

**City of Seattle**



**Chief of Police  
Seattle Police Department**

**Confirmation Packet  
July 17, 2018**

**Carmen Y. Best**



# City of Seattle

Mayor Jenny A. Durkan

July 17, 2018

The Honorable Bruce A. Harrell  
President, Seattle City Council  
Seattle City Hall, 2<sup>nd</sup> Floor  
Seattle, WA 98104

Dear Council President Harrell:

I am pleased to transmit to the City Council the following confirmation packet for my appointment of Carmen Y. Best as Chief of Police for the Seattle Police Department

The materials in this packet are divided into two sections:

**A. Carmen Y. Best**

This section contains Ms. Best's appointment and oath of office forms, her resume, and the press release announcing her appointment.

**B. Background Checks**

This section contains the report on Ms. Best's background check.

Carmen Best is a 26-year veteran of the Seattle Police Department and has served as Interim Chief of the Department since January. Prior to being named Interim Chief she served as Deputy Chief, overseeing the Patrol Operations, Investigations, and Special Operations Bureaus, as well as the Community Outreach section.

Chief Best has completed the Senior Management Institute for Police, the FBI National Academy, and the Criminal Justice Executive Leadership Academy. In 2015, she received the "Newsmaker of the Year" award from the Seattle Black Press. In 2016, Chief Best completed the Major Cities Chiefs Association Police Executive Leadership Institute. She will receive her Master's in Criminal Justice Leadership from Northeastern University later this year.

Chief Best is a member of the National Organization of Black Law Enforcement Executives (NOBLE), the National Latino Police Officers Association (NLPOA), the Law Enforcement Immigration Task Force (LEITF) and the Human and Civil Rights Committee (HCRC) for the International Association of Chiefs of Police (IACP). She is also on the Trustee Board for Lakeside School, the Visit Seattle Advisory Board, and is the Leadership Council Chair for the United Negro College Fund (UNCF) Seattle.

Chief Best has a passion for her job, for our officers, and for our City. She has an unparalleled work ethic and a deep understanding of our officers and our neighborhoods. Just as importantly, she is committed

to the hard work of accountability and reform. I know that she is the right person to lead the Seattle Police Department and I urge you to confirm her.

If you have any questions about the attached materials or need additional information, please contact Deputy Mayor Mike Fong at 206-256-6191, or via e-mail, at [michael.fong@seattle.gov](mailto:michael.fong@seattle.gov).

Sincerely,



Jenny A. Durkan  
Mayor of Seattle

**SECTION**

**A**



**City of Seattle**  
Mayor Jenny A. Durkan

July 17, 2018

Carmen Best  
Seattle, WA  
Transmitted via e-mail

Dear Carmen,

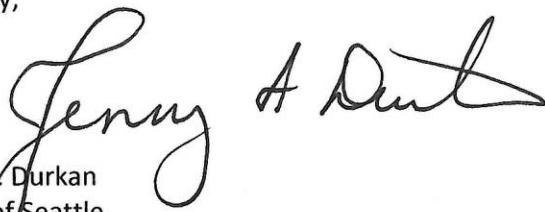
It gives me great pleasure to appoint you to the position of Chief of Police of the Seattle Police Department at an annual salary of \$250,000.

Your appointment as Chief is subject to City Council confirmation; therefore, you will need to attend the Council's confirmation hearings. Once confirmed by the City Council, you serve at the pleasure of the Mayor.

Your contingent offer letter provided employment information related to the terms of your employment, benefits, vacation, holiday and sick leave. If you have questions about your employment with the City of Seattle please contact Susan McNab, Acting Human Resources Director, at 206-615-1622.

I look forward to working with you in your role as Chief and wish you success. We have much work ahead of us, and I am confident that the Seattle Police Department will thrive under your leadership.

Sincerely,




Jenny A. Durkan  
Mayor of Seattle

cc: Seattle Department of Human Resources



# City of Seattle Department Head Notice of Appointment

<b>Appointee Name:</b> <i>Carmen Y. Best</i>		
<b>City Department Name:</b> <i>Seattle Police Department</i>		<b>Position Title:</b> <i>Chief of Police</i>
<input checked="" type="checkbox"/> <b>Appointment</b> <i>OR</i> <input type="checkbox"/> <b>Reappointment</b>		<b>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Specify appointing authority</i>		<b>Term of Office:</b> <i>City Council Confirmation to Serves at discretion of Mayor</i>
<b>Legislated Authority:</b> <i>Seattle City Charter Article VI. Sec. 2</i>		
<b>Background:</b> Carmen Best is a 26-year veteran of the Seattle Police Department and has served as Interim Chief of the Department since January. Prior to being named Interim Chief she served as Deputy Chief, overseeing the Patrol Operations, Investigations, and Special Operations Bureaus, as well as the Community Outreach section.  Chief Best has completed the Senior Management Institute for Police, the FBI National Academy, and the Criminal Justice Executive Leadership Academy. In 2015, she received the "Newsmaker of the Year" award from the Seattle Black Press. In 2016, Chief Best completed the Major Cities Chiefs Association Police Executive Leadership Institute. She will receive her Master's in Criminal Justice Leadership from Northeastern University later this year.  Chief Best is a member of the National Organization of Black Law Enforcement Executives (NOBLE), the National Latino Police Officers Association (NLPOA), the Law Enforcement Immigration Task Force (LEITF) and the Human and Civil Rights Committee (HCRC) for the International Association of Chiefs of Police (IACP). She is also on the Trustee Board for Lakeside School, the Visit Seattle Advisory Board, and is the Leadership Council Chair for the United Negro College Fund (UNCF) Seattle.		
<b>Date of Appointment:</b> <i>7/17/2018</i>	<b>Authorizing Signature (original signature):</b> 	<b>Appointing Signatory:</b> <i>Jenny A. Durkan</i> <i>Mayor</i>



**CITY OF SEATTLE - STATE OF WASHINGTON  
OATH OF OFFICE**

**STATE OF WASHINGTON**

**COUNTY OF KING**

**I, Carmen Y. Best, swear or affirm that I possess all the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of Chief of Police; that I will support the Constitution of the United States, the Constitution of the State of Washington, and the Charter and Ordinances of the City of Seattle; and that I will faithfully conduct myself as *Chief of Police of the Seattle Police Department*.**

\_\_\_\_\_  
**Carmen Y. Best**

**Subscribed and sworn to before me  
this \_\_\_\_\_ day of \_\_\_\_\_, 2018**

(affix seal)

\_\_\_\_\_  
**Monica Martinez Simmons, City Clerk**

**CARMEN Y. BEST**  
**Interim Chief of Police**  
**Seattle Police Department**

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**EXECUTIVE MANAGEMENT**

Interim Chief Carmen Best is a twenty-six-year veteran of the Seattle Police Department and was selected as the Interim Chief in January of 2018. She played an integral role ensuring full and effective compliance after the Department entered into a Consent Decree in 2011 with the Department of Justice. Prior to becoming the Interim Chief of Police, she led the Special Operations Bureau, Criminal Investigations Bureau, Patrol Operation Bureau, and Community Outreach Section, which taken together encompass 99% of sworn personnel. Interim Chief Best's leadership has been instrumental in achieving compliance in all ten Department of Justice monitoring reports, building community outreach and engagement, and decreasing overall crime rates in Seattle.

Chief Best is completing her Master's degree in Criminology and Criminal Justice Leadership from Northeastern University in 2018. She has completed the Police Executive Leadership Institute (PELI) and has been published with the Bureau of Justice Administration, Executive Sessions on Police Leadership. She has been leading Department efforts on addressing re-entry, youth violence prevention, juvenile domestic violence, and community partnerships with the immigrant and refugee communities. She sits on two national IACP committees: The Human and Civil Rights Committee and the Law Enforcement Immigration Task Force. She is the current regional Chairperson for the United Negro College Fund (UNCF) and is regularly requested as a keynote speaker or presenter on a variety of policing topics.

