of continuing the morale of the department to be able to integrate the sensitivity for all community members.
- It may not be just for Bexley residents; it may be a perception that other people have who are traveling through Bexley.
- At the same time, it's also important to recognize that Mayor Ben and City Council have been extremely sensitive to those issues, and because the police department tends to be at the tip of the spear resolving those issues, they've put in cameras in every car, body cameras that are required to be on with every citizen interaction. There's a civilian review board and the contract with the FOP has been negotiated and modified to accommodate that enhanced accountability.
- The dynamic of maintaining morale through sound police practices, fair treatment of officers and sensitivity to the changing nature of the population here, as well as the sensitivity to African American visitors is something the next police chief has to be aware of.

**Question 5: What is the number one thing the next Bexley chief of police should prioritize?**

- Strengthening communication in the department in terms of the tone and tenure of the personnel, the police officers and supervisors should encourage and maintain.
- Keeping the high standards of selection that the department has right now, and being able to explain that and communicate that to the community in a way that enhances support for what the department does.

### Additional Insights:

- There may be some internal candidates in the Bexley department that should not be discounted as well.
- If you get a candidate that has experience that may help offset the graduate level educational requirement, that could be good.
- Residing in Bexley, I know City Council has passed an ordinance hoping to subsidize someone who wants to live in Bexley – if you can't require it and being a police chief in Bexley, you don't necessarily have to live here.
- In Cleveland that was a very sensitive issue.
- There were some cities that require officers who lived in the city to drive their patrol car home at night and park in the driveway so everyone knew a police officer lived there – that was a trend years ago.
- The housing cost in Bexley might be something that would have to be considered – depending on where the candidates are coming from.



### ORGANIZATION: BEXLEY COMMUNITY FOUNDATION

#### Question 1: What are the challenges in the city of Bexley that you would like the next chief of police to address?

- The Bexley Community Foundation is an organization that helps all residents.
- We need a leader that recognizes that our community is a diverse community and people need to feel they are heard and protected.
- I think it should be a priority and actions associated with it.
- Open to collaborations.
- That challenge is that we live in area where crime is continuing to increase due to COVID and socioeconomic issues.
- It's happening across the country, but also very close to us as well.
- There needs to be clear communication about what is being done to protect Bexley, but to be very transparent about it.
- Trying to do posts on Instagram if they have to do a stop, and they show that they've found a gun or medication – there needs to be more open communication about dealing with and living in such an urban area.
- On a personal note, we have teenagers here in Bexley, we're pretty landlocked, and kids don't have a lot of open space to hang out safely. I would love for the chief of police to build a partnership with our teen community, giving them safe space to be teens.
- We have an alcohol and drug problem here in Bexley, so I'd like to see more attention to the teens in a positive way.

#### Question 2: What do you see as the greatest opportunity for the next chief of police to make a difference as it relates to community?

- The community is open to wanting more of a relationship with the police chief.
- I grew up here, we knew all police by name – it was a working relationship.
- There's an opportunity to build that relationship again with our community residents – for everybody, not just certain segments of the community where we see our police as allies and resources like if we get locked out of our car.

**Question 3: What do you see as the greatest opportunity for the next Bexley chief of police to make a difference as it relates to the division of police?**

- I think the chief of police can be a leader and set the tone for how individual police officers are going to behave and relate to the Bexley residents.
- He or she will be the face of department, and it's very important, optics in this day and age with social is very important, and maybe there needs to be a social media presence led by the police chief that the individual police can follow.
- We need a leader that the community trusts and that the individual police officers trust.
- I know Bexley is looking at trying to put together stipends to help individual police officers or the chief of police to actually live in Bexley so that they're our neighbors, and their kids are in the school system.
- One of the trade-offs would be volunteering back to the community for that stipend – if that does come to fruition, maybe the police chief would be open to moving into Bexley.

**Question 4: What issue(s) facing the city of Bexley should the next chief of police be aware of?**

- The mental health crisis with our children in the schools and teenagers.
- Be aware that what might seem like a police issue is really a mental health issue so having the officers trained to recognize that.
- Maybe even establishing a crisis hotline within the police department so you're not calling 911, but you get a mental health professional – it could be anonymous.
- As a parent of three teens, when our kids are in crisis, it's pretty lonely, and you don't know who to call, and I think because of the crisis, the self-medication of drugs and alcohol is at an all-time high, and unfortunately in our community, there is a lot of denial.
- I think the police chief needs to be strong enough to say this is happening and you need to listen – not as a scare tactic, but to be able to be the face of (not the solution) but the person making parents aware of what is going on.
- Definitely diversity issues with also social media – the laws are very limited, but bullying and racism happens online.
- It's very hard for there to be consequences – the schools' hands are tied, so I'm not sure what the police can do on that end.
- Bexley Buzz is not a positive – it makes it difficult for everyone to come together on the same page.
- I think in Bexley there are a lot of strong differing opinions here – there's no community where everyone thinks the same – there are people on the political spectrum.
- Our neighbors have different opinions than us, so being sensitive to that and taking in all views.
- Everybody wants to be heard even though you can't make everybody happy.
- My son goes to Wellington School, and they have classes on civil disagreement and learning how to listen to differing opinions, which I think is missing from the Bexley school system.
- Bexley doesn't report their crimes on a certain crime app, or at least it's not public
- It is much different than when I grew up here. I feel like now just a simple car disagreement could lead to a shooting, which happened on North Cassidy a couple days ago.
- We're thinking of leaving.
- I understand that our hands are tied, we're not a gated community.



**Question 5: What is the number one thing the next Bexley chief of police should prioritize?**

- Image repair which will lead to better communication, whether that's having a chief that represents a minority population – that should probably be the priority, or someone who's willing to live in Bexley.
- I think there's a lot of healing that needs to happen here – healing and communication, and repairing the divide with our community should be the priority.
- We have to be able to work together.
- I live on a street where my house faces the street, and sometimes I see some things that probably shouldn't be going on, but I don't know whether it's something I should report or not.
- Repairing the relationship with the department and the residents who feel they are not prioritized would be the number one thing I'd like to see happen first, and I think everything else will come hopefully.
- I live in Central Bexley and I don't have some of the same issues that people who live closer to the train tracks or Livingston – it's just a different world, it's crazy.
- Maybe Bexley needs to do more outreach to community around us. I volunteer at the Bishop Griffin Center which is off Livingston. Maybe the police can spearhead some kind of giving back to the surrounding community to build bridges.



**ORGANIZATION: BEXLEY MINORITY PARENTS ALLIANCE**

**Question 1: What are the challenges in the city of Bexley that you would like the next chief of police to address?**

- A lot of opportunity for communication skills and for a chief to be community oriented, not us vs. them.
- This isn't the Hilltop, this is Bexley.
- I believe, in Bexley, we many times set up a lot of challenges for our officers.
- The more interactions there are, the more like problems are going to happen.
- When I lived in the Short North, if my bike got stolen and I called the police, they'd say what are you calling me for? Call the insurance company.
- Part of the challenge we have is that we've allowed Bexley residents to have a "you call we come" mentality.
- It seems like our police officers get called on a lot of things that they won't have in other communities.
- Need caller bias screening.
- If I'm a middle-aged white woman walking their dog in nice sweats, I will rarely get a call reported, but a larger Black male or youth would.
- Just because you're nervous or saw something – what is suspicious behavior?
- I think our last police chief did a miserable job with that – he would amp things up, and residents are creating all these items and issues.
- In other neighborhoods, they don't send officers out for certain things.
- We are expecting these officers to be miracle workers.
- If someone gets robbed with a gun vs. all these other minor violations.
- What exactly is it we're sending our police out for?
- I think it's really important that the police chief recognizes the work that he or she or they would have ahead of them with antiracism.

- Historically the previous chief has talked about how hard it is to train police officers to not have biases. It seems like it's always the older people training the younger people, so the cycle continues.
- So, I think the new police chief needs to be able to come into the situation, assess it and really work to implement anti-racism and practices in law enforcement with our officers and help them and support them in that work, and not just say "Oh well this is how it is here" – I think that's really critical.
- Just hearing the former chief speak, I think there's a mentality that this is the way that we are and that needs addressed.
- The new leadership has to show and prove to the leadership on staff that we can do better.
- I think the data that was released a couple years ago around policing in Bexley clearly shows the disproportionate view to folks who don't make up the population of Bexley, which some could argue is an unfair take – 65% of traffic stops are Black folks or minority folks.
- Black people represent less than 10% of the population. Those are pretty staggering data points.
- What is the goal? And how will this new chief approach or change that? Or at least proving insights to the community that suggest that there is a change, that there is a better way to do that that doesn't skew the numbers in such a weird way.
- Being African American it is super important to me.
- We are community that has a pretty engaged populous and we want to see things happen so the dynamic between policing in Bexley is one that I appreciate, but it could be better.
- I don't like seeing things on Facebook that show pretty severe connections to minority youth and people walking through the neighborhood – there's ways to de-escalate it.
- Maybe there's a training that the community can be provided or a list of frameworks that Bexley police will engage in that the community can understand.
- So, when we see them approaching minority youth, we can say there is this level of escalation at this point. I know that exists, but just making sure the community at large understands that more broadly.
- I've seen a similar video of police interactions with minority youth. I'm a psychologist and when I saw the video, this child is having a trauma reaction, and I think trauma-informed care is such a critical piece for the new chief to understand and to be able to relate to officers.
- I saw how that child was reacting, and I know what I would have done way differently, because I know trauma and I'm trauma-informed certified and I think it'd be amazing if the new chief could also recognize and understand trauma-informed care.
- A bigger item of concern is the fact that we don't have any police that live in Bexley, I think that's a problem. I don't think they feel like they are part of the community.
- We have a unique special community of, in general, mostly white and some Blacks, surrounded by all these other areas – what level of familiarity to have with that if the only time you ever see a Black person is in your police car and you're working, you're going to have a lot of biases.
- This doesn't get solved by a good training class. How do we encourage more of our officers to live in our community so they can get to know the people, get to know the kids? Depending on where you live, that could impact your bias.

**Question 2: What do you see as the greatest opportunity for the next chief of police to make a difference as it relates to community?**

- Related to community policing, Bexley is not a large geographical area (2.5 square miles, 14,000 residents); you can build a familiarity with folks.
- From Mayfield to Delmont, you know what they understand what those people look like, it will give them a little more empathy with how they support different groups, which is such a wide economic span, which I think makes it interesting.
- There's an opportunity to create more healthy relationships with police and the residents in a way that's not visually combative.
- For example, at a traffic stop four police cruisers show up. It's a routine thing that they do but there is a dynamic of policing that happens when people are pulled over given what their demographic looks like that some people could say is biased. It could be handled in a different way.
- More of community policing and establishing a community liaison that goes out and meets with organizations and groups to have that discussion.
- A lot of officers now meet with block captains and business owners.
- A couple of the other suburbs have improved that relationship and making that a partnership, making certain that people feel heard and part of making it a safe community.
- The sense of collaboration between the community and the police – in the past there has been a level of defensiveness.
- The community doesn't like something that the police did, then it goes into automatic defense mode instead of learning from the situation and grow together.
- I think a collaborative relationship could definitely be helpful with a liaison to community, so it's not just "We did this, we're the police, and we're correct and you're wrong" but "Why is the community upset about this? Is there something we can do differently? Is there something the community can do differently to support the police?"
- I feel like that causes a lot of division overall.
- We have more of a we vs. us vs. them mentality.
- The last chief lived in Bexley.
- Ben Kessler, everybody knows him, they see him around, so when we've had issues, we've been able to have those informal conversations, if we don't have that kind of relationship, it all goes to Facebook.
- There aren't a lot of people getting killed in Bexley. These are relatively minor things, so it shouldn't have to be so many issues. It's not like we're dealing with a murder a month. They are minor house break ins, drunk parties; it's not big stuff.
- It's not like some place like the Hilltop, that's not what is Bexley is – it's a small area.
- We had a situation where one of our members was able to actually interact and solve a situation where a man was having some mental issues. The cops were there, but the residents were able to calm him down, then the police took him away. It was a great partnership and organic that it happened that way in that situation.
- How can we be assistants in those situations so that maybe an officer isn't always needed in those situations?

**Question 3: What do you see as the greatest opportunity for the next Bexley chief of police to make a difference as it relates to the division of police?**

- Most police departments across the country, and Bexley is no exception, have a police culture that is focused on a particular concept of policing and a particular idea of the role and the impact that the police ought to have on the community.
- I think that we as a community have the opportunity to say no, we have a different set of objectives for policing in Bexley and we want to see measurements and engagement of officers.
- The process of changing their practices such that they achieve measured objectives around the level of respect that our kids can experience with police and their impact as a positive part of the community as opposed to just rule enforcers and things of that nature.
- I refer to it as continuous improvement – some engaged approach where the officers are aware of, and committed to, a set of objectives and an effective process of making change to achieve measured objectives.
- There was an officer where a car broke down and the officer helped the guy make a phone call – but that is not shown on the Facebook site – what is shown is he stopped this guy and took all his guns and drugs, etc.
- That’s the narrative when people look at this site – we show all the bad stuff that’s happened vs. showing the things that officers do that are good to help people out.
- It’s sending a message that that stuff doesn’t matter. It’s get the drugs, get the guns, get the bad people off the road. It leads people to believe that Bexley’s a dangerous place and officers are only here to get the bad people.
- There are a lot of leadership issues, the morale is bad – so you have to improve the morale first.
- I think some of it’s natural – they feel not appreciated.
- My oldest son is Black and a 7th grader at the middle school.
- I don’t want to have to worry about my son being mistreated or harmed by the police in Bexley – I would hope that the police chief can in some way can address that. I know it’s a concern for every parent of a Black child that they’ll have the wrong interaction with a police officer.
- Even in South Bexley, I’d say once a year, some crime will spill into our neighborhood from the outlying communities, and Columbus and Bexley police will be scouring my neighborhood for a criminal, and you can hear on the radio, it’s typically a Black man and I yell at my son to get inside. I don’t want him outside while the police are looking for someone.
- I think I’ll always have that fear of a mom with a Black child – I don’t think that’s ever going to go away, but I would love to know that the officers in Bexley know my kid by name, that they’re friendly, that they know our family.
- My son got the police called on him this summer; he was at Starbucks on Main St., messing around with friends. A girl hit him on the head with a crutch and he pushed her away from him. Someone called the police and said a Black man was assaulting a white woman. My child is 12, he does not look like he’s 18. He looks like a middle-schooler. He had the good sense to run home before the police came, but I would like to feel okay knowing that if they did come, they would recognize him and realize that it was an inappropriate phone call, but I don’t have that sense right now at all.
- I would love for the chief of police to really work to strengthen the officers’ relationships with the community and that bias overall.

- The trends happening across corporate America related to equity intentional hiring and intentional practices about hiring diverse groups.
- Data shows/suggests that the majority of officers at BPD are a certain demographic, and the new police chief can choose to hire candidates that don't fit that standard demographic – more females, minorities – the richness that you get from employing those practices they bring along with them their own inherent understanding of people in a different way that can help solve a multitude of issues.
- The bias piece could be mitigated through more intentional diverse hiring.

**Question 4: What issue(s) facing the city of Bexley should the next chief of police be aware of?**

- Bexley is in the same position as a lot of communities relative to a standard list of issues that I'm sure you've heard many times.
- We might have our own shading of one being more important than the other.
- We don't have a consistent level of support for and trust in the police, and I think that needs to be addressed.

**Question 5: What is the number one thing the next Bexley chief of police should prioritize?**

- This may be way too broad, but prioritize relationships.
- That means relationships between the community and the officers, between the city and its objectives and the officers and their objectives.
- In general, building more awareness of real people with real names, getting more focused on serving people as opposed to focusing on rules.
- Building up the idea that the police truly are here to serve the community and building relationships between the officers and the community.
- Morale falls into the same camp – officers should feel like they have an environment in which they can thrive also.
- I think of it as a larger, broader understanding of the relationship with the city and the residents – think the police chief should prioritize understanding the data and metrics that community is responding to as important for us to know.
- 65% of traffic stops being minorities is a data point they should know and understand what their take in changing or correcting that needs to be, so when a citizen responds to somebody or asks the police about it, they'd have strong response.
- There are multitudes of data points that span from that that need to be understood and corrected.
- Communication – communicate your goals, your mission, how are you going to measure, what's going on, who are officers, how are they going about doing their job, what is the chief's active role in the process – have that clear and concise so that everyone understands what we're doing.
- Identify the top priorities, how we are doing it, and how are we communicating that information to the public so that everyone's on the same page.
- Changing culture of police department. In my opinion, what it has been, or at least portrayed by the former chief, was this good old boy network of police privilege.
- I think the culture has got to be looked at and really changed and shifted and officers who are unwilling to shift, who don't like the new wave, who don't want to look at anti-racism work or look at how to deal with someone from a trauma-informed care lens, I think those officers need to find somewhere else to work. I think the culture needs changed, and anyone who's not going to get on board with it needs to be left behind.

- I think it really is relationships especially with diverse groups of people.
- I got to hear the Columbus police chief, she appears to be an amazing woman – just listening to people’s feedback, and then come together and have dialogue.
- I think things would have been so much more effective if some of the diverse groups had an opportunity with the chief.
- If the police chief regularly attended meetings of some of the more diverse groups, you’ll have normal conversation and dialogue, but now with a lack of relationship, there is no trust.
- This is an engaged community, so a lot of people have a lot of opinions, but the chief needs time to help process and communicate back.
- What does the community feel?
- #1 and #2 priority: relationships and to build some kind of regularity would behoove the new police chief.

#### Additional Insights:

- There are three factors – Vision, Creativity and Commitment – I’d like to put on the table.
- Vision – for the community and how the police are going to relate to and for the community.
- Creativity – it’s not like we see a perfect model for the position, so there has to be creativity.
- Commitment – follow through to actually make things happen.
- If we see those three things, hopefully we have the right person.
- Character is important.



#### **ORGANIZATION: BEXLEY PRIDE**

#### **Question 1: What are the challenges in the city of Bexley that you would like the next chief of police to address?**

- Building a sense of community from a police department perspective.
- Interim chief at the moment – it’s a possibility they might apply for the position.
- There has been a lot of data presented that shows some level of racial bias and the stops that PD makes and the interactions they’ve made – that’s a real challenge.
- I think it goes along with building that sense of community or really being able to integrate with the community as a whole and not just being an isolated police department.
- What level of diverse community there has been in the past? Because that suggests how it might go in the future.
- One of my colleagues from the Bexley DEI provided feedback that she is part of the ADPI Community and last year during our first Bexley ADPI Heritage Month event, the Bexley PD didn’t seem to have an interest in providing safety support for that and directed the group out to the Columbus PD for that.
- That’s the level of frustration that a lot of community members have had – especially community members that fall into a minority group have had with the Bexley Police Department.
- I’m really focused on becoming a part the community – the whole community.
- They interact with people from outside the community, I want people that come into the community to feel welcome and safe as well – that would be one of the major challenges right now.

- The boundaries of Bexley and how do we as a small community deal with the fact that we are bounded by other communities (since crime from outside doesn't stop at our borders), so how do we participate in greater crime prevention outside of our boundaries – that would benefit us.
- The challenge for the Bexley Police Department is being able to address the needs of communities in the 21st century – we have a pretty strong and many minority groups in Bexley, and a significant population that fall in the LGBTQ spectrum somewhere. We also have a significant number of kids in our school district that identify somewhere, either gay, lesbian, or transgender, or non-binary, or gender diverse somewhere.
- I think there's a challenge for the police department to ensure they have policies in place for interacting with members of the LGBTQ community, whether it be in traffic stops or altercations, there's a whole list of things I have concerns about from a policy perspective.
- I think our next police chief should have an eye towards inclusion and making sure that they're treating people that they interact with, no matter what their background is or how they identify, that they're treating them with respect and in an appropriate way as well.

**Question 2: What do you see as the greatest opportunity for the next chief of police to make a difference as it relates to community?**

- Fostering a sense of community for everyone from our perspective, and inclusion – that involves education of the existing police force.
- Once you get hired into a job, you have opportunities for growth and additional education, but is that education meeting the needs of the particular community it serves?
- In this particular community there might be a need for additional training on LGBTQ issues, so outreach as well, not just training internally, so that we know that that's happening.
- I think communication is going to be a great opportunity for the next police chief – being more communicative and being able to express the things that the PD is doing in Bexley – something I don't think I've seen in the 7 years I've been here.
- Also, demonstrating follow through with the things they're asked to do, for example, we have a community group that released data that shows a bias with police and traffic stops, and the response of our former police chief was “well, if the community thinks there must be a problem, then there must be a problem but I don't really think that there's a problem.”
- That has to change in terms of being able to say “we hear you, we understand, let's work on this together and being able to communicate that and demonstrate that they're actually listening and following through on things. I think those are two opportunities that the next police chief is really going to have to work on.
- Involving the community in policy making – we can't dictate what the policies are going to be, but at least focus groups so we'd have the opportunity to give input so we'll have our voiced perspective.
- I don't know how the hiring has been in the past in the police department, whether they do have diversity and equity as a founding principle in hiring – that's another area that I would be interested in finding out.

**Question 3: What do you see as the greatest opportunity for the next Bexley chief of police to make a difference as it relates to the division of police?**

- Making sure there is a good strong diversity and inclusion (D&I) focus within the police department – having a leader that is able to demonstrate adherence to D&I and a focus on D&I will help bring everyone along that path.
- Leading by example – practice what you preach.
- It's one thing to train the division, but if the police chief doesn't support the ideas and the philosophy of the division, there will be problems there and vice versa.
- If the police chief comes in with great ideas for D&I and then the division doesn't support it.
- The ability to connect with the division and work together as a team with this in mind.
- I think community engagement is a really important thing in educating the current division.
- If you don't know about something there could be an inherent fear about it, so the more we are involved as a community – all sections of the community are involved – and communicating with the division and chief directly, then hopefully they would be “go big or go home” and being more open to seeing things from different perspectives.
- We basically want to foster a positive environment for everybody, and that includes the police officers – it's in our interest to have great relationships.
- I want to take a moment to say thank you all for collecting this data – it's really important
- There are some other police forces in surrounding communities that have D&I programs that their officers embed in local community groups and really focus on D&I from a police perspective – how they achieve that would be really awesome.
- A chief who is open to realizing just how diverse Bexley is, who is open to understanding the statistics – I think there is a misconception about Bexley. We are new to Ohio. We have fresh eyes with how people respond to where we live.
- It's a lot more diverse than they think.

**Question 4: What issue(s) facing the city of Bexley should the next chief of police be aware of?**

- The diversity of the community is a huge thing.
- We're aware of some crime, but not a tremendous amount, so I wouldn't place that very high.
- In terms of presence, I see police cars on our street all the time, and I am able to view that as a comfort, and I hope that all other residents are, but I know that in some communities that is a difficulty, seeing the police coming around could provoke fear as opposed to creating a feeling of calm.
- How do we change the perspective of people who don't feel safe when the police are around?
- If I were on the interview committee, I would want to ask this person, if it was someone from outside of the community, how do you envision educating yourself about the diversity that exists within this community, specifically how are you going to do that?
- Get out in the community, introduce yourself, but also learn what your future community is about.
- Within those separate areas, there's a different community feel as well.
- It's really awesome that for the most part, people are very happy to be here – how do we take this opportunity with the new chief of police to make it even better?
- There is a desire from a lot of community groups that there would be some advantages to having a chief of police who lives in Bexley – our former police chief did not live in Bexley.



- There is a sense of feeling that if you live in the community, you'll be more invested in the community and know more of the community.
- Those are valid points, but there also has to be understanding by whoever our next police chief is that there's also quite the opposite feeling, especially from members of our Black community who feel a sense of trauma by the police and having a police officer or a police chief living in your neighborhood can be very triggering and may not always be welcome because of the way that people have experienced the police.
- So, making sure that our chief understands that dichotomy – it's not something they should take personally but it's a long history of how people have been treated by the police department that comes with that.
- I'm from England originally, and my dad was a police officer, and my experience is a really high level of respect for police going back a few decades.
- Having that high level of respect in turn made them more effective in their jobs – I would love to see that here, but I haven't seen it living in the US so far.
- I think it relates to where we grew up and how we grew up, if we had a different life experience growing up and a different interaction with police then we might not be able to feel that way.
- How can we help these people that don't have the experience that I had?
- That's a long-term process because you need multiple examples of police being supportive for you to get to the point where you can trust, and then from trust comes the respect.
- I think it needs to be part of the police culture and then it can become part of the community culture.
- Would we prefer to have a police chief who is looking at this role as being something that they're going to stay in for a long period of time?
- That would be great – someone who is really committed and invested in the community.
- To your point about whether the police chief is a member of the community or not, I can see benefits and also the drawbacks, but looking at expanding beyond the Bexley municipal perimeter, if the person lives here, yes, their focus needs to be Bexley, but we're also surrounded by other communities, so that police chief needs to have that awareness of what's happening.
- He can't just say things stop at this street – the police chief needs to be aware of what's happening in the next community, and I want the next community's police chief to know what happening here, too.
- Really great communication.
- In our last community, one of our neighbors was a SC highway patrol officer, talking about his wife and about what it's like to be married to a police officer and she's got the police radio going in the background of her life all the time as she's raising the kids, cooking the meals, etc. In that sense that was the first time that I had really placed a human idea behind a police officer.
- They do have lives and families, too.

**Question 5: What is the number one thing the next Bexley chief of police should prioritize?**

- Establishing a presence, and I don't mean necessarily a physical presence, but being a good listener and following through with what you say you're going to do.
- A presence in all senses of the word – you want to see that person participating in the community, asking for involvement from community members so we get the feeling they care about what we have to say.
- There is a steep learning curve if it's a new person from outside – it's a really big priority for them to engage with the community, to find out what the needs are.

- The number one thing would be for the new police chief to come in and understand the community – I would imagine at least the first 6 months should be understand how Bexley operates and understanding the groups that are within Bexley and the issues that we have talked about in the past however many years.
- I think from that comes an ability to understand what changes they may need to make in the police force or in the policy.
- Obviously, we’re expecting to hire somebody that has experience and knowledge about being a police chief and you come to the table with things, but I’m not looking for somebody to come in and say “Ok this is how we’re going to do things because this is what works for me over here.”
- They need to be able to understand our community and be able to set up the police department in a way that supports the community and interacts with the community the way that we would like.
- I filled out the survey that was attached to the initial invite for this meeting, and it asked what length of experience you would be looking for – I responded over 5 years.
- Somebody that has 20 years experience or 10 years experience or 5, it just needs to be somebody who has the qualities that the community is looking for.
- The longer you stay at a particular job, the less open you are to change.
- It’s a balance – you want someone that has the experience to know how to be a good leader for the division, but sometimes fresh eyes coming in are a really good thing.
- They don’t have any emotional attachments.
- Someone coming in fresh will say, this is my experience, what is your experience, what is the community’s experience and then let’s see – they may come with a more open approach.
- That’s a tough decision – I’m glad I’m not on the committee!

#### **Additional insights:**

- One of the questions off of the survey dealing with the characteristics of the police chief, high on my list would be ethical and somebody concerned about integrity.
- We’ve all experienced stories where that was not the case – not just in the role of the chief of police but in many other leadership positions.
- It’s not always easy but I think it’s incredibly important that that person has a set of ethics and rules that can serve the community well.
- Any municipal servant or public servant needs to be there to serve the needs of the community and not themselves or any political ambition – that’s sometimes difficult to find, but it’s awesome when you can find it.



**Organization: Bexley Residents Against Institutional Racism (BRAIR)**

#### **Question 1: What are the challenges in the city of Bexley that you would like the next chief of police to address?**

- It doesn't sound like anybody is talking about the greatest problem that we have, which is racism – discriminatory policing and the racial profiling that happens in the community.
- We have a very serious problem with discriminatory policing in the community.
- It’s not something that, that started yesterday or the day before, but it's, it's something that has permeated the community for decades.

- I've lived here for about 13 years and, as a Black man living in this community, I've been racially profiled 4 times.
- The traffic citation study that we put together; you'll find that Black people are 70% of the stops in Bexley.
- White people want something entirely different than what Black people need in the community.
- What Black people need is a chief of police who is not going to add to the trauma that we experience on a daily basis. I think that if we have that, we will have a community.
- The biggest challenge that we have is race. We have discriminatory policing within the police department.
- The acknowledgement that those practices are in place, and then the accountability; accepting of facts and then being accountable for that.
- Like this is the problem. This is why we're here. This is the biggest problem. This is about people that literally live in persistent stress. Living in stress when they're driving through Bexley, to visit a friend, or just maybe go home from somewhere, like work or anywhere. To drive through is scary enough and then to be stopped. I'm like, the police stop me, I'm scared and I'm afraid they're going to shoot me. So, this is like the only thing like really matters.
- I've only lived in Bexley for maybe 5 years but I've lived in the Greater Columbus area since 1987. Bexley has always been described to me by Black and white friends of mine as a sundown town.
- Bexley's surrounded by a lot of communities of color, a lot of poor communities too and I feel like our police prey on them, more than they do the folks that live inside Bexley.
- That needs to stop and we know that it can stop.
- We've talked to a former police chief from Birmingham, Alabama, who put a good neighbor ordinance in practice in Birmingham. They just stopped pulling over people for code violations and something that small can have a big impact.
- I at least want a police chief that is going to acknowledge that racial profiling is a problem here and is going to address that and try to do whatever they can to improve the treatment of Black folks driving through our city.
- We have recommended a chief of police by the name of Jerry Wiley, who is ex-captain in Birmingham who was responsible for dismantling discriminatory policing practices in his precinct.
- We have the opportunity right now to actually hire a chief of police. He's a white man who has reconciled with his own racism, which is important to basically, tackling an issue, these issues.
- He has also been responsible with repairing the strained relationship between the police department and the Black community.