**EDUCATION**

**Master's of Science (Candidate) in Criminology and Criminal Justice Leadership**  
Northeastern University, Boston, MA (Anticipated 2018)

**Bachelor of Arts G. S.**  
Western Illinois University, Macomb, IL (2010)

**Executive Session on Police Leadership**  
Bureau of Justice Assistance (2016)

**Police Executive Leadership Institute (PELI)**  
Major Cities Chiefs Association (2015)

**Certificate in Criminal Justice Education**  
University of Virginia, Charlottesville, Virginia (2010)

**FBI National Academy**  
U.S. Department of Justice, Quantico, VA (2010)

**Senior Management Institute for Police**  
Police Executive Research Forum, Boston, MA (2006)

**Certificate in Police Administration**  
University of Washington, Seattle, WA (2003)



**CARMEN Y. BEST**  
**Interim Chief of Police**  
**Seattle Police Department**

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**WORK EXPERIENCE**

**INTERIM CHIEF OF POLICE**

**Effective January 1, 2018**

The City of Seattle is the largest city in the State of Washington and the 18<sup>th</sup> largest city in the United States with a population of 750,000. The city covers with 143 square miles and 59 square miles of waterways. Seattle is a port city and home to companies such as Starbucks and Amazon. The Seattle Mariners, Seattle Seahawks and the University of Washington can draw fans from all over the region, increasing the City's population to with well over a million in population on any given day.

**Accomplishments and Responsibilities Include:**

- Oversees the management, administration, planning, coordination and strategy for the Seattle Police Department's 1900 employees (1400 sworn/500 civilian) and \$350-million-dollar budget
- Works closely with the Mayor, City Council, and city department heads on policy issues and public safety
- Close collaboration with federal law enforcement and local police agencies on regional law enforcement issues, task forces and mutual aid
- Partners with the County Prosecutor and City Attorney on issues of public safety, diversion and reducing incarceration
- Oversees sworn operations that has seen a 5% reduction in overall crime from 2014-2016 and a continued reduction in overall crime year-to-date 2017 as compared to 2016
- Created Micro Community Policing Plans, an approach focused on procedural justice and community policing principals, which has been recognized by the IACP and the DOJ as a national model for community policing
- Revamped the Seattle Police Department's community outreach and engagement efforts.
- Established the Puget Sound Crime Gun Task Force in partnership with Alcohol, Tobacco, Firearms and Explosives (ATF). The task force has seen a significant increase in recovered firearms from 2014 to 2017
- Directed department reform efforts regarding early intervention systems, body worn cameras, crisis intervention, de-escalation, use-of-force and the disciplinary process
- The Seattle Police Department has been found in compliance with all ten Department of Justice progress reports, which were part of the consent decree process Oversee the Community Outreach, Youth Violence Prevention Initiative, and Race and Social Justice units responsible for strengthening communication between SPD and Seattle communities, particularly communities of color and immigrant and refugee communities
- Oversee and direct the department's Command Staff and administration in creating and implementing the mission, vision, strategic planning, contingencies, budget, staffing, crime trends, and crime fighting efforts of the Seattle Police Department
- Works with the Seattle Police Officers Guild, Seattle Police Management Association and other unions on mutual issues of concern including contract negotiations

**CARMEN Y. BEST**  
**Interim Chief of Police**  
**Seattle Police Department**

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**SEATTLE POLICE DEPARTMENT ASSIGNMENTS**

**1992 - Present**

- Interim Chief of Police
- Deputy Chief of Police
- Assistant Chief Criminal Investigations
- South Precinct Commander
- Community Outreach Commander
- Robbery/Gangs/Fugitive (RGF) Lieutenant
- Narcotics Commander
- Operations Lieutenant
- Watch Commander
- Media Relations Sergeant
- Police Sergeant Patrol
- Public Information Officer
- D.A.R.E. Officer
- Police Officer

**RECOGNITION**

- Seattle University, Advisory Committee, Member of the Year (2017)
- IF Project Community Ambassador (2017)
- Distinguished Public Service Award, East African Community (2017)
- Ruby Beeler Award of Excellence (2016)
- Keynote Speaker, Anti-Defamation League Annual Dinner (2016)
- IACP Presenter, Human Trafficking (2015)
- Newsmaker of the Year Award (2015)
- Keynote Speaker, MLK celebration (2014 & 2015)
- African American Women's Alliance (2013)
- Ethnic Chamber of Commerce, Award for Service (2011)
- Empowered Women of Color, Award for Leadership (2011)
- Impact Award, Narcotics Proactive Team (2009)
- Keynote Speaker, Gault Middle School Commencement (2009)
- Award, Cowan Park Neighborhood Association (2007)
- Spokeswoman "Safe in the Sound" PSA, KIRO TV (2006 – 2007)
- Award for Service, University of Washington Police Department (2007)
- Award for Service, Weed and Seed Coordinator (2005)
- Inspiration Award, Women in Law Enforcement (2004)
- Western Washington University/Women of Color Empowerment (2002)

**CARMEN Y. BEST**  
**Interim Chief of Police**  
**Seattle Police Department**

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**SPECIALIZED TRAINING**

- SPD Leadership and Command (60 hours)
- Executive Academy (Leadership Excellence) (48 hours)
- Ethical Character Driven Leadership (16 hours)
- USFA Command and General Staff Training (40 hours)
- FEMA All Hazards IMT Training (56 hours)
- SSFA All Hazards IMT Training (64 hours)
- National Drug Commanders Conference (64 hours)
- US Secret Service Dignitary Protection (40 hours)

**MEMBERSHIPS**

- National Organization of Black Law Enforcement Executives (NOBLE)
- International Association of Chiefs of Police (IACP)
- National Latino Police Officers Association (NLPOA)
- Federal Bureau of Investigations National Academy Association (FBI NA)
- Police Executive Research Forum (PERF)
- Major Cities Chiefs Association (MCCA)

**COMMITTEES AND BOARDS**

- International Association of Chiefs of Police, Human and Civil Rights Committee
- International Association of Chiefs of Police, Law Enforcement Immigration TF
- Board Member, Trustee Board Lakeside School
- Seattle University, Criminal Justice Advisory Committee
- Visit Seattle, Advisory Board
- United Negro College Fund, Regional Chair



**City of Seattle**  
Mayor Jenny A. Durkan

## **NEWS RELEASE**

### **FROM THE OFFICE OF THE MAYOR**

#### **FOR IMMEDIATE RELEASE:**

**Contact:** Kamaria Hightower, Mayor's Office, [kamaria.hightower@seattle.gov](mailto:kamaria.hightower@seattle.gov)

## **Mayor Durkan Names Interim Chief Carmen Best as Next Chief of the Seattle Police Department**

Seattle (July 17) – Mayor Jenny A. Durkan selected Interim Chief Carmen Best as the next Chief of the Seattle Police Department (SPD). Best, who previously served as Deputy Chief under Chief Kathleen O’Toole, is a widely-respected law enforcement leader who has been an instrumental part of implementing the historic reforms undertaken by the SPD.

“Getting the right Chief of Police is critical for our City. I have spent decades working in the criminal justice arena and led reforms efforts while U.S. Attorney. Based on my experience and after listening to our community members, studying background information, interviewing candidates, and thinking deeply about the qualities and characteristics that make a great police chief and an exceptional police department, I made my choice. I have no question that Carmen Best is the person to lead our City’s police department. Chief Best has a passion for her job, for our officers, and for our City,” said Mayor Jenny Durkan. “She worked in every neighborhood and understands the unique public safety challenges facing each community. She has an unparalleled work ethic and a deep understanding of our officers and our neighborhoods. Just as importantly, she is committed to the hard work of accountability and reform. For years, she has helped implement the reforms required under the Consent Decree, and like so many in Seattle, she knows that the job of reform is not done.”

In December, Durkan announced that she appointed Deputy Chief Carmen Best as the Seattle Police Department’s new Interim Chief of Police, effective January 1, 2018. As Deputy Chief, Best oversaw the Patrol Operations, Criminal Investigations, Special Operations Bureau, and the Community Outreach section. Best has worked for the Seattle Police Department since 1992. Prior to her current post, Best served at nearly every level of the Department, rising through the ranks of police officer, sergeant, lieutenant, captain, and deputy chief.