**Question 2: What do you see as the greatest opportunity for the next chief of police to make a difference as it relates to community?**

- It all goes right back to that [race]; if we didn't have this issue, basically would be a great community.
- I think this next chief of police has the opportunity to really move us and not just Bexley, but the surrounding areas into a post-racial society.
- He or she has the opportunity to be the first one to actually repair the adversarial relationship between our police department and not only the Bexley community but the surrounding communities.
- We've got a lot of things that we have done. We just met with the mayor recently and demanded a minor interaction task force that we're working on right now. And that was our idea.
- This next chief of police literally has the ability to be the leader. I think that if we decided to do that, that we could change the entire Central Ohio.

- What we need is a leader who will say that "This is a problem. It's been a problem and we are going to fix the problem. And I'm going to listen to, listen to Black people."
- What is happening in this town is we got a lot of equity groups, white-led equity groups sitting and everything is seen through the lens of these white groups, right? And I think that what need, what I know what I think when these... what needs to happen is we need to listen to the Black folks, right? To make those changes, but the, at the end of it, of it all what we need is someone who is, who is willing to admit that there is a problem.
- If you look at the report that we put together, you find that 93% of the people who receive traffic citations during our study did not even live in Bexley.
- When we talk about these things, we don't bring Black people to the table.
- We're the only Black-led group in Bexley
- Sometimes people don't like when people talk about things that maybe make them uncomfortable or for whatever reason, they don't want to give up their power or acknowledge that they benefit from a system that harms people on a daily basis that they're a part of.
- That has been challenging and a sad thing about this process with just trying something like having the opportunity.
- The chief of police, first day, could enact, hopefully, the Good Neighbor ordinance would be enacted; on the first day sign something like how presidents of the United States immediately do things. They can sign things that they know are better for everybody.
- The people that need to be benefiting right now are people that have been harmed and are harmed every day.
- If you are a Black person driving in or through Bexley, if you live here or don't, that's going to have a different set of outcomes potentially.
- If you drive a car that's old because you are poor, and you are Black, which actually is probably related in your instance because it usually is.
- The new chief can on the first day stop that kind of criminalizing melanin level and, you know, income level.

**Question 3: What do you see as the greatest opportunity for the next Bexley chief of police to make a difference as it relates to the division of police?**

- There is a culture of racism within the police department. So, a difference that the chief can make is to diversify the police department, even more.
- The previous chief of police, he hung his hat upon, you know, that fact that his department was 16% people of color ... we need a more diverse division of police.
- Also, change the culture - the difference a new chief can make is, is to change the culture, which we don't know if that can happen.
- Change the system in a way that people will just decide to lead because they can no longer be Billy Bad Boys and Billy Bad Girls.
- I had some friends over this past summer and my kids was out playing in front yard, and we had one of our officers to stop, slow down, stopped and waved and spoke to us. And it was, it was so weird to us because it never happens. It was a weird transaction because it just doesn't happen. Right? So, that's the difference that the next chief of police can make is by changing the culture of policing within the police department.
- I think along those lines, more specifically are changing the institutional, racist policies and practices that are in place.

- I've lived here my whole life and I know we can do better.
- When I was a kid, the police cars were different. They used to, like slow down, and if you were wearing your helmet, they used to pull over and give us like a free scoop of ice cream at the ice cream place and you used to be nice and kind of they would drive slowly and you find they're keeping an eye. In last 15 years, even way before I woke up to the reality of like total racist policing practices, which would be a great thing for the chief to immediately stop to make a big difference. That'd be the first best way to make a difference.
- I still feel like the culture is, "I got the power and I'm on patrol. I'm on patrol. I'm not here to help. I'm here to keep people in line."
- Just a little aggressive. I'd like to see the culture less of us versus them. We're all... it is a safe place. It's really okay here. It's really okay.

**Question 4: What issue(s) facing the city of Bexley should the next chief of police be aware of?**

- The prospective candidates should be well aware that no matter how good intention they may have, we're a very wealthy suburb and a lot of citizens here believe that, that it's the police's job to protect property and even value property in Bexley over the human life of folks who are coming from outside this city's limits.
- They're ready to stand by police, no matter what they do.
- Now, I would like to think that there's a police chief that would hold his officers accountable, no matter what pressures from the city or the citizens are and especially what, what those pressures from white city officials or white people in power, millionaires, billionaires, whatever, have. White people do benefit from this system of policing.
- And that's something that's real important too, right. We need someone accountable and here again, I believe/know that we have several officers that we're even going to have to weed out.
- We need that level of compassion brought to our police department; there is a real lack of empathy and compassion.
- Black folks who have had interaction with the Bexley Police Department walked away from those incidents traumatized including myself.
- We understand that the way racism works is that a white person is going to have a higher level of empathy and compassion for somebody who looks like them versus somebody who doesn't. So, when it's them, you know, there's, there's this overload of de-escalation that is almost detrimental to the community.
- And when it's us, you know, they come guns blazing; I think that there is a huge empathy gap that our police department has towards particularly Black people.
- To see images of people on their website - we need a culture of policing that has a bit more empathy and compassion.
- There is a lack of empathy and compassion that I think that needs to be spread around with Black people. Just, it's something that needs to be instilled
- I was looking at the Bexley police: their mission statement, their values and their number one, their core belief is fairness, Integrity, respect and empathy. So, I think the new chief of police should know that not only is that definitely, not the culture that we experience, have seen, looked at. We don't have that in the police department.
- I think he or she should know that, honestly, the culture here from the leaders of Bexley and is definitely not fairness, integrity, respect or empathy. Not for citizens of Bexley who care and want to make a difference and not for people who are driving through Bexley and being picked on, bullied and scared.

- It should be unacceptable for any person to leave an interaction with the police traumatized. That should be completely unacceptable. And that's, that's, that's something now, that the next chief of police should strive to make sure, that no one leaves an interaction with our police traumatized.

**Question 5: What is the number one thing the next Bexley chief of police should prioritize?**

- Ending discriminatory policing - end them now...end them now.
- We, we have with the Good Neighbor Ordinance is the blueprint to end it overnight.
- If they were to either make this into an ordinance or into policy, it would end it right now.
- It would start to repair the adversarial relationship between our police department and the Black community in and around the city of Columbus.
- The city of Philadelphia has already done this. Many cities around the country have come to the conclusion that not only do these policies put the lives of the motorists in danger, but it also puts the lives of officers in danger.
- The number one priority, and you're going to get a lot of white folks in Bexley that's going to say differently because they don't experience this. They don't go through it, but the number one priority is putting an end to discriminatory policing practices.
- This is not up for discussion, right? The research has already been done that stopping people for minor traffic violations... I'll give you a story about one of my friends whose wife who was stopped. She's white and she had a broken taillight. And before the officer could get to her car, he apologized for stopping her, then he gave her the courtesy of letting her know that she had a broken taillight. Before she could drive off, he apologized to her again for inconveniencing her or stopping her. And that same grace is not ever extended to Black people.
- So, discriminatory policing practices, we have to put an end to.
- Absolutely the, the traffic stops, but also, stopping kids.
- And the chief of police needs to know, that the officers need education and training.
- We have, not only from a chief of police standpoint, but we have a leadership problem, in general, in Bexley.
- And it just doesn't start and end with the chief of police. We have a real problem with class in this community. We just don't have the leadership to tackle some of these.
- At the end of the day, we need that type of leadership within our community and we have a really good opportunity right now.
- All it takes is one interaction.
- The next chief of police needs to be aware of and know that we're not going anywhere; we're going to hold them accountable.
- That's probably the most important thing; they got to remember that we're still going to be there.
- And we support them when they do the right thing. We support them when they do the right thing and we will continue to talk to and about things that we need to address.



**Question 1: What are the challenges in the city of Bexley that you would like the next chief of police to address?**

- I don't think they're any different than the challenges in any other city. It's a nationwide context that we're all living in.
- It's a very stable community that's been here a long time, and people seem to have a lot of pride in the community and want it to continue along in the way they perceive it now.
- The opioid and drug addiction and usage, not just with kids in school, but all over.
- We've had a couple young adults who have died of opioid overdoses after a lengthy time of addiction – really heartbreaking stuff.
- We have to continue to work on it – be vigilant and provide the kind of support people need.
- People are afraid to share the truth about depression because they are embarrassed, but I think opioids are in the same vein.
- Good people have gotten addicted to medicine that was supposed to be good for them, but they are afraid to say that they're struggling.
- Gun violence is rampant throughout.
- My worst nightmare is on a Sunday morning coming into our sanctuary.
- There are a number of churches and synagogues throughout Bexley.
- Safety not just on worship days, but throughout.
- I think we do a pretty good job of keeping things safe and secure, but it just takes that one loose cannon, so whatever we can do to shore up that safety.
- A couple years ago, our friends at Bexley Methodist had someone who was robbed on the way into an evening Christmas Eve service by someone outside the church.
- The city of Bexley, the police officers have done a great job on all those Festival days where they'll drive through the parking lot and park for a period of time, so if anyone is considering something, there is visibility – our police department has been really good with that.
- Continuing that kind of visible presence is a big deal for places like churches and synagogues.
- We have sometimes had a plain clothes officer inside our main entranceway.
- Every year we have them in our parking lot keeping an eye on things.
- We have very good cooperation with the Capital University Police Department – they really appreciate the working relationship they have with Bexley police.
- I've got a friend who is the chief of police over there, and I've had them run through our parking lot on Christmas Eve for several years, too – that's been a great cooperation.
- Someone who has the quality of cooperation, a sense of understanding, the importance of cooperation with the police departments around us – Bexley is like an island; we're surrounded by Columbus.
- Working with Columbus police and Capital security when needed – just being really open to that practice of collegiality.
- Capital University is backup for Bexley, so if some very difficult situation comes up, they would call on them and vice versa.
- We've got South Bexley, Central Bexley, and North Bexley.

- Historically it's been a divided economic stratus.
- There's an idea that you want to move up from South, to Central to North Bexley.
- It's an interesting dynamic – I wonder how that relates to how a police department responds.
- I don't know if the crime rate is higher or lower in any particular section.
- If I were to guess, I would say South Bexley because of the close proximity to Livingston.
- We're hearing gun shots all the time over the last few years.
- There are cases when cars are going along Livingston Ave and leaving the road and striking houses – I don't know if it will take more patrolling in that area.
- North side of Livingston is Bexley and the South side of it is Columbus.
- Mayor Kessler and Mayor Ginther and others have had many conversations about Livingston.
- It becomes kind of a drag strip for people.
- On Good Friday there was a horrific accident on Roosevelt; someone inebriated was driving over 100 miles an hour and literally cut a Volvo in two – thankfully everyone was okay.

**Question 2: What do you see as the greatest opportunity for the next chief of police to make a difference as it relates to community?**

- Working with youth – is there an opportunity for connection with youth through the churches, the schools, synagogues, community center, etc. to bridge the gap between police and young people.
- I don't know if the police go into schools to talk to kids.
- Growing up, they see police as the bad guy, so if they can see the kids at an elementary level and started making that connection would be good opportunity.
- Years ago, we had the DARE program where the police officers would come into the elementary schools and talk about safety in different kinds of ways.
- The most important piece is the kids got to know the police officers before they become teenagers – they know them by name.
- For whatever reason, the DARE program was eliminated (probably financial issues).
- Not just the police officers being visible, but it's important for the police chief to be visible.
- Visibility would be key in all areas of Bexley with all the various perspectives of people here in Bexley.
- Could have our children's center invite officers in – give that opportunity to come in and meet the kids and the parents, a family gathering to share about themselves, saying we're here, we care, we're patrolling and active, etc.
- I hope the next chief will take the opportunities to meet as many of the residents as possible through various social means.
- At the Bexley Seniors Group program, a part-time Bexley officer with a dog came and shared – the questions that came up were excellent in terms of personal safety, etc.
- Appears to be a lot of patrolling through the city – I recognize that coming back and forth from my home on the edge of Whitehall.
- The number of Bexley police cars I've seen every day going up and down the streets appear to be patrolling – that's a nice safety factor for seniors concerned about their own homes and their own safety.
- I would hope the chief would find as many opportunities as possible to be introduced, recognized, and share his general concern for the community.



- It goes back to recognition that when police meet them before they get to high school and they have a positive feeling towards the police which certainly we all advocate.
- I'm appalled when I find anybody talking down about the police. They have such a difficult position with so much responsibility and they often times don't get the support they need – I hope the community would be responding accordingly with visible support.

**Question 3: What do you see as the greatest opportunity for the next Bexley chief of police to make a difference as it relates to the division of police?**

- Do you know how many officers are on the payroll in the department? Just curious to know how that compares to other communities.
- Look for someone who is good working with people and delegating things/
- I want to echo what they said about visibility in the community – before I moved out of Bexley, I am a great walker with a dog, I would always see the cruisers out – I would make it an attempt to wave to them and I think that visibility is good/
- I think the person is a team player and especially a listener, to his police partners and to community leadership.
- They will realize this person is interested in what we have to say and what our concerns are.
- I can't imagine anybody who's interested in this position wouldn't be that kind of a person.
- Have a visibility in lives of the officers.
- I don't know all the programs in the police department to assist officers, but it goes without saying, this is one of the highest stress jobs one can possibly every sign up for.
- I would hope and pray that the new police chief would have a sensitivity of that kind of stress for the men and women under his or her care, and that programs would be made available to officers for their needs to make them better police officers in the community.
- We see all these issues with police officers across the country and I can't help but wonder how much of that is based upon the stress level of the officers involved.
- Like they've got one nerve left, and you happen to be that one person to hit that last nerve, or they've got their own situations at home, and they come to work and you give them a gun, and they're out on the streets dealing with the issues they deal with.
- It's making sure that our officers are healthy, mentally, physically, emotionally, and that they have resources that they can draw upon provided by and supported by the chief of police so they don't feel looked? down upon if they go to a certain class.
- An environment where people are not afraid to say they need some help.
- The former police chief used to ride a bike around Bexley and they would stop and talk to people – they were amazed at that – it was great visibility.
- It isn't easy for everybody to do, but I know it was very well received – he or she could stop at Starbucks and just stop and say hi, ask if there were any major concerns they should be aware of.
- I have seen patrol men and women on bikes in Bexley but I never stop to talk, didn't know if it was the chief or not, but I think in a smaller community that can be done – it's a great way to get more one-on-one connections made.

- There are 30 officers, for population of nearly 14,000 people compared to 1,800 officers for 800,000 residents – about 2.17% for Bexley and 2.25% for Columbus, must be an industry standard.
- Accessible resources for mental health and build a community with the officers, and that informal support – “walking down hallway” and “parking lot” conversations where you learn a lot about your people.

**Question 4: What issue(s) facing the city of Bexley should the next chief of police be aware of?**

- I’m not aware of any major issues in the city of Bexley right now.
- I think gun violence and drug opioids are an ongoing issue.
- We had a couple members who live in South Bexley whose homes were broken into by members of youth gangs 3-4 months ago – fortunately the kids left without doing harm to the sleeping homeowners, but it was a pretty scary thing.
- The Livingston Ave corridor – in part I’m sure with the division of responsibility with South side being Columbus and North being Bexley.
- I think gangs probably play games with that.
- I don’t know how to handle something like that – if they could ever get to the point where all of Livingston could be one city’s responsibility, but I’m sure neither one wants that.
- Racial profiling is up front and center for obvious reasons, and I remember a lot of that going on when I was a kid growing up in Bexley.
- If an African American kid went by on a bicycle in Bexley, the assumption was what garage did you steal that bike out of? I think the whole concept of racial profiling – how are we doing with that in Bexley these days? Are we more sensitive to the danger of falling for that? Are we accusing people who are innocent of doing something when that’s not called for?
- I know that’s an issue everywhere – eliminating that kind of thing that takes place.
- Lifelong resident of Bexley who taught at Montrose for many years, she had a question about restorative justice and are there strategies in place for that? Is that something that be asked of the next chief to work on restorative justice tactics?
- I’m sure Mayor and other administrators have had this discussion, but the street that borders Bexley and Columbus on the East side is Gould Ave and as you drive up and down Gould, there is something in the middle of the street that definitely slows people down.
- Maybe some way up Livingston or Broad to slow down traffic.
- There were discussions years ago about doing something along North Cassady in the middle of street to address the traffic patterns.
- Around the same time, they were making plans to take Meridian and Main Street and turn into a Boulevard – wanted to do the same thing at Cassady and Broad St, but decided not to
- That’s made it safer for the children center – our parking lot was being used as a cut through from Main Street to Dawson, so it’s actually helped us – not sure about emergency vehicles.

**Question 5: What is the number one thing the next Bexley chief of police should prioritize?**

- Visibility and listening.
- Relationship, relationship, relationship!
- Before trying to change anything or do anything differently – as pastors we are taught not to go in and change everything, get to know the people.

- I would give that same advice to the next police chief.
- Get to know the officers, find out about them personally.
- Get in the neighborhood and listen.
- Get to know his or her own officers and build that team relationship so they can actually approach visibility together, not just individually.
- With the size of the department only being 30, that should be a very doable thing – it'd be a lot more difficult for the chief of Columbus to get to know all of her officers, not with 1,800 of them.
- I think for Bexley it's critical that he or she knows them and they know him or her, so they're all in this together – that changes their whole relationship with the community, too.
- All in this together, not only does the boss have my back, but I've also got the boss's back – there's a huge responsibility there.
- Leadership 101.
- Community building is all grounded in relationships and listening.
- We appreciate being asked.
- Thank us and the Mayor for doing this.



**ORGANIZATION: JEWISH COLUMBUS, TEMPLE ISRAEL, AGUDAS AHIM, COLUMBUS JCC**

**Question 1: What are the challenges in the city of Bexley that you would like the next chief of police to address?**

- From a Jewish community perspective, I think the challenge is about Jewish community security.
- Since the Pittsburgh Tree of Life, also Colleyville in TX, securing Jewish institutions is not just a Jewish issue, for me it's a citywide and country issue.
- If Jewish citizens can't feel safe, that's a problem in America; it shouldn't just be a Jewish community issue.
- The security of our Jewish institutional rights so we can feel that we live in a safe and secure neighborhood and community.
- It's incredibly important for the chief to understand.
- What happens on world stage could happen here.
- I think broader is the overall security of our little East side land that we're all on here.
- We butt up to this side of Livingston, it's sometimes not the safest area around, and it spills over into Bexley probably more often than it should or I even know about, but we need to make sure it's safe for everybody.
- It's a very heavy question – I think the 15 years I've lived in Bexley, so much of the world has changed but also in some flattering and some unflattering ways.
- I feel that we get as faith leaders, and people in our positions as leaders in the faith community, is a lot of feedback with how safe people feel or don't feel.
- Certainly, every one of those Jewish-related security matters is top of mind, and I have to say that friends of mine who are parts of other communities, part of other ethnicities and races feel very much like it's one thing to be white in Bexley, and it's another thing not to be white in Bexley. To be able to feel like you're walking down the street and think – are you conscious of skin color?

- I have a friend of mine has two young kids that go to Capital, they happen to be Black – I’ve made the offer, because they don’t live in Bexley, if the kids ever get stuck, tell them to walk over to my house. He said to me, “That would require them possibly getting stopped by the police because they’re Black walking down your street.” This blew my mind, it really did, because I consider this to be an open place, a safe place.
- We would use the word Hamish, which means warm.
- It’s a warm loving place, and yet I am very conscious of what it is like to be a Black or brown person in Bexley, and what my responsibility is, not just as a homeowner and a person who lives here, but also as a faith leader, as a person who takes responsibility for the well-being of my neighbors.
- To be able to communicate that everybody should feel secure here.
- I think there’s a certain duty that the police chief would have to communicate that and it takes a special person to be able to walk the walk and talk the talk in that regard.
- I was just involved in the new police chief being brought into the City of Columbus and I found it illuminating talking to her when she met with faith leaders downtown, to hear about the struggles.
- I think there’s nothing more important than really that person seeing us, the faith leaders of the community, as actual partners because we have to be able to believe in the message that the chief comes in with and communicate that out to our people.
- I think the challenge that we face at Agudas Achim that we’ve been thinking a lot about since Colleyville is how to be welcoming and safe.
- The actual truth frankly is we don’t know if we can do both, and that’s not a great feeling.
- This is a photo of our door at the front there with signs that say FOB use only!
- We’re trying to get our people not to hold the door which is really hard.
- Can we have any less welcoming of an entryway than this? But that’s where we are after Colleyville, and that’s a problem for us.
- At my kid’s preschool, we have armed guards every day at drop off and pick up – that’s for the safety of the 3-year-olds that we’re dropping off.
- The synagogue where it’s housed had its windows smashed by a brick that was thrown through two-and-one-half months ago.
- The caterer where I pick up my Chavas meal was burglarized twice – who knows if it was because it says Torah Center over top of the door?
- One of my congregants said while he was the JCC, someone smashed his window and was trying to drive his car off.
- So, these are the incidents that I hear from my people just in the last 3 months really.
- Bexley is safe, and I don’t envy the position of the new chief.
- We’re a thoroughfare – we have all of East Columbus that’s going to come through 16 or on the 40 National Road all driving through.
- We’re tucked right next to Whitehall and we go across James Road and the police have got to manage that and somehow also be friendly and safe at the same time.
- I get the possible conundrum that they’re in, and I just hope we can get someone deeply wise.
- In terms of specific needs that we have, to understand the Jewish Calendar – to know when we’ll be at our most vulnerable, by knowing when Rosh Hashana is, when Yom Kippur is, when other mass gatherings will be happening – those are our big ones in the fall (September 25th this year, and 10 days later Yom Kippur).
- Most of that gets internalized (security costs).

- We have armed guards too but we've been talking recently about these costs.
- The preschool passed along the cost of their armed guard to the parents.
- When it's possible to collaborate directly with Bexley Police within the city, that would be really useful and a deep relationship and collaboration would go a long way in the new police chief.

**Question 2: What do you see as the greatest opportunity for the next chief of police to make a difference as it relates to community?**

- From my point of view, policing in this country is incredibly tough – one of the toughest jobs.
- Many police officers in central Ohio talk about the things they have to do, especially in the world we are living in.
- I think we need to inspire a community to come together and to be present and be visible.
- Everyone knows who the Mayor is; everyone should know who the police chief is for good reason, not in a negative way because he or she turned up to basketball practices.
- The person has to work 120 hours a week to build trust in the community and inspire their police force to be like that as well, to really be an example.
- It's a rare person to find, but it's incredibly important.
- This comes from my concern about our teens – I think there is recent precedent to actually underscore this, but I think there needs to be a new approach to how we deal with kids who are struggling with mental health that manifests in addiction, substance abuse, and risky behavior.
- Risky behavior is par for the course for teens, but there's a little bit of a blind eye because they're Bexley kids – those are good kids because they're Bexley kids and they get into good schools so they're good kids, but I know that they are suffering from my own personal experience with them in my own congregation and beyond.
- I really think that throwing some real support to them. Our kids are growing up in a very scary world, and it's hard enough to be whatever you are, and then lay over it so many of the other traumas that are going around.
- I think they are particularly distant from feeling that stability because of COVID.
- Adults are still dealing with it.
- I think that when a kid associates the police chief as a person and they see that person just enforcing the law (that is an important thing), but a person who can actually speak at the level of the people they are addressing might be a little “pie in the sky” but I feel like there's a real need.
- These are our future leaders and I feel like they're suffering in great numbers.
- Be open to alternative policing and different ways to de-escalate situations may be the opportunity to create a department within a department with volunteers who are willing to be there as an alternative to de-escalate some of these situations that may be triggering to see a person in a uniform.
- If they're open to new ideas and seeing what best practices are around the world, I think I'd be willing to implement that with community buy-in and support.
- I think it could be really revolutionary.
- Bexley could be the model of how policing should be done in America – I think we can do that.
- There's an opportunity for the next chief could be that person, that role model, the one that other cities can look at and say, “Look what they did in the Bexley community.”
- That I think it the biggest opportunity – they could be a trend setter or a change setter.

**Question 3: What do you see as the greatest opportunity for the next Bexley chief of police to make a difference as it relates to the division of police?**

- I do speak to the Bexley police officers when I see them at Starbucks, and they are exhausted and incredibly tired.
- They're asked to do things they should never be involved in because who else is going to do it?
- I see the way they interact with the general public.
- They're tired.
- Going back to the idea of having an inspirational leader – you're going to go the extra mile if you have an inspirational leader who recognizes that you need to rest.
- Creating a culture within the police department itself that can listen to police officers about some of their needs and not necessarily treat them in a cookie cutter kind of framework.
- They have families, they have thoughts and feelings about what's going on and I'm sure they need trauma-informed care as well with what they see on a daily basis.
- How do they feel about it? How do they take care of themselves? How do we take care of them?
- Does every officer get a free membership to the JCC? We can do that.
- Wellness and an opportunity to have some inspiration from our clergy and be a resource if they want to think these through.
- I think the new chief could really think about that.
- The idea of humanizing the force.
- With everything that's gone on in the last couple of years, my 20-year-olds (I have three kids in their 20s) are so cynical that they can't stand a Blue Lives Matter sign – I try to talk to them about that and ask, why do you think that came about?
- Everybody has their own merits, and these are human beings.
- Know they are exhausted, overtaxed and doing things that maybe they didn't sign up on the force to do, but can they be in situations where they are seen as the helpers – drawing us back to the original nature of what policing was supposed to be about before it became so politicized.
- Protect and serve.
- And bring that sense of trust back so that we associate that not just with the uniform, but with the person inside of it.
- A prime example of what Bexley police do – my family was out on a bike ride, pushing our youngest one, and a Bexley police officer puts his lights on and pulls over my 4-year-old. He gave him a sticker and let him see the lights flashing; it was the greatest day of his life. He even gave him a coupon to Johnson's Ice Cream.
- How do you replicate that? How to create time when they don't always have time to do that. When it is part of their job.
- It reinforces a positive feeling that the police can do this in other neighborhoods and get involved.
- Maybe you're working for 10 hours a day, but for 2 of them, your job is to go and make community kids happy that you see on the street – buy them an ice cream.
- That can be part of job itself, I think it would be unbelievable.
- Rather which officers want to volunteer at this community event using overtime or special duty.
- It should be part of their 40 hours a week.

- I learned from my conversation with the Columbus Mayor and new director of security and the comprehensive plan and Dr. Clark coming in with experience from the FBI that the mental stress on our officers in general across the country is enormous – to be under a sense of such scrutiny and while we’ve been talking to the Jewish Community recently about the stress placed on Rabbis. You can’t hire a Rabbi right now because a lot of people quit.
- I think that’s true of officers as well – not a lot of people are signing up for that punishment.
- They thought about opening a comprehensive facility for healthy ways to handle stress.
- I’m so pleased that the Bexley police are able to do their job and that you resource them adequately.
- You seem to be supporting your people well because they’re doing a good job.
- Other places I’ve lived like Birmingham with the homicide crisis – I just hope that you find what it is that’s working, your secret sauce, and patent it for the next chief/chef.
- Clearly when you take care of your people, they can take care of the community and help them to thrive.
- That’s also an argument against overtaxing them to do all kinds of things that are maybe new and feel totally wrong for the police officer’s role – helping police to stick to what the police do, not asking them to be the social worker.
- Community relations, yes that is part of their role, but not asking them to do things that actually a different professional would be better at is really key to keeping our men and women high functioning and all of us safe.

**Question 4: What issue(s) facing the city of Bexley should the next chief of police be aware of?**

- You told the story about your son getting “pulled over” and getting an ice cream coupon. A few years ago, I was in a meeting with Dr. Jonathon Baker and he told a similar story of how his family, a Black family, got “pulled over” and the officer says “Do you know why you got pulled over?” and the police officer was only aiming to give the child a sticker, but for the Baker family, that was a traumatic experience that ended well, but still highlights the pressure and the opportunity in terms of cultural awareness and understanding. It highlights the challenge of how “one size fits all” doesn’t really work and how empathetic and sophisticated officers need to be to navigate some of those contexts in the community policing realm.
- We’re a special community, we’re all unique, but the same things that happen in other communities happens here too.
- We care about Bexley and we want the police chief to know that we’re invested in making this community go from surviving to thriving to flourishing – how do we do that together?
- We are among one of the most segregated cities in the country, and you feel it when you’re in Bexley – there’s a little bit more work that needs to be done to make those borders a little bit more permeable.
- It’s like the seen and unseen borders in Bexley.
- I’m aware of that on Halloween; it’s probably the most integrated that Bexley becomes.
- Folks come from all over.
- What I love about Columbus and Bexley is that we do try to work together.
- The Columbus Board of Rabbis is the one of the most harmonious boards of rabbis I’ve ever heard of – we work together, everybody’s on the same team, even though you may be orthodox or conservative, etc.
- That has to be something that we highlight – there’s a lot of diversity and so many opportunities to work together.