“I am incredibly grateful for the opportunity to serve as Chief of Police in this great city—a city that I love, with a department that I love. I am committed to the safety, equity, unity and diversity of our city, and fair and just treatment for all,” said Chief Carmen Best. “As the new police Chief, I’ll continue to help lead our Department through reform. As we enter the next phase of the consent decree, we will move

ahead with a culture of continuous improvement and innovation at the Seattle Police Department. This is what I expect, and what our community deserves.”

The Mayor’s nomination is subject to City Council confirmation.

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## **SECTION**

**B**

## Competitive Exam Answer #1

Please tell us how you would approach your first 100 days as the Chief of Police for the City of Seattle. Describe your work plan, including how you would establish key relationships inside and outside of the organization, set expectations for officers and staff, assess the organization and begin to imbed yourself in the community. What specifically would you do interact with and build relationships with communities of color and immigrant and refugee communities? Your response to this question should be no more than six total pages.

### **Work plan**

First and foremost, modern day policing is a service and one that is ever evolving. As a profession, we are at a crossroads in policing and the only way to successfully manage the policing profession is to be intentional in providing equitable policing service to all people.

For me that means engaging in and adhering to the tenets of 21<sup>st</sup> century policing practices in order to build trust and legitimacy between the police department and the community we serve. We must move past the "us versus them" era. Communities and officers must work together, so we know we are a part of the community and not apart from the community. It must be all of us working together to get buy-in and enthusiasm for sustainable positive change.

Working together, we can make the necessary changes to ensure everyone is provided equitable policing services. Practices that led to and/or supported institutional racism, oppression, marginalization, mass incarceration, racial disparity, and disparate socio-economic outcomes for people of color, and poor people need to be decimated and in their place we need policies, procedures, tactics, and accountability that enhance fairness, justice and generate public trust and organizational pride.

### **100 Days**

I have had the unique and wonderful opportunity to serve as the Interim Chief of Police for Seattle since January 1<sup>st</sup>, 2018. As the interim chief, I was directed by the Executive to not make large-scale changes in the short period of time. Although, I was limited in making robust changes, I moved on initiatives that were important to keep the organization moving forward on a positive trajectory for sustainment and to build the foundation for both internal and external procedural justice practices and accountability.

If I am made the permanent Chief of Police, moving forward I would avail myself to meet with the Mayor to hear in detail her expectations and to ensure that our department priorities align with those of the Executive. As an organization, we would move forward in the same direction to ensure public confidence that government is not disjointed but in communication and the direction is clear.

### **Expectations**

I have an intrinsic ability for working with people and building teams. I will take the necessary time to establish specific individual expectations as I continue to evaluate the skills of my Command Staff, but more importantly I will set the vision for the organization by providing

priorities and expectations to the men and women of the police department both sworn and civilian.

I will conduct a thorough review of the command staff to ensure we have the best personnel in place at the top of the organization. As an organization, we not only should lead reform and sustainment, but we have to ensure that our community believes and trusts the Seattle Police Department is serving them wholly, fully, and justly. As the Chief, I will work to guarantee the organization becomes a national leader on many fronts above and beyond reforms. To that end, we will work with the community to excel in every identified area of modern-day policing as identified in (COPS, 2015) 1) Trust and Legitimacy, 2) Policy and Oversight 3) Technology and Social Media 4) Community Policing and Crime Reduction, and 5) Training and Education and 6) Officer Wellness and Safety.

Part of my work plan would be assigning each of the command staff an area of responsibility for advancing 21<sup>st</sup> Century policing initiatives and working with community members via advisory councils, community based organizations, faith based organizations, businesses, corporations, government, and public – private partnerships to create planning in those areas.

### **Trust and Legitimacy**

I will ensure the Seattle Police Department is fully engaged in the Race and Social Justice Initiative. We have recently reorganized our change team. They are meeting consistently and taking on new projects that will permeate throughout the department.

It is essential that RSJI principles are at the highest priority of our command staff, I have scheduled my command staff to attend the Freedom School's Undoing Institutional Racism training, which, I have personally attended. I will ensure procedural justice practices both internally and externally by creating holistic community-based focus groups to help build a department-wide strategic plan on community engagement that involves the community and frontline officers. This process needs to be trusted by community members and the rank and file who make contact with them every day. This will be part of the strategy under a new Collaborative Community Policing Bureau that is staffed via redeployment of personnel. This bureau will bridge and connect frontline officers and community members by getting officers out of their cars and engaged in community activity.

A new bureau is only one step to improving a more cohesive relationship between officers and community. It must not stop there, I will ensure policies and practices continue to reflect the utmost level of transparency. We have already begun to include the community voice in our policies and practices, such as, the design and implementation of the community service officer program, body worn cameras, and providing on-scene video as soon as possible for public review.

While we have seen an increase in hiring officers from our diverse communities, we must work with our community-based organizations to ensure our department reflects the community it serves. Additionally, we will work with the Community Police Commission to ensure best practices in recruiting and hiring are implemented to achieve more diversity.



## **Policy and Oversight**

Our APRS unit is conducting a process for community review of all new policies that are being adopted. We already have internal support, and we will be working with the Monitor, DOJ and City for approval. I will enhance the use of the Micro Community Policing Plans that can potentially create real time information for community to use. As part of the sustainment process, we will revisit, update, and ensure best practices for all policies, particularly in the area of de-escalation, use of force, use of force reporting, crisis intervention and adherence to diversion programs.

We will work with The Office of Professional Accountability, the Community Police Commission and the Office Of the Inspector General to ensure public confidence in the complaint and accountability process. As the Deputy Chief, I attended all disciplinary review meetings held by the chain of command and ensured we were holding officers accountable for sustained complaints. I have no hesitancy to hold employees accountable for misconduct and have sent recommendations back to the chain of command for review when the suggested discipline was not severe enough. I have testified at numerous arbitrations on behalf of the city, all of which, we prevailed. I will continue to hold officers accountable and work to ensure the trust of our community is not broken.

The Force Review Board remains the crux of force investigations, de-escalation and tactics. We are evolving into a process of creating a critical incident review board. This board would consist of multiple subject matter experts (SME) within our organization, civilian member(s), and the Inspector General that will allow us consistently reduce instances of force.

Our policies on immigration will be routinely reviewed to ensure they are reflecting Seattle's welcoming city values and U-Visas and T-Visas will be utilized whenever applicable. I will hold public education campaigns via public service announcements and community meetings, starting in South Park and with the support of El Centro de la Raza. I am a member of the National Law Enforcement Immigration Task Force (LEITF), where, I have been a vocal champion of common sense immigration laws and welcoming city practices. I have organized other local chiefs and sheriffs, so we can have regional solidarity on this issue of specifically not enforcing immigration only laws.

## **Technology and Social media**

Data-Driven is an essential element to our policing efforts and we are increasing the number of public facing dashboards. Our data-driven and crime reduction efforts, includes bi-weekly meetings with local, federal and state partners. We will be expanding these efforts to ensure we have community-based organizations that will allow all of us to address crime and disorder issues in the city. We have scheduled a community based bi-weekly crime reduction meeting starting in Rainier Beach, so we can take our crime reduction strategies to the community.

We are consistently working on property crime issues, violent crime and shots fired (shots fired is down due to some critical arrests) and issues regarding homelessness in the city. We won't

criminalize the homeless. We are working on multidisciplinary approaches that reduce the level of homelessness and incarceration.

Once we have a Seattle Police Officers Guild contract confirmed, I will work to operationalize our secondary employment proposals and submit the RFQ. Additionally, I have already started a review of evidence procedures and overtime monitoring. We have a request to fund technology that would provide real-time overtime accountability and a line of sight into overtime that is commensurate with overtime usage and not an accountability that occurs two weeks or more after the overtime is processed.

In terms of social media, we are using Twitter, Facebook, Instagram, nextdoor.com and the SPD Blotter to be ensuring the department is assessable and transparent. I will ensure we continue to upload crime data in raw form on data.gov that will allow community and researchers to do their own data dives for searchable and researchable information data points and information.

### **Community Policing and Crime Reduction**

Community policing involves organizational transformation, partnerships and problem solving. It means connecting community and cops to build partnerships that will lead to crime reduction. I will ensure we utilize our new created Collaborative Community Policing Bureau that will intentionally liaison with officers to connect community and officers in non-enforcement situations, especially in our communities of color. I will improve and support our outreach and job programs sponsored by the police department. Economic opportunities are important for safe and healthy communities, I will support our partnerships with Seattle Parks Department and the Human Services Department that advocate for people of color to be equitably represented in these opportunities. I am an active participant on the Our Best Advisory Council (OBAC) and believe in their work. That is one of the reasons we created our mentoring program targeting kids of color using officers who look like them. We will seek to keep the communities of color engaged with officers and participate in their own safety.

SPD's investment in young people will be expanded and that will allow us to build our youth advisory council. We will assign officers to the peacemaking circles as part of restorative justice policies working with juvenile court and probation and the IF project. I have started the planning process for restorative practices by send several officers through peacemaking circle training.

### **Training and education**

The department is focused on scenario base training even though the costs are higher. This type of training has been shown to greatly reduce encounters that escalate in higher level of use of force. The benefit to the officer in working in a realistic scenario is worth the investment, particularly in our most high profile areas of concern: race and bias, use of force, use of force reporting, peace circles, RSJI, de-escalation, and crisis intervention.

I will continue to ensure not only the highest quality of training, but that officers are getting the most training of any department in the state of Washington. Not only does the community expect the highest quality of policing, I expect it as the Chief of Police.

## **Officer Wellness and Safety**

Routinely, officers are exposed to traumatic situations. We need to ensure officers are healthy and sound. Part of that responsibility is ensuring anyone we provide a gun and less-lethal option to has the fortitude to get the work done safely. As part of the restructure, we would have a component of the Collaborative Community Policing Bureau dedicated to this function of officer wellness. We will research measures and best practices for officer wellness that go beyond the Early Intervention System, but truly reflect real-time issues that may be affecting work performance and ability. I will ensure a robust peer review is established and peer support is 24/7. It will ensure consistent training reflecting best practices.

## **External and Internal Relationships**

Building community relationships is critical to community policing and trust and I would ensure we hold listening sessions with all the key stakeholders within the first 100 days. Frontline supervisors, officers and civilian personnel will be a part of these facilitated discussions, so we can better understand the needs of those we serve. I would use our advisory councils to start. Recognizing there are harder to reach groups, I will deliberately reach out to the communities in order to have critical conversations. Under my leadership, I've held some of those meetings with community members. I've built relationships with many of these communities over the last 26 years, but I would increase the scale and scope of those relationships if I am the permanent Chief of Police. This could all be organized via the Collaborative Community Policing Bureau.

Internally, I would meet with all supervisors to relay expectations, strategies, goals and the Department mission. I would listen closely to their concerns. I recently met with over 230 Sergeants, Lieutenants and Captains for this purpose. I would continue this practice. I've attended a number of roll calls throughout the city on different watches, a practice that will be routine under my leadership.

I have a long history of working with and supporting our immigrant and refugee communities. It's been noted that I am a longtime member of the Law Enforcement Immigration Task Force, but I am also a member of the International Association of Chiefs of Police, Human and Civil Rights Committee. I have championed relationships and causes that support our immigrant and refugee communities. To that end, the Seattle Police Department will continue to engage with those communities through precinct based meetings and participation in the Immigrant and Family Institute, mentoring, summer youth jobs, association with REWA other Immigrant based organizations.

What are the most critical steps you would take to ensure the Seattle Police Department remains in compliance with the Federal Consent Decree and continues to improve its policing? Your response to this question should be no more than two total pages.

Reaching full and effective compliance was a great accomplishment for the men and women of the Seattle Police Department and a significant milestone. From the beginning our personnel were acknowledged for the good work they had done to get full and effective compliance, but the message was clear from the top on down that our work is not done and that full and effective compliance was just the first leg of the ongoing journey.

From the start, we congratulated officers and staff for their work and investment thus far in achieving the first rung of full and effective compliance. That being said, the messaging was immediate that the Honorable Judge Robart's ruling was not the final stop. There was still a monitoring period in which we need to prove to the community that we can and will engage consistently with constitutional policing and without bias.

My message to all our personnel has been consistent on this issue, whether at roll calls, supervisor meetings, SPD All messages or any other communication. As an organization, we will continue an iterative process that will always be evolving and changing to meet our community's needs. We will support our community partners and will be a part of the community and not apart from the community. We will stay the course and continue to serve all members of the community.

Training and accountability play a great part in making sure officers know the expectations for their behavior and when they operate outside of those expectations they have to be held accountable for their actions. As the saying goes, no one dislikes bad cops more than good cops who have pride in their profession.

As the Chief of Police being consistent and repetitive about my expectation for fair and impartial policing, regarding of race, ethnicity, age or any other variable along with increased community engagement will play a significant part in our organization's success in maintaining compliance with the Federal Consent Decree and continued improvement in policing. Additionally, as the Chief of Police I need to lead by example and portray the behavior I want to see in our officers.

Officers will feel more job satisfaction when the community trusts them and the community will be supportive of officers if they know the officers are being fair and just and if there is an issue of injustice the officer will be held accountable. This is procedural justice that builds police legitimacy which will ensure our continued success as a police organization.

- In your current or past organization, what have been the most effective strategies for encouraging police officers to act in full accordance with policies and procedures and to feel safe from retaliation when reporting misconduct or unethical behaviors?

The first strategy for ensuring officers act in full accordance with the policies and procedures of the organization is to ensure we are hiring the best and brightest people with high levels of integrity into our organization. We have to ensure robust backgrounding that intensely delves into the character of the people we are on-boarding. Additionally, psychological testing must screen for unfavorable character traits and we have to abide by the screening even when its close. Ensuring we hire people of high integrity, those who are not likely to violate policy or cover it up is important.

Additionally, oral boards and mock scenarios incorporate scenarios that test an individual's integrity. When an officer is not responding ethically to a training scenario, that presents an opportunity to utilize coaching and counseling to the officer, which will help him or her to apply that training to real life scenarios. Additionally, ethics is reiterated in various aspects of training and there are separate training on ethics offered to officers so they are refreshed on ethics and policy.

The Seattle Police Department has a policy that states an employee will be disciplined up to and including termination for retaliation against any employee who files a complaint or turns in another employee(s) for a policy violation. When a complaint is filed, that information is provided to the accused employee to ensure they are aware of the expectation and the consequences if they violate it. To date, almost half of the OPA complaints in the Seattle Police Department are internally driven.

There is also a policy that states officers must report violations that they are aware of or that occur in their presence or risk facing discipline themselves. The policies are in place and are trained on them to ensure there is no confusion regarding the reporting of a violation or the retaliation for violation.

These measures are direct and straight-forward to ensure there is no ambiguity in application or understanding.

The Chief of Police needs to ensure that the message regarding mandatory reporting and no tolerance for retaliation is reiterated verbally and in writing. I have done both in Seattle Police Department to ensure people know the expectation is serious from the top of the organization.



# City of Seattle

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## Seattle Department of Human Resources

Susan McNab, Acting Director

DATE: July 17, 2018  
TO: Adam Schaefer, City Budget Office  
FROM: Sue McNab, Acting Director, Seattle Department of Human Resources  
SUBJECT: **BACKGROUND CHECK for Carmen Y. Best**

The Seattle Department of Human Resources has received a copy of Carmen Y. Best's background check run by A-Check Global. There were no finds that would impact her employment eligibility.

cc: Personnel file

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Seattle Department of Human Resources

Seattle Municipal Tower, 700 5<sup>th</sup> Avenue Suite 5500, PO Box 34028, Seattle, WA 98124-4028  
(206) 684-7999 • TTY:7-1-1 Fax: (206) 684-4157 • Employment Website: [www.seattle.gov/jobs](http://www.seattle.gov/jobs)

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**CITY OF SEATTLE  
CHIEF OF POLICE SEARCH PROCESS**

**COMMUNITY INPUT SURVEY &  
ENGAGEMENT MEETINGS**



**City of Seattle**

## EXECUTIVE SUMMARY

This executive summary details the feedback from the public in Seattle to the Mayor's Search Committee that will assist the committee in the evaluation of applicants for the Chief of Police position. The engagement process included 14 community input meetings organized by Seattle Department of Human Resources in conjunction with Public Sector Search & Consulting and the Mayor's Office. When you overlay the results from more than 2600 community surveys, several issues begin to emerge. The public process resulted in several community themes that should assist the search committee as they review and evaluate applicants in the selection process. Information from the community input meetings and survey are summarized below. Specific results from the Community Input Survey are attached.