- I always think of Harmony Project of being one of my favorite things that happens in Columbus – we should tout those things.
- It's a challenging place to be, but moving in here has tons of opportunities for growth, plus that fact that Columbus around us is growing so fast, hopefully that bodes well for everybody.
- If I were the next chief of police coming, I would want to know more about Whitehall.
- Can we be a model for policing? Probably, because we're this wonderful tiny town that's well resourced. Whitehall is also tiny, but not well resourced.
- I go there every day and think this is a different world as soon as I go further down Main or Livingston.
- I would think that policing is one of the places when collaboration between cities might be an important day-to-day reality because I'm sure that Bexley is frequently working with potential security issues that come from Whitehall, and if there's a way to get ahead of that, I don't know what that would be.
- I live in Eastmoor on the East side, just East of Bexley and I would think that if there's any way in terms of training resources or proactive things that can be done, communication, things that don't stretch the officers beyond their official role, but actually improve the quality.
- We're two tiny cities that can actually help each other, rather than the enormity of Columbus, but Whitehall is a place where some collaboration to improve our security and actually make a dent for our citizens as we share common security.
- I like that idea a lot – it's a great one, we're halfway between Whitehall and Bexley, and there are pretty under-resourced places right up the street from us.
- Broadleigh Elementary is so starkly different as you know and there are kids who are food and housing insecure right up the street, and they're just not in the neighborhood that could make their lives all that much different.
- There's a ton of diversity in Whitehall, I think 30 languages are spoken in the Whitehall schools.
- There's probably a lot of new immigrants.
- We have a working relationship with Whitehall and what's interesting about Whitehall, they as a city are actually better resourced than Bexley because of DSCC largely as the payroll. We have benefitted from the fact that they have a very well-resourced police department.
- Temple Israel was focusing on the opioid crisis for the last few years and our social justice work and learned that the Mayor of Whitehall has a story of a member of her family being lost to the opioid crisis – she's very open about it – I was completely impressed by the fact that they started a program to train citizens on how to use Narcan.
- I wondered are we doing that in Bexley? It doesn't have to do with the police force necessarily (maybe through the fire department), but what a great opportunity to partner because in our community we've lost several people to overdoses.
- Some have made huge shock waves and I wonder about the ability to partner with activities like that.
- I assume that Bexley's issues are no different than any other city.
- It's hard for me to disentangle the policing question from Bexley at large.
- As segregated as Columbus is, Bexley is actually one of the more diverse suburbs – as un-diverse as we are, we are one of the more diverse, and we are diversifying year over year, so that's a trend that we are frankly excited about and will continue.
- Bexley's demographics are the inverse of the demographics of many of our bordering zip codes.



- We have this opportunity to change from being a bubble to being a welcoming and better integrated, regional center – I think we’ve accomplished it in many ways and we don’t even realize it.
- I think our little Main Street is a center of commerce in its own way for the East Side neighborhood for certain types of services and shopping experiences.
- If you go to Starbucks on any given day when it’s warm, and you look at who’s seated out there on that front patio, it’s a melting pot of the East side and it’s a beautiful thing in many ways.
- That’s true of many of our other restaurants and places of businesses and our recreation department and our community events have the opportunity to be increasingly integrated and welcoming.
- To me, I’ve seen examples of communities who have not handled integration well and it’s very important to be thinking about that and posture ourselves in a way that we are going to do that in a more helpful way.
- I think we have some real challenges as do any suburbs that frankly historically we’re set up to be a contrast against the cities we are surrounded by.
- We created this “otherness” and then that otherness was toxic in ways that nobody really recognized at the time, and now we’re trying to disentangle ourselves from that history, and that history is a millstone around our neck in so many ways, but it can also be an opportunity to realistically recognize where we came from and what we want to do differently, and where we want to be.
- Bexley is kind of unique because early on, in 1908, 1910, 1915, Bexley was anti-Semitic. It was racist and anti-Semitic just like every other suburb in America and somewhere along the line something changed where we consciously became a community that was not going to be anti-Semitic and we suddenly became a community of synagogues with a strong Jewish culture.
- So, we’ve done it before – how can we do a better job today?
- I’m excited about the next chief – it’s such an opportunity.
- There are some real strengths and community aspects to policing that aren’t even understood because so many people never see them.
- Understanding those strengths and building on those strengths and better communicating them is incumbent upon us.

**Question 5: What is the number one thing the next Bexley chief of police should prioritize?**

- Safety.
- Being proactive, to preclude problems rather than be stuck responding.
- It’s about trust – you can’t do anything without that.
- To show that you’re a listener.
- As long as this person is going to work on trust and good communication, the rest God willing would fall into place.



**Question 1: What are the challenges in the city of Bexley that you would like the next chief of police to address?**

- There doesn't seem to be enough officers in order for all Jewish organizations to hire off-duty police officers for security (security grant requirement).
- The former chief had accessibility and a familiarity with the community early on to meet and get to know him and vice versa.
- Help make sure that it's as easy as possible for us to secure the needs for our security concerns.
- Police have been very responsive when we need them, and we've been responsive to them as well when they come to us for the use of video footage along Main Street.
- The relationship is very good. Just want to make sure it stays good and gets better.
- Generally, officers should be present especially for Jewish holidays, Friday nights, Saturday mornings and sometimes Sundays.
- We can provide an annual calendar of Jewish holidays where we have large crowds.
- We've had 2-3 break-ins at our house.
- We have an excellent relationship but an acknowledgement and understanding that there is a unique threat to synagogues in America and globally, and it's important that law enforcement officers hear that. It's an existential threat.

**Question 2: What do you see as the greatest opportunity for the next chief of police to make a difference as it relates to community?**

- The obvious one is to know we have a very diverse community and be able to embrace that diversity and enhance it.
- On a personal level, we've had some really unpleasant and dangerous experiences in our home. We're in North Bexley and have been a victim of it. Like anyone, we want safety and security for our families and our neighbors.

**Question 3: What do you see as the greatest opportunity for the next Bexley chief of police to make a difference as it relates to the division of police?**

- I've already seen that the presence is good in terms of patrol cars.
- There is always a constant challenge with threats and crime; I'm fairly confident in the patrols in Central Bexley near the synagogue.
- Leadership by example by setting an example on whatever the priorities become as a result of this process that he shows leadership, transparent leadership and really model those things.
- Communication is really important.
- We're a small community, so it's not so hard to make yourself known whether group by group, institution by institution, block party by block party – there's always an opportunity to meet the people in Bexley.
- Might need help with communication between contact for security and the police department.

- The realization that we have a relatively small area, but we still have a lot of religious institutions that need security projection. As security needs rise, what does the Department need in terms of resources to meet those needs?
- Thank God we've not had the kind of incidents that other communities have suffered.
- Some sympathy for extended work capacity for our officers and are grateful for people who serve community.
- I'm not sure how strong the next level is, on the non-uniformed officer level, whether there is enough support there – not sure if it's an area of short staffing.
- The opportunity to partner on a greater level.
- Sometimes officers park between us and Capital University – we are happy to see them. Let them know that part of upgrades is to put a camera on the front of the building 360 degrees and zoom up and down Main Street. Would like to make sure the Department knows that's a resource and we're happy to share it
- If there are other opportunities for partnership, we'd like to see that extended.
- For Jewish people, the threat isn't always just in synagogues. This acknowledgement that certain services and awareness of Jewish holidays.
- People walking in our area, majority of people will walk to synagogues throughout the day or to people's houses.
- When you wear a yamaka, you are a visible threat. I was walking, and someone drove past and shouted out something at me. I let the security officers know when I arrived at the synagogue.
- My background is from South Africa where a lot of the communities form their own private security enterprises.
- So, more awareness on those days where more people are on the streets Friday night through Saturday evening and on Jewish Holidays.
- It isn't just at the synagogue.
- Share our link directly to the department – goes back to communications.
- When the alarm goes off, their response is great. It would be better for them to see our camera system.
- I don't know what the turnover of officers is, but it's been a while since they have toured our building to understand the flow of people.
- If there was an incident, where would the people be, maybe an opportunity to have some kinds of security drill or visit where our leadership could meet with some of the officers and the Chief of Police.
- Need an emergency preparedness/Community Plan.

**Question 4: What issue(s) facing the city of Bexley should the next chief of police be aware of?**

- There's always a balance between "safe and secure" and at the same time "community minded/oriented".
- I think the best way to approach that is building relationships with not just community institutions, but with people as well. The more opportunities early on for engagement to meet and talk, group gatherings where people can come, can feel that there's a sense of understanding our community.
- Our community is surrounded by other communities.
- How will the chief balance keeping homeowners safe and secure and at the same time understanding that we have many different types of people?
- My experience with patrol officers has always been friendly and helpful.
- I see a rise in crime, particularly in North Bexley.

**Question 5: What is the number one thing the next Bexley chief of police should prioritize?**

- Leadership by example.
- Safety and security. You want your family to feel safe regardless of color, creed or religion.



**ORGANIZATION: SOUTH BEXLEY NEIGHBORHOOD ASSOCIATION (SBNA)**

**Question 1: What are the challenges in the city of Bexley that you would like the next chief of police to address?**

- Police must always balance expertise with learning.
- Must be able to understand the particular needs of the community.
- Must be willing to listen, explain and willing to be challenged.
- The challenge of working with City Hall – the chief should understand that as they are coming in, but as they get in, they may realize that in order to do the things that the community needs, we may need more patrol cars or 5 more bikes for bike patrol to increase police presence and to be visible, but that means asking for money.
- Are they going to be willing to ask the hard questions to the Mayor and City Council?
- In my experience, this is where we are falling short, and I think we can help this issue.
- City Council has been for the most part very supportive of police when they need different things.
- They work with Whitehall police and have a good relationship with them, and even share some equipment, but City Council has been very supportive in adding another officer when requested, adding body cameras, etc.
- I think in general, the Chief has to be both willing to advocate for his department, for his unit, and sometimes that means advocating for things that the Mayor is not fond of, or they may need to bring up issues that are difficult for the Mayor to talk about. So, they have to both work with the Mayor and be willing to be critical and thoughtful in his presentation so that he or she stands strong where they are as a police chief and is fully professional in the way in which they do that.

**Question 2: What do you see as the greatest opportunity for the next chief of police to make a difference as it relates to community?**

- The former police chief when he first came in was every engaged and very visible on his bike, nice bike patrol unit.
- I would see him at Montrose directing traffic in the morning when the kids are crossing Main Street.
- Needs to be visible and accessible to the people – this is such a unique, tight-knit and small community.
- It's nice to pick up the phone and call when you have questions, knowing that they're not out of reach.
- I understand there are so many issues, there needs to be some filters, but I think they should be present and visible to all parts of the community, and engaging.
- The best thing you can do is get out there and start talking to the people you serve.
- Ready and able to listen carefully to what people see and what their problems are.
- The people of the community are his eyes and ears. I think that increases our surveillance and increases investment by citizens in the community's welfare.
- It's important to have visibility and engagement with the police and in the community.
- To get to know teenagers is really important. In today's culture, it's a rough time, and to have the engagement – let the police know the community and vice versa – creating that relationship is important.

- Various people complaining about the Chief not living in Bexley, but I don't think the person has to live in Bexley.
- How Columbus Fire worked, for a long time there was a rule that you had to live in Franklin or an adjoining county, but the Ohio Supreme Court found it unlawful to make that requirement.
- As long as they respond to work on time can't make that a requirement.
- Visibility is huge.
- We used to see Chief Rinehart bike around South Bexley – the visibility is awesome.
- The chief should understand that diversity has become a much more focused issue as it has across the nation and there are groups of people who are very concerned about the way policing functions in terms of diversity, ethnic minorities, people of color driving through our city and being stopped.
- Everything I've looked at looks to me looks fair and I've seen no evidence to the contrary.
- There are a lot of people concerned about that, so I think the incoming police chief needs to be up on that, understanding the concern and be careful with the analysis of what is actually going on here.
- On a lighter note, our previous chief had a musical talent and could play the ukulele, so it would be kind of nice that he/she has a musical talent that they could share with the community.
- Are you looking at a certain age bracket?
- Would like to see someone with a little more experience than a 30-something-year-old.
- I think we need a police chief that has executive experience of some kind.
- They should have some administrative experience, so I'd like to see someone with both patrol but also executive with some responsibilities for personnel decisions.
- My personal opinion: 20+ experience – the maturity is a big part of it.
- As a police chief in this city, you are the go between for the administration and the officers/boots on the ground, so there has to be a respect from both sides.
- Takes time to ride and patrol, being assigned into a special unit, then getting promoted into a position where they understand duty, the paperwork, the ins and outs of City Hall.
- Maturity that comes with time.
- Someone that has the ability to be a uniter and see the views of the community and City Council, and the situations that people having coming in and out of our community.
- I think to be able to understand the laws and to uphold laws equally for all the people is very important.
- I think that can only come with experience and moving up the ladder – when you do that it garners respect from other officers and people in the community.

**Question 3: What do you see as the greatest opportunity for the next Bexley chief of police to make a difference as it relates to the division of police?**

- I would like to have the next police chief have experience with a similar city, not necessarily in Central Ohio.
- Several similar cities (population, size, issues, proximity to urban areas, colleges, etc.) include Grandview Heights, Aurora, Cleveland Heights.
- The search should consider a person with experience with a similar city.
- Experience with police department – I know a lot of these officers and have worked beside them. I've worked for Columbus Fire and have served three different fire houses around Bexley.
- I've worked with these officers and all diverse groups and I don't have any bad personal experiences with them.
- I think morale good with the officers I've spoken with.
- The city has done some policies that they all like (beards, haircuts changed).

#### **Question 4: What issue(s) facing the city of Bexley should the next chief of police be aware of?**

- He or she needs to understand South Bexley and what makes them unique.
- Should be aware of relationship with Capital University.
- Should be aware of what's located in South Bexley and what makes us unique, like the library, Montrose Elementary School.
- Should understand the importance that Livingston Avenue has on residents that live in South Bexley.
- Also, Main Street and that South Bexley is largest population of residents in the City of Bexley.
- There are ways in which Capital is a more complicated police issue because they have their own police on campus, so we are impacted more than other parts of city by their traffic, games, sexual assaults on campus that have not been well policed by our own police department from what I can tell, and the University they don't want to talk about the issue. There needs to be some type of alertness to Capital.
- Southwest corridor in South Bexley – a lot of police runs to the Mayfield and Ferndale areas, and I think the next police chief should be aware of that and hopefully they have some idea of how to correct and bring law and order to that part of South Bexley.
- Our police have always been pretty good with domestic violence. The next chief should be aware that this occurs among very wealthy people, as well as not so wealthy people, so continue the vigilance on that issue.
- There needs to be respect for the religious diversity of the community and it's important that they be aware of the composition of the community along those lines because they matter a lot to people who live in Bexley, whether Protestant or Catholic or Jewish, it hurts your feelings if not all of those are respected.
- We want to see respect for all those positions.