## METHODOLOGY

This section discusses the survey design and presentation of data and how and where outreach was conducted for this public process.

### SURVEY DESIGN

The survey instrument was comprised of open-ended questions and multiple choices question followed by an opportunity to write-in an alternative response. The four substantive questions were as follows:

1. What personal qualities do you think are most important for the leader of the Seattle Police Department? Please select the three most important qualities from the list below (multiple choice):
2. What changes do you hope the leader will bring to the department?
3. What other things do you want the search committee to consider?
4. What should be the top priority for the leader of the Seattle Police Department?

The survey sought to provide respondents with an opportunity to provide demographic information with respect to race/ethnicity, gender, sexual orientation, zip code where living and zip code where working. However, the survey results are presented in the aggregate to align with the search committee's ideal of one community of Seattle.



## COMMUNITY INPUT MEETINGS

Eleven (11) Community Input Meetings were convened by Public Sector Search and/or Seattle Department of Human Resources. In many of the meetings at least two Search Committee members attended and engaged the attendees.

The meetings were held in an informal café style format to facilitate an open dialogue. The youth meeting at Rainer Beach was facilitated by members of the Police Youth Advisory Council. The meetings focused on the community dialogue about the status of policing in Seattle, the desired personal characteristics and performance outcomes for the next Chief of Police. The information provided by the attendees was recorded and later analyzed by Public Sector Search.

Additionally, Community Input Surveys were available at each meeting in English and fourteen other languages: 1) Spanish, 2) Russian, 3) Traditional Chinese, 4) Simplified Chinese, 5) Lao, 6) Tigrinya, 7) Tagalog, 8) Somali, 9) Amharic, 10) Korean, 11) Khmer, 12) Thai, 13) Vietnamese, and 14) Oromo.

### **Meetings were held on the following dates and locations:**

- Tuesday, March 6<sup>th</sup> Southwest – South Park Neighborhood Association
- Wednesday, March 7<sup>th</sup> Southwest – Southwest Teen Life Center
- Wednesday, March 14<sup>th</sup> – Seattle Vocational College
- Thursday, March 15<sup>th</sup> – East – Garfield Community Center
- Friday, March 16<sup>th</sup> – Youth South – Rainier Beach
- Tuesday, March 20<sup>th</sup> West – Queen Anne Community Center
- Wednesday, March 21<sup>st</sup> – North - Northgate Community Center
- Friday March 23<sup>rd</sup> – North – Loyal Heights Community Center
- Wednesday, March 28<sup>th</sup> – West – Chinatown International District Community Center
- Thursday, March 29<sup>th</sup> – South – Rainier Community Center
- Friday, March 30<sup>th</sup> – North – Laurelhurst Community Center

### **The Mayor's Office organized several Community Based Organizations community meeting schedule:**

- Friday February 23<sup>rd</sup> – South Park Neighborhood Center
- Saturday March 3<sup>rd</sup> – Somali Community Center
- Thursday March 22<sup>nd</sup> – Urban League of Metropolitan Seattle

## OUTREACH

The Mayor's office notified community members about the public workshops and other opportunities to comment through a variety of methods. On February 20, 2018, the Mayor's Office press release announced the public outreach by describing the launch of the online survey and upcoming public workshops. Approximately one-week prior to the start of the public workshops, the Mayor's blog posted an announcement describing the launch of the online survey and upcoming public workshops. In addition, announcements were posted on the Police Chief Search website and the Mayor's Facebook and Twitter feeds. Announcements were also posted by the Seattle Police Department on their Facebook and Twitter feeds.

The Mayor's Office also engaged community organizations that serve diverse constituencies and groups with members who may be interested in or directly impacted by policing issues to raise awareness about the opportunity to provide input and support engagement. These organizations were asked to send email notifications about the workshops to their constituencies, post announcements on their social media sites, and directly encourage participation.

### COMMUNITY PARTNERS AND STAKEHOLDERS NOTIFIED:

- 4C Coalition
- America Scores
- Ballard Alliance
- CAIR
- Chief of Seattle
- Chinatown International District Business Improvement Area
- City Year
- Coalition of Immigrants Refugee and Communities of Color
- Community for Youth
- Community Police Commission
- Downtown Seattle Association
- El Centro De La Raza
- Eritrean Community Center
- Greater Seattle Business Association
- Human Services Department
- Interim CIDA
- King County Library
- Mocking Bird Society
- One America
- One World Now
- Port of Seattle
- Powerful Voices
- Rainier Beach Action Coalition
- Refugee Women's Alliance (ReWA)
- Safe Futures
- Seattle City Club
- Seattle Department of Neighborhoods
- Seattle Neighborhood Group
- Seattle Office of Immigrant & Refugee Affairs
- Seattle Public Library
- Seattle YMCA
- SODO Business Improvement Area
- Somali Community Center
- Southwest Youth & Family Services
- Team Child
- Trio Summer Search
- United Black Christian Clergy
- Urban League of Metropolitan Seattle
- West Seattle Blog
- Women's Advocacy Center

To reach non-English speaking and traditionally underserved populations, online and print advertisements were placed in African-American, Chinese, and Spanish publications.

### Print advertisements were placed in the following publications:

- Seattle Medium
- Northwest Asian Weekly
- Seattle Chinese Post
- El Mundo

The police department also advertised the community meetings through their community outreach portfolio. Last, Search Committee members were asked to notify their email contacts regarding the community meetings and to distribute information regarding the community input survey.

## SURVEY RESULTS

**Q1. WHAT PERSONAL QUALITIES DO YOU THINK ARE MOST IMPORTANT FOR THE LEADER OF THE SEATTLE POLICE DEPARTMENT? PLEASE SELECT THE THREE (3) MOST IMPORTANT QUALITIES.**

100% of respondents answered this question as follows:

- Has record of setting high standards and holding officers accountable – 48.6%
- Has demonstrated knowledge and perspective of the history of policing in the US, including racism, bias, and negative impacts of disproportionality – 47.87%
- Has demonstrated ability to build trust and confidence with people across widely diverse communities in a large city – 42.20%
- Has a record of reducing crime and making neighborhoods safer – 34.79%
- Has a strong record of commitment to community-led, problem-solving policing – 30.73%
- Has strong advocacy for openness, transparency - 26.56%
- Has successful experience leading organization change and is known as a reformer – 13.88%
- Has demonstrated ability and success as a careful listener and seeks collaboration with others – 12.87%

**Q1. ALTERNATIVE RESPONSE – IS THERE ANOTHER QUALITY NOT LIST YOU BELIEVE IS IMPORTANT?**

- 619 respondents chose this alternative response as follows:

Word or Phrase	Percentage	Number
Police	37.14%	735
Community	24.61%	487
Crime	13.85%	274
Strong	13.85%	274
Enforce	10.76%	213
Department	9.15%	181
Bias	5.76%	114



Analysis revealed that “Enforce the law”; “crime”; and “police, policing” were the most substantive words and phrases which covered an array of issues from use of force, racism and accountability (amongst department, civilians and other influences) as well as adequate support for his or her officers. Other leadership qualities include integrity; compassion; effective leadership beyond charisma; and the ability to influence or collaborate with departments; communities; and groups for best reform. Strong preference for a person of color, a candidate who reflects the communities and has local experience. Local experience to many respondents meant having knowledge of each community, such as their culture and specific pain points; as well as having the dedication, longevity and personal investment to the City of Seattle. Experience also tied into extensive knowledge and training of disparities, biases, and marginalization of certain communities.

Q2. WHAT CHANGES DO YOU HOPE THE LEADER WILL BRING TO THE DEPARTMENT?

- 612 skipped this question and 1,970 responses were as follows:

Word or Phrase	Percentage	Number
Community	24.61%	487
Crime	13.85%	274
Training	11.74%	232
Change; Reform; Shift	9.35	185
Homeless	7.33%	145



Numerous respondents suggested the need for a continued focus on reform efforts, training, crime reduction strategies, solutions related to homelessness and providing excellent service to both customers and end users of public safety. Promoting & exhibiting honor and professionalism, using smart business practices to be both effective and efficient with public dollars, and using smart data-driven practices coupled with community input on each neighborhood’s public safety priorities. How police interact with communities, especially ones of color was mentioned most according to word analysis.

Q3. WHAT OTHER THINGS SHOULD SEARCH COMMITTEE CONSIDER?

- 104 skipped this question and 1,487 responses were as follows:

Word or Phrase	Percentage	Number
Police, Officer, Policing	35.57%	537
Community	17.15%	255
Candidate, Hire	16.35%	243
Color, Diversity, Woman	14.73%	219
Seattle, local	14.52%	216
Experience	8.00%	119
Crime	6.66%	99



Most responders considered finding an applicant local to, and knowledgeable of, the Seattle area to be very important. They would like to see an increase of diversity in the department in all roles which includes person of color and/or gender as well as diversity in background experiences. Common words associated with words “policing, police” and “officers” includes “accountability”; “use of force”; “training”; and “de-escalation”. The concerns surrounding crime include: property crime rates, accountability to those committing crimes internally and externally, as well as the desire to see increase of police officers patrolling neighborhoods.

Q4. WHAT SHOULD BE THE TOP PRIORITY FOR THE DEPARTMENT?

- 1, 866 responses, 721 skipped

Word or Phrase	Percentage	Number
Community	19.84%	371
Officers, Police, Policing	32.94%	616
Use of/Force	7.22	135
Trust	8.29%	155
Enforce	8.45%	158
Crime	15.45%	289
Safe, Safety	12.41%	232



There is a common desire to build trust and improve relationships between police officers and the community. Responders strongly emphasized community policing and engagement. Accountability for most responders correlated with officers, just and consistent measures of accountability with the public, transparency when it comes to department misconduct, and collaborative partnerships with internal and external groups. The issue of equitable accountability touched on many concerns of safety for all people, especially people of color in marginalized communities. Words “Use of” and “Force” were commonly linked with gun, violence, gang and drugs.

## DEMOGRAPHICS OF SURVEY RESPONDENTS

Total of **2687** individuals participated in the Community Input Survey. Most participants completed surveys online (2578) and paper copies were collected at various Community Engagement meetings (112). Out of 120 zip codes in King County, 114 zip codes were represented as areas of residence. Almost all the participants identified areas in King County as their primary worksite.

THE RACIAL DEMOGRAPHIC BREAKDOWN OF THE RESPONSES TO THE RACE/ETHNICITY QUESTION IS AS FOLLOWS:

- 80.32% White or European American
- 9.41% Black, African American or Black African
- 8.65% Asian
- 7.18% Hispanic/Latino
- 4.8% American Indian, Alaska Native or First Nations
- 2.57% Middle Eastern
- 1.95% Native Hawaiian or Pacific Islander

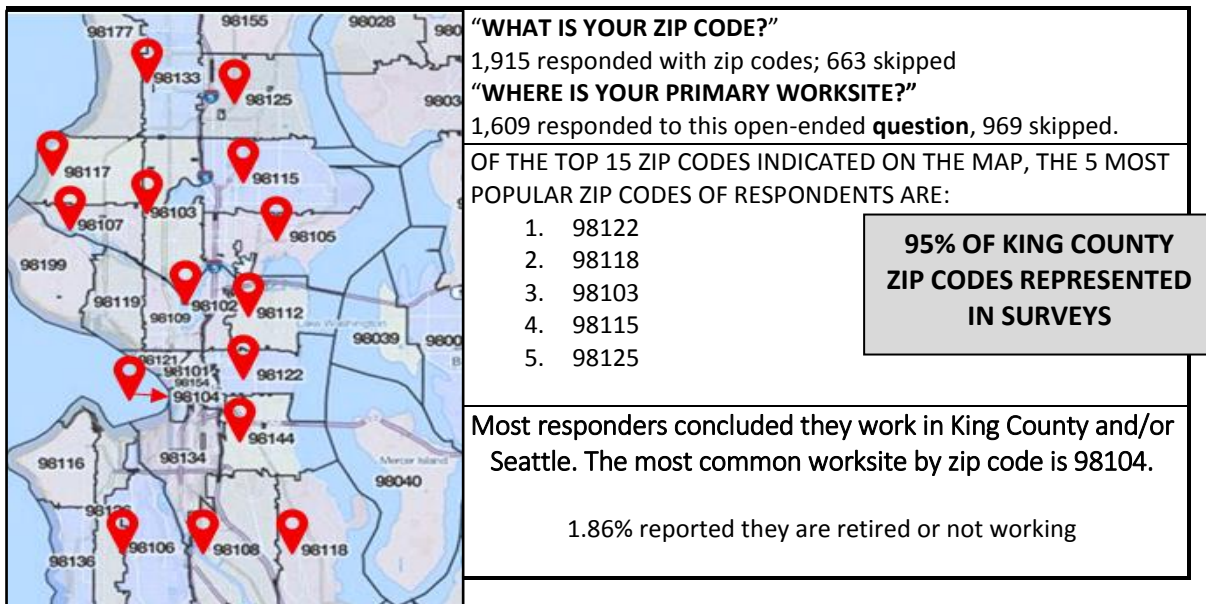
THE GENDER DEMOGRAPHIC BREAKDOWN OF THE 2,180 INDIVIDUALS WHO PARTICIPATED IN THE SURVEY IS AS FOLLOWS:

- Female – 60.41%
- Male – 36.93%
- Transgender – 5.05%

ARE YOU GAY, LESBIAN, BISEXUAL, QUEER, TRANSGENDER AND/OR QUESTIONING? THE BREAKDOWN OF THE 2,079 INDIVIDUALS WHO ANSWERED THIS QUESTION IS AS FOLLOWS:

- Yes – 28.81%
- No – 71.19%

RESPONDENTS BY ZIP CODES:



## COMMUNITY ENGAGEMENT RESPONSES

Summaries and notes were gathered from the City staff members per each meeting. Community members in engagement meetings were also asked to expand on the questions on the survey. Below are the most common keywords mentioned followed by how the public defined them:

### Q1: IMPORTANT QUALITIES OF A SPD LEADER?

#### COMMUNITY:

The importance of community was the most mentioned keyword for participants when it came to qualities of a leader. The next leader should be kind, caring, and actively try to engage with the public. Through these qualities, meaningful and trusting relationships as well as mutual respect can start to develop.

#### CONTINUITY:

Many participants expressed that officers get moved around too quickly and historically, the chief has lacked longevity. They want a leader that is committed to long-term goals and a leader that acknowledges developing relationships and learning about one another will take time.

#### COURAGEOUS:

To stand up to internal and external pressures, community members want a courageous leader with experiences standing against certain organizations and political leaders to advocate for the communities.

#### COMMITTED TO CHANGE:

The next leader should not be content with the way things are internally or externally and should be committed to change. These changes include an overall shift in the department's culture; relevant training for officers; and alternative training on use of force options.

#### CULTURAL SENSITIVITY:

It is important for the leader to possess cultural sensitivity and awareness when engaging with people of color. Many community members feel officers have an authoritative lens and would like to see this changed to perspectives through race and social justice lens. This will lead to unbiased encounters and may help bridge the gap between many officers and community members.



## Q2. CHANGES FOR A LEADER TO BRING TO DEPARTMENT?

The following key words were mentioned the most when it came to changes and reform a new leader should bring to SPD:

### IMPROVE RELATIONSHIPS:

The need to improve relationships between the public and police officers must be acknowledged by the new leader. Many feel the relationship lacks in mutual respect and trust, as the marginalized neighborhoods associate fear with police.

### RELEVANT TRAINING:

Police officers deserve training that is relevant to issues concerning their job and safety. De-escalation, alternatives to use of force, and well-developed training with intense scenarios should be mandated. Training should also include emphasis on cultural sensitivity and seeing race through a social justice lens to rid officers of their own biases.