#### **Question 5: What is the number one thing the next Bexley chief of police should prioritize?**

- For those who live on the tail end of South Bexley, a commitment to law and order absolutely.
- We have an issue with crime that comes through South Bexley, and the Chief needs to understand that. I believe the officers understand that we need to keep our streets safe – pedestrians, people walking their dogs, taking walks, school zones, to keep it safe for kids crossing the streets.
- Two things that drive value of Bexley – the schools and the safety.
- The previous chief was more proactive than reactive to issues.
- Follow the law and do the necessary things to monitor town that is surrounded by different populations.
- If the Chief's hands are tied and they can't do that, that is pretty bad if you're going to have a Chief that caters to small special-interest groups that we've seen recently proposals to city Council. You can't stop people coming to the city for minor traffic infractions – that's absolutely absurd, so you have to have a police chief who's going to say that and stand up to the things that are not law and order which are the kind of things that protect citizens of our city.
- You've got car chases that came down our street last year.
- You've got to have a police chief that's going to be proactive.



**ORGANIZATION: ST. CHARLES PREPARATORY SCHOOL**

#### **Question 1: What are the challenges in the city of Bexley that you would like the next chief of police to address?**

- Anyone who is open to change and to adapt to change.
- Communicate with people and gain their perspective and ideas.

- Challenges are different here than they were just a few years ago.
- Someone who is open to changes and perceived as part of the long-term vision of Mayor Kessler's administration.
- Someone who is vibrant and welcomes people who live in Bexley and invite them to be part of the dialogue.

**Question 2: What do you see as the greatest opportunity for the next chief of police to make a difference as it relates to community?**

- For him or her to be open to change and dialogue.
- There is a new beginning with a new person in leadership.
- Our city already does a great job, but let's look to be better.
- Different stakeholders should be involved.
- Applause to Mayor Kessler for listening to all ideas.
- The next chief can start fresh with buy-in as they assume their new role.

**Question 3: What do you see as the greatest opportunity for the next Bexley chief of police to make a difference as it relates to the division of police?**

- Open to meeting everyone in the division from top to bottom, including the "little guy," civilians, or those with not as much experience.
- The division is not broken, but should be welcoming to new leadership.
- I have an affection for the division. We have a school resource officer who is part of the community. They aren't limited to just their duties – he is part of the team.
- The division has been very responsive to all our needs.

**Question 4: What issue(s) facing the city of Bexley should the next chief of police be aware of?**

- Bexley has been around for a long time, but it's not a sleepy town like Mayberry.
- It's a community of change and progressive.
- There are some old traditions and things are done "as they have always been done," so it will take someone who is open to listening to the total spectrum.
- St. Charles has been around for 100 years, and so have many of the Bexley residents/families, but we have new people as well.
- Eager to look for new insights.

**Question 5: What is the number one thing the next Bexley chief of police should prioritize?**

- Establish open lines of communication from day 1.
- Available to talk and listen before implementing major or radical changes.
- Learn from the community – talk to people and stakeholders.
- St. Charles is part of a wonderful network of schools.
- Put time and effort into getting to know the people.
- This may be a challenge for someone not from the community to implement changes immediately.

### Additional insights:

- Feel privileged to be part of this discussion.
- All the schools here in Bexley draw from all around the central Ohio community but also have residents.
- When things are bad, the police are there.
- When things are good, the police are there.
- They are part of the community.



### ORGANIZATION: ST. ALBANS EPISCOPAL CHURCH AND BEXLEY UNITED METHODIST CHURCH

#### Question 1: What are the challenges in the city of Bexley that you would like the next chief of police to address?

- One of the big challenges is some of the racial strife within the city.
- I think given the larger context of policing in our country, we need someone who understands how to do the work of reparation and reconciliation, and incorporate voices who aren't normally heard and be willing to hear them.
- I think a police chief who can help the force be sensitive to the kinds of potential safety concerns that congregations and different faith communities may face is important.
- Some synagogues have had some specific targeted issues.
- It's not necessarily limited to synagogues – when I was at King Ave because of our LGBTQ inclusion, sometimes we were the target of threats and had a bomb scare once.
- I liked the fact that someone from the force came by and introduced themselves to us – it's nice to know that the police force is aware of the needs that congregations face.
- In terms of police coming by, they have been very helpful with people.
- Our current police force, I believe everyone is CID mental health trained, and I hope things like that are kept in place because that's been very helpful.
- I went through the citizens police academy, so I know the training and criteria is very high, and I hope that the standards for that (all of the aspects of getting to that level) are maintained.
- I think it's a 7-step process that not all police forces go through, but I do appreciate that it is so rigorous.

#### Question 2: What do you see as the greatest opportunity for the next chief of police to make a difference as it relates to community?

- Showing an administrative presence.
- We were doing sidewalk painting last summer, and a police officer came and participated in that – I thought that was really nice to see, and would like to see that from leadership as well.
- Chief Rinehart used to ride his bicycle around the schools, and I thought that was encouraging for the kids to see.
- Not all of our officers are on bikes, but I think it gives the perception that they are more approachable – it's easier to talk to them when they're out and about as opposed to them being in the car the whole time.
- When we look at Bexley and the crime in the surrounding areas, I believe at times people have the perception that people that are not in Bexley are singled out for speeding tickets as they pass through.
- I think that's something the chief needs to balance – how do you maintain safety within Bexley without making it seem that it's a hostile place to be, or a place where people who don't live here are targeted?



**Question 3: What do you see as the greatest opportunity for the next Bexley chief of police to make a difference as it relates to the division of police?**

- I am mindful of how much stress police officers are under, so I feel like it is important for the chief of police to be sensitive to mental health issues and to have appropriate encouragement, not just self-protection, of the people who are on staff.
- I think trying to ensure that it's a place where officers want to be at.
- Not sure of the turnover rate in Bexley, but we hear in other communities the turnover rate is extremely high, people are leaving, and it's hard to fill those positions.
- We want to recruit the best police officers and retain them as well.

**Question 4: What issue(s) facing the city of Bexley should the next chief of police be aware of?**

- One of the challenges of serving here is there is a necessity of wanting to maintain an image, and I think sometimes that leads us to covering up some of the issues that are behind that image.
- The underlying things that really affect the community that you might not see on the surface unless you dig for them or build relationships with those people so that they come out.
- Here at St. Albans, we have so many 12-step groups that meet here – a lot of those residents are from Bexley. I don't think we are as open to talking about some of those issues as we could be in other communities.
- After I went through the police academy – everyone is eligible to go through that, it just takes a lot of time – but for me it was eye opening to just little things like if you're pulled over, because officers are in their cars alone, they automatically call another car over.
- It may seem like something is going on with two cars there when it was just a wrong turn or something that's not a big issue.
- It's a safety issue for the officer.
- What is proper protocol procedure that the officers are trained to do, why they do the things they do?
- Some kind of education around that – maybe a series at the library, have resources available so that everyone can understand.
- Not an issue, but a reality that I've become aware of in Bexley that I haven't seen functioning in other places – there is an informal network of enforcement and word that travels fast through social media.
- This is like a small town squared.
- It acts like a much smaller town than it is in terms of the way word goes around and makes judgement pretty quickly.
- Tell them to stay off Bexley Buzz! He or she does not want to know – bad news travels the fastest.
- I think a very aging population with a lot of people who have public safety issues because they are not aging out of their homes into another level of care quickly enough.
- Police get called for all kinds of things related to Senior citizens needing help in different ways
- I think Bexley is very proud of Bexley – they have a lot to be proud of, and I think you can use that for a lot of good if we can mold and shape what we're being proud for.
- It's also a very tight knit community which makes that easier.
- Just to reiterate others' earlier points: making sure officers are accessible, officers riding bikes.
- Avoiding some of the indication that if you are from outside Bexley and you're driving through, you better watch out.
- Officers' mental health is a third thing that really resonated with me and making sure we help them and retain them.

**Question 5: What is the number one thing the next Bexley chief of police should prioritize?**

- Building relationships in the community.
- This community takes a huge amount of pride and gives a huge amount of attention to its schools.
- I would start with a presence related to schools and the children in the community.
- Make sure it's looked at both ways so the community can find out who he/she is and what he/she is like and develop that sense of trust.
- He/she learns about the community and understands some of these things about the small town feel and the needs of older adults and things like that.
- Working to create a diverse police force is also incredibly important – making sure we have good representation of women in the police force, and people of color.

**Additional Insights:**

- Safety Town is popular for the little kids, but for the older kids who may be developing a fear of the police, maybe have some type of programming that is educational or relational that helps.
- Maybe a Junior Academy. Relationally, that's two-way as well, letting police get to know the youth in the community.
- I think the pandemic has made us realize how important it is for there to be good coordination between people in public safety with public health and that's not just in terms of a pandemic, but any kind of disaster preparedness.
- A way that the police chief can get to know community and get them involved on its own safety would be to help promote programs that can have citizen involvement in public safety and public health – overall preparedness to address the needs within their communities.



**ORGANIZATION: EDUCATIONAL LEADERSHIP (CSG, ST. CHARLES, CAPITAL)**

**Question 1: What are the challenges in the city of Bexley that you would like the next chief of police to address?**

- Our police department is really pretty extraordinary, in terms of the way they work with the community; found them to be very responsive, wanting to be helpful, wanting to be supportive.
- There are members of community who don't see the police as allies.
- We did get some feedback and we are working towards a solution. Our campus is forty percent students of color. Some don't see the police as allies and in a national way, there's good reason for that.
- In a local way, there's nothing that our Bexley police have ever done, that would suggest that they are not wanting to work with the community and being supportive and protect and serve and that classic way. But of course, we don't live in a vacuum, and there's a national landscape to consider.
- That perception is there, that's the thing. And I don't know how the Chief can address it.
- We should continue to think about ways that the Chief could engage with the community and be known in the community.
- A police chief coming in here to try and bridge that perception; I do see a real positive collaborative relationship between the schools and the police in our community.
- Impressed with the support of our police department. It was incredible. how responsive, how willing to have a dialogue about what we needed.

- Impressed that the Chief and other officers want to know what I needed before they shared what they were going to do.
- Very thankful for the police involvement; also know that there is a real hesitancy for some families and some groups to have that involvement on a routine basis.
- When you look at the challenge of all our police departments just with some of the recent trends, the social unrest, we see some of that also.
- Resources are limited and I think the demand and the trends are becoming more and more challenging.
- One of the challenges is, how do you – how do we effectively respond given the limited resources?
- Another challenge might be to more effectively team between the university and Bexley police.

**Question 2: What do you see as the greatest opportunity for the next chief of police to make a difference as it relates to community?**

- Chief being a real public presence and being able to be out in the community and well-known, would be a huge opportunity.
- Finding a way to visit schools or to visit in public; knowing that's a balance to strike to also do your job
- If everybody knows exactly who it is and sees that person as a Bexley Community member and an ally, it can only help.
- Visibility is a great opportunity; spending the first 2, 3 months on a listening and learning tour.
- For him or her - the Chief - to be able build relationships across community and various groups.
- Also, to create that community outreach to our students.
- Whoever that person is, we're not going to be able to put that person right into the schools; we need to have a plan or a process for how he or she is visible in the community so that then trust is built to where we can open up those doors a little easier.
- Community engagement, being more visible in the community, collaboration, transparency, team together and work together.
- The more transparent we are in our plans and in our resource challenges; this is critical.
- People skills, which is pretty, pretty critical; leadership, the collaboration and communications are more critical than say, seven years ago.
- Everyone's heart is in the right place. Everyone has a service mindset, looking to contribute, get involved.
- The opportunity is the sense of community here. The spirit is right to partner.
- And for volunteers, having a better knowledge of what the needs are could more effectively use the resources we have.

**Question 3: What do you see as the greatest opportunity for the next Bexley chief of police to make a difference as it relates to the division of police?**

- There probably is a real opportunity for this person to do an audit of some sort. What is it? How are we functioning? Are some of the concerns we're hearing a reality in this force? What is it that we want to do?
- Finding out what do we want as a community. What do we believe in? And how do we ensure the safety of everyone through a partnership of collaboration and care and compassion?
- As a new person to come in you can really ask the questions and figure out what's going on, which I think is really helpful.

- There are opportunities to take on another level of collaboration and some integrated planning between the schools, university and the Bexley police.
- Like the leader of any company or department, the integrity, the tough leadership, which coaching style, the ability to build the staff to maybe challenge them to grow in their jobs and grow as a team. Not that different than what we face in the business units that we all lead.
- Building trust and achieving results. You've got to establish that base of trust within the department. And then have the clarity on what you're really trying to achieve and the accountability and support to make that happen. I think those are the two pillars.
- We've had challenges retaining our staff, retaining our officers and I'm not sure what the magic sauce is there.
- Officers need to feel valued to prevent that sort of outcome.

**Question 4: What issue(s) facing the city of Bexley should the next chief of police be aware of?**

- There's some history and I'm thinking just with the schools – School Resource Officers – should we have them? Should we not have them? In the last couple of years, that's been a hotly debated topic that's more schools than community.
- Understanding the city, gathering different perspectives and experiences and history would bring some challenges at first.
- Shifting the thinking or the perception of who the police force is, what they do for our community.
- Getting a sense of what's going on in all of our surrounding neighborhoods, especially the city of Columbus, Ohio State; that component is so important.
- What can we do to communicate to our families that we have what we need?
- Making sure that we have the ability to reassure our families that were safe.
- Broadly the social media context of everybody acting like the police, in terms of reporting things that are going on or rumors they heard and the police force that needs to navigate some of that.
- Bexley, in particular, it's a place that's an empowered community. The community feels that they have a lot of voice; they deserve a lot of voice; their opinions are very important.
- A lot of our community members think that they know how to run the police force and so they will give you all this advice.
- I think people feel really committed and they love Bexley and that's a good thing. There's a lot of city pride and it sometimes spills over into the "I'm going to tell you how to do your job."
- There's a passion there that's good. But sometimes it's a challenge to keep it effective and being constructive.
- There are some really strong yet diverse opinions; I think that's a little bit unique here.
- Sometimes the interests of the stakeholders are in conflict. It was some strong voices. And, the next chief is going to have to figure out how to manage that and still lead.

**Question 5: What is the number one thing the next Bexley chief of police should prioritize?**

- A SWOT analysis approach or what's the best of our strengths, the weakness to address a threat - what are the strengths, the asset(s), the reputation.
- This is a safe bubble, but some challenges around the fringes; we need to make sure that we build on that.
- Recognize the strengths we have and build on them first before pursuing some of the opportunities, so the weakness is identified.