### COLLABORATION:

The public recognizes that police officers cannot fix everything themselves and therefore must better utilize and collaborate with the community. Concrete examples of this included working with organizations and social services to assist in dealing with mentally ill, youth, homeless, immigrant; ability to work with policy and union leaders to advocate for the public's best interests; raising community awareness and participation when it comes to concerns specific to the neighborhood.

### CREATIVE PROBLEM SOLVING:

Finding effective solutions to address the root cause of the problems concerning Seattle is a different kind of approach the public would like to see more of. Concrete examples include collaboration with community services that defers and de-escalates a person in trouble instead of jailing them, creating apps where community members can provide data for specific hot spots in an area.

### Q3. INPUT FOR COMMITTEE MEMBERS?

#### THE PUBLIC WOULD LIKE THE FOLLOWING TO BE CONSIDERED BY COMMITTEE MEMBERS DURING THE SELECTION PROCESS:

- Examples of past/present leadership they liked:
  - Community Participation: Coming to a community event and actively engaging with people
  - Taking time to listen to individual complaints and being aware of neighborhood pain points
- Community is ready to mend the divide between officers and the public, but marginalized communities' need fear of police addressed through trust building (officers stopping to talk, not just driving by); increased communication; transparency and accountability (such as tracking officers with record of misconduct)
- Concerns with disparity of minorities that feel targeted (Over-Policing)
- Overall, feelings of disconnect with entire police department cannot continue

#### QUESTIONS & EXPERIENCES TO CONSIDER:

- Plans or direct experience with mass or active shooters, or other large-scale emergencies?
- What is the applicants' history with reform in their department?
  - What were their challenges?
  - How did they handle push back?
- How has applicants displayed accountability in and out of their department?
  - Experience with disciplining: firing and/or demoting staff or officers?
  - Experience handling officer and police brutality?
  - How have applicants dealt with misconduct?
  - How diverse is their department: race/ethnicity, gender identification, backgrounds of experiences?
- How have applicants reconciled the balance of policing and politics?
  - Experience working with federal agencies, including ICE? Disagreed with political leaders?
- What is the applicants record with all populations, especially marginalized populations (homeless, youth, mentally ill, people of color, immigrant, etc.)?
  - Have they displayed creative problem solving to address issues surrounding these groups?
- How has the applicants' background shown success in effective leadership?
- How high is community on the applicants' list of priorities?
  - How would applicants' handle communities' fears of not being heard?

## Q4. TOP PRIORITIES FOR DEPARTMENT?

### NEIGHBORHOOD POLICING:

The public would like to see officers in their neighborhood, not an authoritative figure and not remaining in their vehicles. Officers should want to engage with youth and help develop more youth-based programs. Community recognizes that getting to know each other should be a priority and will help build trust, especially in the marginalized areas where they don't feel safe when the police show up.

### ACCOUNTABILITY:

Many feel a lack of accountability throughout all levels of the department: between chief and the officers, high expectations must be set and misconduct must be addressed; between community which desires fairness and consistency and officers with an unbiased approach to contacts and arrests; and finally, between the department and unions, political leaders and other associations pushing their agendas onto the next police chief, which may take him or her away from focusing on the larger community.

### SAFETY & JUST LAW ENFORCEMENT?

Ensuring just law enforcement to many participants means officers treating every person fairly and unbiasedly to make sure everyone feels safe from potential police misconduct. The most common public safety concerns are:

- USE OF FORCE: By officers as well as general gun/gang violence in the communities, the public would like to know all plans in case of emergencies by active shooters, especially in schools.
- DRUG ISSUES: As the drug crisis grows in Seattle, the public would like the department to stop ignoring this but find ways to collaborate with experts who can help addicts.
- HOMELESSNESS: Similarly, the homeless population is on the rise. Police officers often end up spending significant time dealing with the homeless population. Their time might be better spent and instead the City should partner with experts who can assist humanely.

### EVALUATIONS OF DEPARTMENT:

Efficiencies of how resources are allocated should be reviewed in the department, and the areas that need improvement must be fixed. Resources may include budget, number of officers patrolling, partnerships with other organizations, and how the department is interacting with the public. Evaluations should also review officers and those with bad records should be addressed. This should also ensure there is diversity in leadership positions within the department.

### COMMUNICATION:

The department needs to reassess and improve means of communication, especially with marginalized communities. Communication concerns include:

- TRANSPARENT: Honest and transparent communication is desired. If the department is unable to fix something, people would like to be informed and learn why.
- ACCESSIBLE: People want to feel Chief and police officers are accessible, which can be done through online presence as well as in-person, neighborhood policing. People who speak different languages would also like options to be able to communicate with the police.
- OPEN: Many members think if lines of communication are open, they will be able to hear positive news and updates on neighborhood progress. Most news they hear is negative, and thus, it has a negative impact on them.

## ADDENDUM

This Addendum provides additional survey responses and participant demographics gathered post presentation of the report on April 17, 2018. The increase in community participation and survey awareness were made possible by the collaborative efforts of the Northgate Community Center; Chinatown/International District Community Center; Department of Neighborhoods; Community Liaisons and Outreach Specialists.

### PAPER AND ELECTRONIC SURVEYS

87 additional paper surveys were manually distributed and collected through the following avenues:

- Department of Neighborhood: Seattle Youth Commission (10 surveys)
- Chinese Information and Service Center: Sunshine Garden Chinese Senior Community Center (25 surveys)
- Yesler Community Council Meeting on April 10, 2018 (24 surveys)
- Northgate Community Center (28 surveys)

Of these surveys, 43 responses were translated into English from Mandarin, Cantonese and Vietnamese.

In addition, 36 more electronic surveys were completed since the last export of data on April 2, 2018

### SURVEY RESULTS

#### Q1. WHAT PERSONAL QUALITIES DO YOU THINK ARE MOST IMPORTANT FOR THE LEADER OF THE SEATTLE POLICE DEPARTMENT? PLEASE SELECT THE SEATTLE POLICE DEPARTMENT? PLEASE SELECT THE THREE (3) MOST IMPORTANT QUALITIES

100% of respondents answered this question. Several responders chose more than three qualities, in which case all qualities marked were counted so there was a total of 6,756 quality options.

The number of responses received is separated by paper and electronic retrieval as follows:

QUALITIES LISTED	PAPER RESPONSES	ONLINE RESPONSES	TOTAL INCREASE
Has demonstrated ability to build and trust confidence w people across widely diverse communities in a large city	46	360	↑ 6.01%
Has a record of reducing crime and making neighborhoods safer	57	114	↑ 2.53%
Has record of setting high standards and holding officers accountable	41	105	↑ 2.16%
Has demonstrated knowledge and perspective of history of policing in U.S., including racism, bias, and negative impacts of disproportionality	35	61	↑ 1.42%
Has a strong record of commitment to community-led, problem-solving policing	36	57	↑ 1.38%
Has a record of strong advocacy for openness, transparency	26	52	↑ 1.16%
Has successful experience leading organization change and is known as a reformer	39	27	↑ 0.98%
Has demonstrated ability and success as a careful listener and seeks collaboration with others	30	27	↑ 0.84%

**Q1. ALTERNATIVE RESPONSE – IS THERE ANOTHER QUALITY NOT LISTED YOU BELIEVE IS IMPORTANT?**

- A total of 27 respondents (10 online, 17 on paper) chose this alternative response. The most mentioned word or phrase is listed below, in the order of most mentioned word/phrase:

<b>Word or Phrase</b>
Enforce Law
Leadership
Person of Color
Unite/Collaborate
Focused on Youth

Enforcing the law for respondents means being “by the books” to fairly address misconduct for everyone. Effective leadership for most of the respondents included being strong-willed to stand up to pressures and other quality attributes for a good leader included integrity, honesty, inspiring and ability to speak publicly and directly to citizens. Many people noted “person of color” as the quality that is important to them, as well as the Chief and department’s visibility; equity; local, and skills to unite and collaborate across multi departments and groups.