- Identify those groups and folks that are in the community that need to be at the table to be heard.
- Truly learn of experiences in the story as the new chief prepares to take action, making sure that key stakeholders are at the table in that learning audit.
- Take the opportunity to get out and know people right away, which could happen really well through an audit.
- Be a presence in the community so that people feel they can start to build the sense of trust.
- I think we have a really strong police force, to begin with. So, recognizing that as we talked about it is a wonderful thing.
- Be aware of other experiences that are out there, the stories that are out there. It's really important that those aren't minimized.
- The right people have to be at the table throughout this process because I have an experience that's different than the others. I'm thankful for the relationship we have, but I also know that there's a different story for every scenario.



## ORGANIZATION: DEI EXECUTIVE MEETING

### **Question 1: What are the challenges in the city of Bexley that you would like the next chief of police to address?**

- I think it's a challenge is what we just got out of was a problem with leadership.
- There are police officers on the force who are good police officers, both in their jobs and in their judgment.
- We do have some officers who are the same people over and over and have been named in a lot of problems that they've been having with the community.
- I think having the right leader in that position can change the mindset of the officers.
- Having somebody with an outlook of positivity and having officers be accountable for officers, instead of allowing things to kind of happen or get overlooked.
- The police are a very tight band – a fraternal order of police, and they should be because their jobs are dangerous. But they sometimes have a very strong lapse in judgment. And when they do, we have people in our community or visitors in our community that become victimized and traumatized.
- Instead of having a police chief who keeps perpetuating that culture and mindset, we need one who does something to stop it.
- In terms of challenges, there is a community piece that divides the community.
- We need a chief of police who helps build that bridge. So it's not blue lives matter versus everybody else's lives matter and whatever that looks like to each individual.
- Each and every one of us in this community has our own stories too, whether it's positive or negative.
- I think the thing is as a community member and as a citizen of this city, I want those positive experiences to be felt by everybody and the challenge is, how do we get the right leader in that position who can help create a very consistent experience?
- There are a lot of qualities that we really need in this new chief that can create that change within their department to make a culture shift.
- We've had the opportunity to hear a lot of people's stories over the last few years who've had police interactions, which has been extremely enlightening because you don't know what you don't know.
- What we have heard over and over is people saying that even a sort of lower-level police interactions where no one's getting injured, no one's getting arrested, police are stopping people and asking them if they belong here.

- And people feel unwelcome like the city through its services is telling them that they don't belong.
- Other people have had more severe interactions with police; then at the end of it, families are leaving Bexley.
- It's not just one family. It's not just one situation. I've heard a number at this point and that's just the ones I know. I've heard from a number of other families, which based on their interactions they are considering leaving Bexley.
- There is an attitude that if you are a person of color, you do not belong in Bexley that is coming from the police. When that is brought up to the police, there is sort of zero penetration of that idea. The police have been very foreclosed to discussion or reflection.
- When they have come to community events to be a part of that, what we have heard from people is that the police have not been engaged.
- The police have repeatedly said, there's no problem. It has been repeated that the problem was with the community's perception, not with anything that the police were doing.
- That is going to be the biggest challenge, because there is a whole culture built up around accepting that sort of behavior, permitting it.
- A number of folks in this group were part of the city committee for diversity and inclusion that ultimately got shut down because the police weren't interested in that committee moving in the direction of addressing police matters.
- The police have been very closed to even considering change.
- The biggest challenge is going to be finding a leader who can change that culture and bring that openness to listen to the community and can find a way to bring other people into a space where they can consider what ways we might be able to improve so that we are not going to be forcing out our residents and traumatizing people, where no trauma is necessary.
- Basically, the challenges are systematic racism, profiling minorities, which includes immigrants, and also, those with disability or LGBTQ.
- Another challenge is members of the broader community who need more sensitivity to those issues; they need to have from the top-down, from the leadership, the chief of police to change the entire ?? their attitude, how to deal with this.
- I'm one of those who experienced the profiling by Bexley Police more than once. This is the time for us, the waiting that we can do it right - we want to get it right.
- The other officers are including the second in line, the senior officer to the newest officers, they are all under his [her] leadership. So, the top has to change.
- How can we get a chief who is aware of those issues and then who can overcome diversity and those matters? One who will do it right and willing to, not just because he is or she is the one that has a job.
- That has to change and whatever the process is that we're working on, we want to make sure that we will pick the right person to lead this and tackle this issue.
- The total mentality of not being willing to attend events in the communities, especially communities of color who have organized the event, needs to change.
- My opinion and I think that is universally agreed upon that the role of the police or law enforcement is to keep community members safe.
- The story we tell about ourselves self-perpetuates and creates that environment where you do get that sense of like, "Well, that person clearly doesn't belong here. They're not from here, like, whatever."

- I think getting the city to still preserve a sense of itself so it does feel distinct to live here and to choose to live here if you-- if you have that choice, but also to understand and build ways for us to knit together with the city and the communities that directly surround us is something that we as a city and a community and as city leaders could do more of.
- I think we need somebody who actually sees the problem; they have to recognize that there is a problem, and they have to want to come in and make that change.
- We can get any "great leader" but that doesn't mean they're the right leader.
- I think what we need is somebody in this position who understands the mindset that they're up against.
- We have a lot of interesting characters that live within these boundaries, but we need somebody in this position whether it's a man, woman, whomever, they need to see this problem and they need to address this problem and work with their department to change this problem.
- In recognizing the problem, what we're really looking for is someone who recognizes the core problems with the institution of policing that have been identified in the last few years.
- These same problems are manifesting in many communities across the country and people are struggling with them all over, so we're not unique in that aspect and it's very easy to imagine someone who has been addressing these problems in another area and has been finding ways to help identify and prioritize which problem should be addressed first and how they will be addressed. So, someone with that background.
- Dublin and Upper Arlington had the unique opportunity to have a chief who was willing to go that extra mile and create-- and it's not perfect. But there was somebody who is willing to grab the bull by the horns and meet that effort.
- It's called the DEI Unit, the Dublin Police Department, Upper Arlington, followed. The chief started in Dublin and created a special unit. They are doing the volunteering by the police patrol officers who are willing to engage the minority community, and they're willing to do it.
- What they're looking for is the makeup. The makeup of the person. What kind of person are they? They can get along well with you; are they, hard-working, honest people?
- So, for this job like a police chief job, they should have the qualification of – do the job better done with a qualified job.
- We should be focusing on the makeup of this person, who this person is, what kind of humanity that this officer has towards minority, immigrants, somebody with a disability, others.
- Those are all trained; they are trained to react to those people.
- I think a growth mentality is a part of what we're talking about here because it's very easy in policing to be very static in the way you look at things. "I trained; this is how it works. This is what we do. This works." But a growth mentality and someone who can look at a process and say, "Okay, this is pretty good. How can we make it better?"

**Question 2: What do you see as the greatest opportunity for the next chief of police to make a difference as it relates to community?**

- I think, improved use of de-escalation, and alternatives to use of force, social services collaboration. There's been a lot of talk about mental health around the community.
- And how we engage and expanded use of social services, instead of law enforcement?
- Street stops and traffic stops have been another big area where that can be massively changed. There's no reason we even have to be using officers for traffic stops.

- I know that's something that civic leaders have been very receptive to as an idea; that could be something that's done like code enforcement.
- You know, you have someone who's coming to, you know, write citations for you being parked in the wrong place. But a nonarmed person with different training who's literally just there to enforce the code. It doesn't have the same potential for ramping up every stop in Bexley involving vehicles because officers ride alone. So, anytime they stopped a vehicle, they immediately call for backup, which immediately increases the stakes and the perception of every situation. Like, there are a lot of things like that, that can be changed with de-escalation, improved de-escalation.
- It's knowing the right situation, good intuition, being pragmatic in discretion.
- It's like just knowing your audience. Getting a great read of the room, I think, can help even alleviate some of that. But we need the right person in the job to be able to recognize that.
- The current police department has not done a great job of engaging with the community either to seek feedback or even just to sort of answer questions.
- There is a community engagement policy currently in the BPD's manual. Much of which is there only in writing so they could qualify for certain accolades within Ohio to say we're on the progressive front end of policing, but we don't actually follow any of that.
- There are things we put into effect in 2017 to meet those standards that we then have literally never done anything with.
- There are supposed to be annual surveys of the community from the police department. There's supposed to be a community civilian feedback group, which is there. None of those things have ever existed. None of them have ever been started or tried. It was written into a policy just so the police could say, "Look at all we're doing, we're doing well," but there was no real desire to engage with the community.
- Reinvigorating some of that, catching up to what we already have said we're doing, and then looking at where we can go from there is going to be a huge opportunity. Because right now, talking about community engagement is absolute meaningless window dressing.
- The characteristics of a chief is moving away from a deficit mindset about the community as a whole like what's wrong with it, who's not supposed to be here? This a very negative aspect.
- I think as a leader of our community and of the police force, this new person can help build that sense of community and build that sense of togetherness and create bonds and relationships that help us tell a story about how we all can get along and how we can resolve conflict or to build all the things we want to be doing as a community and operating not from this sort of deficit or like fear-centered mindset and from a growth mindset from a positive mindset, from a community building mindset.
- I think those are all things that-- that this person could do and could really shift the perception of both the police department itself, but also kind of how we, as a community, see ourselves.
- It really is about building that sense of community and community isn't just Bexley people necessarily.
- We have to have somebody who is willing to have this sense of community.
- I don't know if there has been a community policing force that has done anything like this but engaging in a social contract with the community to define what does safety mean to us as a community and the police department willing to sign on and say, yes, we share that definitely with you as a community, and we will abide by that definition to ensure that we meet your standard of what safety means for us.



- I think the person in that chief role needs to be able to have a very deep relationship with members of the community and especially the community groups to be able to actually hear them and listen and follow through on it.
- It's like a who's running this city, kind of mentality - the chief acts like he is the one running the show.
- The chief is serving us.
- The tax money is to hire the chief to protect us exactly for the safety, safety for all, not just the one committee member. So, that kind of mentality and the personality is totally missing from the past.
- We want a chief with a personality of, qualification of being able to see who I am and where/how the chief will fit in this community.

**Question 3: What do you see as the greatest opportunity for the next Bexley chief of police to make a difference as it relates to the division of police?**

- Being able to create an openness in the Bexley Police Department culture to the possibility for changes. The potential impact of those changes like redefining how we examine those services, whether it's just from our training and experience, or from a more a community-feedback-focused model, that openness and being able to create that I think is probably the greatest opportunity to make a difference internally.
- Great opportunity to educate the chief and members of the division of police on the history of institutional and systemic racism. If you understood the history of our country and history of police, recognize the institution has not changed, it only adapted.
- When you take into consideration the origin of police was slave catching and for officers to come into the force and not recognize the gravity of the power they hold does not make me feel safe.
- I think it would be beneficial for officers who are dispatched and interacting with the community to have knowledge of the power dynamic and the historical implications of their authoritative position. To be ignorant of that is an abuse of power and I think that is what we see now.
- People have that feeling that police were not there to protect and serve them, and I think it is important for all officers to have that education and act accordingly.

**Question 4: What issue(s) facing the city of Bexley should the next chief of police be aware of?**

- Culture, othering, institutional racism.
- Understand that training of officers is key.
- One thing connected to education, police need to recognize and reconcile with the history of systemic racism and that also lies within our general community population. If police can be an advocate for breaking down systemic perceptions within the community – coming from a person such as police would be more impactful.
- There are members of the community who don't think these issues are real, and police can be a bridge to those folks to help them think of things differently.
- The community needs to work in harmony, but it is fractured.
- Training of the police department should be extended to the dispatchers within the department.
- They are the first ones that get those calls and there are examples in other suburban departments where this is done.
- We should collaborate with other suburbs who are doing these types of things and who are changing the culture.

- We need to work with surrounding communities such as Columbus and Whitehall as situations may go beyond Bexley and we need to have collaboration with the other police departments.
- Expand the definition of training beyond only the police.
- Data transparency is important, only recently there has been data coming out of the department.
- We have experienced police indicating they can't get the data for us.
- There is a problem of lack of transparency when related to police information.
- These issues are dividing the community – no one is trying to correct it. WE need the new police chief to build a bridge.
- Someone who can take tough conversations and being able to discuss these real tough conversations without being defensive and find ways to take the feedback and not shut it down, but rather take it.
- Not addressing these issues enabled officers to continue that same pattern of behavior.
- The next chief needs excellent bedside manners and the ability to see all sides of an issue or matter – a person who can understand constructive feedback.
- Help educate the community as to when do we use the emergency line...is there protocol they can use to redirect non-emergency calls so officers are not responding to those type of calls?
- We are looking for a unicorn – as long as someone knows the unicorn does not exist and tries very hard to resolve and understand the problems and tries to address them that is something we can understand.
- AS it relates to the chief of police, we need to see their track record...how did they get to the top...what did they do to climb the ranks.... what have they done in community...did they/can they bridged gaps ...What is their behavior...have they been removed from other forces for bad behavior...have they created programs? These are questions we need to know
- Looking for a person that someone's safety comes at the cost of someone else's mental health.
- A chief who sees both sides of the story and accesses the situation fully.
- We would like if they were not involved in some type of "brotherhood." There should be no affiliation with any group that is considered a white supremacy group. It is important for us to know and is our business if they represent our community.

**Question 5: What is the number one thing the next Bexley chief of police should prioritize?**

- Category of Harm Reduction: social services collaboration, institutional racism, de-escalation, alternative uses of forces, routing crisis communication for non-police responses when you can identify where the greatest harm is being caused and figure out ways to mitigate/eliminate them.
- Being a strong and good listener. Yes, being an excellent communicator is important...be curious without preconceived notions...meet with everyone and hear what they have to say.
- Don't come with a vision and implement it – first get to know the community – all aspects and groups in the community – listen and then build.
- The number one issue for me is minority outreach, listen to minorities first, the most and more – I want special attention to the minority outreach area – special attention because we know the minority issues exist, so for the chief to come to us first is important.
- It is the equity in the DEI.
- If you do right by the least of us you do right by all of us.
- Treat minorities with respect, you will treat everyone with respect.

## Other Considerations

- The officers, mayor and other leaders should listen to the townhall meeting with Dublin and Upper Arlington police and members of the Bexley community. It was a great discussion and it is on the Bexley DEI YouTube channel.
- A summary of the content of the town hall underscores the fact that Dublin and Upper Arlington police have been deliberate and committed to addressing communications gaps and change the culture within their respective divisions. The content of the conversation with Dublin and Upper Arlington demonstrates the importance of culture and shines a light on the mindset of leadership, the officers. The eagerness of the officers to continue to work on improving relations between the police and the community – the minority community – is critical to changing the culture and the mindset of the police. As a result of the work of Dublin and Upper Arlington leadership and police, the police departments have finally started earning the trust of people.
- Another consideration outlines the understanding that in recent times there is an understanding of how police may be feeling; they are under heightened scrutiny and that may have police officers and departments hyper-fixated on optics, which I think that is dangerous. My hope for a new chief would be that they are able to hold themselves and the department accountable and do so with transparency.
- I believe the authority of police being police and the humility to grow and develop a relationship with community. We recognize officers as human beings and they make mistakes and that is fair. I don't think it is fair for them to hide mistakes as it creates problems and lack of trust
- We need to better understand the role of officers and understanding incidents and what leads to them. The community does not understand why there are so many negative interactions.
- Having a dedication and commitment to serving the community and not protecting the image of the police is key to changing the culture and community dynamics.



## ADDITIONAL COMMENTS FROM SURVEY QUESTIONS

*Comments included praising officers and the work they do, as well as having officers more visible in the community, connecting with residents:*

- Bexley Police Department needs to have relationships with the advocacy groups (BDEI, DARN, BARP, BMBA, BRAIR, etc.) in Bexley as well as actively engaging in relationships with surrounding communities. Our officers need training on de-escalation, youth interaction, implicit biases, as well as following the lead of the diversity and inclusion practices done in Dublin and Upper Arlington.
- A priority not listed was additional officer training: mental health, autism, dementia. More training to de-escalate, cool-down. Anger management, self-care and burnout must be things officers need in spades.
- Change the culture to make this beneficial and accessible for more officers.
- The officers should engage the community in a friendly fashion – most do, some do not, all should. No one should ever feel intimidated by the officers. Training should include how to best interact with citizens in order to gain their trust and respect.
- Have officers who are more culturally aware and up-to-date on modern policing trends.
- Seeing more officers out and about (walking, biking, etc.). It's hard to get to know them while they are driving.
- I would like to see us add more officers and more presence.
- Communication, help break the barrier between resident and police officer. Go back to neighborhood policing.
- More officers. More visibility.
- More approachable and relationships with the teens in the community.
- Have our community get to know our officers more personally.
- It would be great if officers could be out of their cars more and be able to chat and interact with citizens they might see.
- I think they have done an excellent job over the past years.

*Comments centered on wanting more visibility in the community, seeing officers patrol and seeing officers in the neighborhood interacting with residents.*

- I don't just want to feel safe; I want my family to be safer. I would like to see a focus on crime prevention.
- I also NEVER want to see anyone hurt because of the color of their skin. Please never let anyone unnecessarily get hurt or killed because of some sort of stereotyping.
- I would like to see them around more often. We live in an area with a higher crime rate and it would be nice to see them around more.
- I like seeing officers on patrol in our neighborhoods and am happy to see them as often as possible.

*Comments include consistent praise of the police department for its focus on protecting the Bexley community, underscoring the importance for police to be more responsive to the needs of the Bexley minority and Black community and underscoring accountability and transparency.*

## BEXLEY CHIEF OF POLICE SEARCH COMMUNITY FORUM FEBRUARY 17, 2022

### **Q1.** *What are the challenges in the city of Bexley that you would like the next chief of police to address?*

Rising crime

Community policing

Understanding trauma and mental health and how they impact behavior and police interactions with the community. I believe that the Chief needs to know about adolescent development and trauma and be able to have the police force apply them to interact

Bridging the needs of our city with the stressors of our officers in a way that is supportive of both groups

Fair and equitable community policing

Extensive training in implicit bias

Racial profiling accusations

A strong dedication to community engagement, transparency, and communication

Crime from people coming from outside- theft, B&E

Positively interacting with all citizens of our city, some do NOT like our Police ... Period

Ensuring our Police officers' duties are understood by our citizens

Crime; security

Increase in crime

I would like to see the next police chief address both the rising crime and traffic violation issues along the Livingston corridor, while also balancing the issues of over-policing when it comes to minorities driving through Bexley

Petty theft

Communication with community and leadership in department

Rising crime in Columbus. Recruiting highly motivated and professional officers

Supportive of police

**Q2.** *What do you see as the greatest opportunity for the next chief of police to make a difference as it relates to community?*

To improve community relationships with the police force and educate people about when it is appropriate to call the police

Building relationships!! With our entire community as well as with our officers to create a better culture

Being available to the public

Trust between the public and the policing in general

Being available to the public

Trust between the public and the policing in general

Echo working with youth and developing positive relationships!

Open a true dialog with the community, not just excuses

Working with youth

Continuing support our BEXLEY Citizens Police Academy

Striking a healthy balance amidst strong community policing, fair investigations, and community engagement

Make sure to continue to hire from a diverse pool of potential officers and administrative candidates

More positive community visibility- education

Continuing to reform certain policing policies when it comes to minor traffic violations, as well as other criminal justice reforms

Understanding mental health needs

Being involved with all areas of city and surrounding community

**Q3.** *What do you see as the greatest opportunity for the next Bexley chief of police to make a difference as it relates to the division of police?*

Internal support

To address the trauma that officers experience when they see crime and crime victims and interact with them

Ensuring the needs of officers are being met

Create an innovative culture that matches our City's culture and bring our officers into the decisions for change so they are invested

Strong, hands on leadership with fellow officers and encouraging a diverse police force and increasing police officer morale. Supporting police officers while embracing change.

Support our Police officers, KNOW they ARE professionals treat them as such

To ensure officers and trainees receive appropriate training in trauma, mental health, and adolescent development to better interact with the community.

Be a public voice with our community

Continue to hire and motivate the best officers and let the community know this

Mental health intervention

Helping the community understand how the department operates

Make sure to hire from a diverse pool of potential officers and administrative candidates

Expanding citizens police academy for community youths

Share with the community the daily tasks Police face ... And tammers they gave.

Make sure the police are trained in de-escalation and other alternative forms of community policing

Find out each of their challenges as it relates to policing and assisting them in meetings those challenges

Agree, have Chief and Council members do ride alongs, please

Police and community should work together to solve problems. Work as a team.

Understand the challenges of Columbus surrounding our city

Work with officers in the field ("ride alongs").

.... The challenges and dangers they face

Leadership in building morale. Positive reinforcement of community policing practices

Making sure officers are comfortable and feel supported by the community

Encourage morale, relate to officers, support officers, training in adolescents, mental health

I hope that the new chief will be aware of and take advantage of grant opportunities coming from federal funds (ARPA).

Working and understanding the diversity of the community



**Q4.** *What issue(s) facing the city of Bexley should the next chief of police be aware of?*

NEEDS OF MINORITY COMMUNITIES

We are surrounded by a high crime city. Many in the community do not trust the police.

Some groups insistent on degrading our Police

The issues along the Livingston corridor and in SW Bexley need to continue to be addressed in new and innovative ways, which must also be done in conjunction with The City of Columbus

Nighttime crime

The relationships between the department and community are very fragile

THE BUBBLE

Changing demographics. Respect for all

The Buzzzzz

Division of groups and try to bring to common ground.

Senior Prank weeks ...

Crime in the mayfield area

Porch pirates

The issue of discriminatory policing true or perceived of citizens and pass through people

Crime from other communities

Bexley is seen as a community of opportunity for criminals. Hardening the target education for the community would be great. Lets make it harder for criminals.

We are PART of a community that surrounds us and has been subjected to systemic disinvestment. We should not see it as a problem but an opportunity to collaborate.

Dynamics of block watch and sensitivity of community members

By the bubble I mean that people in Bexley don't interact enough with people outside of their direct orbit/comfort zone.

By the Buzz- a vicious social media culture

Gunfire from outside NE Bexley

City collaboration

Ensuring traffic violators are STOPPED, possibly enduring further criminal activity is prevented

Some in our community quickly jump to conclusions without waiting for facts to surface. A little more patience for objective facts to come out before making assumptions would go a long way. Facts do matter.

Tackling the issues with crime and traffic along the Livingston corridor in conjunction with The City of Columbus (since it is shared jurisdiction)

Changing demographics

**Q5.** *What is the number one thing the next Bexley chief of police should prioritize?*

Positive relations between police and community.

Creating a positive culture of our Police Force within our city

Keeping Bexley free of crime. Helping the city relate to neighbors.

Strengthen communication within the department and within the community

TRUE COMMUNITY POLICING

Strengthening and enhancing existing solid investigative work while making changes to community perception and communication.

To ensure that both the officers who serve the community and the members of the community itself (both residents and people who come to Bexley) are supported and listened to.

Effective change that the community notices

Internal culture- a strong, engaged, ethical culture that supports each other and our citizens will be the first step for all of us

Community citizens assistance in policing. See something that looks strange let the police know. Be involved to assist police to make community and surrounding area safer

Let the community know that the agency strives to be the best and respects all members of the community.

Tackling the issues with crime and traffic along the Livingston corridor with The City of Columbus (since it is a shared jurisdiction)

Community engagement and acknowledgement of perception of racism

Engage with elementary schools (police are our friends)

Safety within community and around the schools.

**BEXLEY CHIEF OF POLICE SEARCH COMMUNITY FORUM**  
FEBRUARY 23, 2022

**Q1.** *What are the challenges in the city of Bexley that you would like the next chief of police to address?*

Tension between residents and the department

"The bexley bubble"

Racially disproportionate policing impacts in stops & treatment. Crisis intervention. Harm reduction. Communication & data transparency.

Enhancing our City's relationship with surrounding communities.

Equitable treatment of communities of color, and individuals from surrounding communities

Keeping city safe while keeping morale high in the department and working with community groups

Community relations; block watch support; DEi focus

Rising crime from areas surrounding Bexley. Looking for proactive education or suggestions on making Bexley and its resident less of a target for crime. Strong accountability for arrest and criminal sentencing.

Equal treatment for all regardless of color

DEI

Transparency report annually

Supporting community policing efforts.

Hiring the best police officers.

Crime and traffic violations are always present but the biggest change we need is improved relations with all members of our community regardless of race or ethnicity.

Community engagement & implementation of existing policy.

Enforcement of laws on the books.

Making sure good people are recruited.

Policy on how to protect public officials who live in Bexley.

Neighborhood policing engaging residents setting realistic expectations of police focus

Leading to develop a sense of community and support between community and BPD

## **Q2.** *What do you see as the greatest opportunity for the next chief of police to make a difference as it relates to community?*

We need officers who are committed to making our community better, not just enforcing the rules.

Bringing our department into a new way of policing with a focus on mental health issues, community relations and social justice issues.

Changing police culture; helping to make Bexley more welcoming for all individuals

Create better communication channels. Develop their equitable policing policy. Become part of the neighborhood while also protecting residents

Implementing more direct community policing collaboration/oversight. Intentional examination and continuous review of police data to improve.

Helping the community to get to know officers more frequently

To make a greater presence at community events and celebration. Being a good "face".

Strong communication skills will lead to greater community support. Keeping city safe with sound police policies

Guiding and uniting the community on the issues of facts, solid police work, and correcting any misperceptions. Strengthening mental health assistance for those in need.

Being a leader in community policing, getting to know officers more personally so as to establish trust, respect and honesty.

Innovation - internally and externally

Applying quality improvement to identified areas of department poor performance

Being approachable while also explaining the role of police in the community. Bridge the gap

Develop a community that is willing and ready to work with the police as well as respectful with a mayor and City Council that is willing able to be innovative in ways that will help.

Actually hold officers to policies and laws

Creating a department-wide commitment to improvement goals and using a measurements-driven process to create positive change.

Creating an officer-wide commitment to measurable improvement goals and a process for achieving them.

### Q3.

### *What do you see as the greatest opportunity for the next Bexley chief of police to make a difference as it relates to the division of police?*

Openness to critical self examination & reform.

Hiring diverse candidates

There can be more work with Capital University security as well as being sure to enforce the laws of Bexley and the state are enforced both on and off campus to better integrate the Capital community with Bexley.

Setting clear best practices and be willing to enforce progressive discipline. Reward good behavior but be willing to have the tough conversations with poor performers

Bringing in additional supports such as DEi, mental health responses and community policing

A new approach to policing.

Innovation - internally and externally

It is hard time to be a police officer. I would like the next chief of police to find ways to boost morale in the dept, to let officers know this community support them, and to be open to tweaking things that can be improved.

Continue to hire men & women of character and ability. Improve data collection and distribution. Communicate with community members

Modeling compassionate and equal treatment of all regardless of color and adhering to laws and policies

Create a department-wide commitment to improvement goals and using a measurements-driven process to achieve them.

Seeking community feedback regarding complaints and complaint resolution.

To be front and center in the community so as to engage the public.

Avoiding defensiveness over residents concerns

Helping to convince opinion changes for problem officers or help them move on to new roles elsewhere.

**Q4.** *What issue(s) facing the city of Bexley should the next chief of police be aware of?*

How to create communication without being overwhelmed residents in bexley can be seen as needy and it's tough to find that professional balance.

Generations of families live here; change can be difficult for residents of Bexley.

Historical sentiment of Bexley Bubble, in conjunction with changing communities around us.

There are concerns about racism and the Chief should be ready to address these matters as the nation struggles with these issues and the Chief should be wary of Capital and sexual assault and rapes that occur on campus and deal with them fairly.

The perception of policing in our community and those around us

Bexley police need to get better at responding appropriately to the situation. The previous chief instilled a "react strongly to anything that may be of concern" approach. That just doesn't have the right calibration.

The next chief should be aware that some in the community quickly jump to conclusions without having all or any facts. A strong honest chief could work with our residents to not automatically assume the worst in every situation.

Budget reexamination to allow desired policing services while also making more space for other community priorities.

Massive income inequality can cause a major disconnect in residents priorities

Divisions among Bexley residents based on wealth, race, and generational privilege

Perception of surrounding communities that Bexley stops people of color, without cause, passing through and that Bexley is not a safe place to move through.

Changing demographics requires sensitivity to relevant diverse communities. Keeping priorities on crime prevention in a fair manner

Communication and interaction with the community can be improved. Would love respectful, two way dialogue to advance conversations and be united on moving the needle forward. Being open to new ideas can be a GREAT thing.

Understanding that, as a small community, our policing efforts effect those outside our city boundaries. Being willing to build relationships with outside communities and understand the reach of our policing efforts.

Some listen to rumors and disregard the facts and truth.



**Q5.** *What is the number one thing the next Bexley chief of police should prioritize?*

Transparency and communication

Community-driven improvement goals and an engaged process for achieving them.

Making sure new residents of Bexley are welcomed into the community.

Addressing systemic racism in BPD practice and policy.

Demonstrating a sincere interest in getting to know our residents and supporting our officers who care tons about our residents.

Reduce crime and keep responses to calls quick and complete. Keep up the good work of calling on residents to be the eyes and ears of Bexley for the police which means valuing resident input.

Change the culture of policing in Bexley

Ensuring equal treatment under the law for all

Keeping department morale high while broadening community support through communication skills



**TOGETHER.  
WE ACHIEVE MORE.**