**Q2. WHAT CHANGES DO YOU HOPE THE LEADER WILL BRING TO THE DEPARTMENT?**

- A total of 66 additional responses received (29 online, 37 on paper) as follows, in the order of the most mentioned word or phrase:

<b>Word or Phrase</b>
Community
Accountable
Reduce Crime
Training
Safety

Responses were similar and consistent with initial report. The integration of SPD in communities means SPD is aware of community events and opportunities for their participation. As most concerns of accountability are with respect to the department personnel’s view of the public, improving the relationship between people of color and officers will foster trust, confidence and unity. All comments about training mentioned de-escalation, crisis intervention and use of force; stating that successful intervention tactics will take away fear. Reduction of crime for many people meant addressing the crimes related to drugs and property – many people feel the officers should have the support to make arrests and be tough on time.

Other changes people mentioned include unity, improved response times and communications, as well as cultural competency.

**Q3. WHAT OTHER THINGS DO YOU WANT THE SEARCH COMMITTEE TO CONSIDER?**

- A total of 33 additional responses received (14 online 19 on paper) as follows, in the order of the most mentioned word or phrase:

<b>Word or Phrase</b>
Community
Experience
Local
Diversity
Cares

In this question, community was associated with words like diversity, engagement, cultural competency, people/women of color, elderly and youth. Many responders want the committee to consider a candidate that has experience working with underserved communities that are diverse not just by race/ethnicity but other factors such as age and economics. Responders stated they would like a local Seattle candidate because they will already be prepared with knowledge and credibility. Responders want the search committee to consider a candidate that cares about the underserved populations. Other considerations include experience to demonstrate successful and concrete examples on de-escalation, working with people of color, dealing with homelessness, and changes they have made in their current departments.

**Q4. WHAT SHOULD BE THE TOP PRIORITY FOR THE SEATTLE POLICE DEPARTMENT?**

- A total of 53 additional responses received (17 online, 36 on paper) as follows, in the order of the most mentioned word or phrase:

<b>Word or Phrase</b>
Safety
Equitable, Fair, Just
Trust
Reform
Development, Support

The word safe and safety was mentioned an overwhelming amount of times. The important words associated include improvement of safety all fairly, consistently, with equity. The equitable practices will repair trust of the community as would police culture reform. Many voiced the importance of development and supporting police officers in their training as well as their overall safety. Several comments noted that the more informed the officers are of their community members, the less they will see with biased lenses and therefore eliminate any fear they may harbor toward community members as well.

DEMOGRAPHICS OF SURVEY RESPONDERS

**ADDITIONAL RACIAL DEMOGRAPHIC BREAKDOWN OF SURVEY RESPONDENTS:**

Many participants chose more than one race/ethnicity, over 150 additional races/ethnicities were represented, this increase is shown below by percentage:

RACE/ETHNICITY	%
American Indian, Alaska Native, First Nations	↑ 0.78%
Asian	↑ 8.09%
Black, African American, or Black African	↑ 12.23
Latino or Hispanic	↑ 0.04%
Middle Eastern	↑ > 0.01%
White or European American	↑ 1.01%
Other	↑ > 0.01%

**ADDITIONAL GENDER DEMOGRAPHIC**

- Female – ↑ 2.57%
- Male – ↑ 0.28%
- Transgender – ↑ 1.52 %

**PERCENT OF THE ADDITIONAL PARTICIPANTS WHO IDENTIFY AS GAY, LESBIAN, BISEXUAL, QUEER, TRANSGENDER AND/OR QUESTIONING?**

- Yes – ↑ > 0.01%

**ADDITIONAL ZIP CODES RECEIVED - BREAKDOWN:**

<p><b>“WHAT IS YOUR ZIP CODE?”</b>                  31 zipcodes recorded (11 online, 28 on paper). Of these, 23 zipcodes across Seattle are represented.</p>						
<p><b>MOST POPULAR ZIP CODES OF WHERE RESPONDENTS LIVE:</b></p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td>1. 98122</td> <td>4. 98102</td> </tr> <tr> <td>2. 98104</td> <td>5. 98133</td> </tr> <tr> <td>3. 98103</td> <td>6. 98144</td> </tr> </table>	1. 98122	4. 98102	2. 98104	5. 98133	3. 98103	6. 98144
1. 98122	4. 98102					
2. 98104	5. 98133					
3. 98103	6. 98144					
<p><b>“WHERE IS YOUR PRIMARY WORKSITE?”</b>                  The top responses from paper copies:</p> <ol style="list-style-type: none"> <li>1. Retired</li> <li>2. Student</li> <li>3. Yesler Area</li> </ol> <p>The most common worksite by zip code: 98101.</p> <p><i>* Please Note: paper copies were distributed and collected in various locations including one retirement home, a council meeting in the Yesler area, and the Seattle Youth Commission.</i></p>						

## IMPORTANT THEMES

### AREAS OF INQUIRY FOR SELECTION

#### COMMUNITY ENGAGEMENT

The community has repeatedly voiced concerns about access to the next Police Chief and the Chief's overall approach to community engagement.

#### EVALUATION OF THE DEPARTMENT

Universally, the community wants to understand how the applicants will evaluate the overall operation of the Seattle Police Department. What performance metrics would be used to measure customer service, effectiveness, and efficiency in the various communities within the City of Seattle?

#### POLICING

Crime reduction was a central theme in both the survey data and in some community input meetings. What are the proven crime reduction strategies and what resources are required for results?

#### REFORM AND ACCOUNTABILITY

Reform and accountability were seen throughout the survey data and heard in community input meetings. How will the applicants work within the new oversight structure? In current or past organization, what have been the most effective strategies to decrease the use of force?



**Q1: IMPORTANT QUALITIES**

**DROP DOWN TO VIEW COMPLETE RESPONSES (29 PAGES)**

RECORD OF SETTING HIGH STANDARDS & HOLDING OFFICERS ACCOUNTABLE	1258
KNOWLEDGE & PERSPECTIVE OF HISTORY OF POLICING IN U.S. (INCL. RACISM, BIAS, & NEGATIVE IMPACTS OF DISPROPOPORTIONALITY)	1239
ABILITY TO BUILD TRUST & CONFIDENCE ACROSS LARGE & DIVERSE CITIES	1092
RECORD OF REDUCING CRIME AND MAKING NEIGHBORHOODS SAFER	901
RECORD OF COMMITMENT TO COMMUNITY-LED, PROBLEM-SOLVING POLICING	795
STRONG ADVOCACY FOR OPENNESS, TRANSPARENCY	688
EXPERIENCE WITH ORGANIZATIONAL CHANGE, REFORMER	359
CAREFUL LISTENER AND SEEKS COLLABORATION WITH OTHERS	334

**ALTERNATIVE, OPEN -ENDED: OTHER QUALITIES NOT LISTED?**

I would like a police chief who has experience in de-escalation techniques, who can organize training for officers on how to properly de-escalate. To my knowledge, most of America does not train its officers and de-escalation, and that is what leads to fatal shootings in cases in which lethal force is not necessary. If Seattle does not train its officers on this already, I want someone who will push for this to happen. Thank you.	Experience	Training, force, de-escalation
#1 above should include trust with members of the police force too.	trust	
#2-7 are NECESSARY.		
(1) Open about any problems and caring more about getting better than about how good the department looks. Police are human there will be mistakes -- it needs to be easy to admit mistakes so the focus can be on how to continue to strive towards improvement over time. (2) Effective leading an organization such as this one. (3) Caring about all people and striving to figure out how to balance effective policing with safety of everyone policed.	communication	open, transparent
1) Enforcing the law. Not allowing protestors, criminals and the homeless to take over the city. 2) Arrest criminals! I'm sick of car prowls not being a concern. A criminal is a criminal, don't go easy on them. We're creating our own problems in this city.	enforce law	civilian accountability
1) Is demonstrated as principled. 2) has demonstrated commitment to uphold the laws 3) has demonstrated commitment to apply the laws equally	enforce law	ethical, equitable
1) Strong leadership qualities. See: <a href="http://www.au.af.mil/au/awc/awcgate/usmc/leadership_traits.htm">http://www.au.af.mil/au/awc/awcgate/usmc/leadership_traits.htm</a> 2) A man or a woman of faith.	leadership	
1,3,4,5 and 7 are important to me.		
1. Integrity and modeling of ethical conduct. 2. Competence in policing and leadership. 3. Experience: please look beyond the resume, which overly ambitious and unethical applicants and hires can manipulate. Look for true experience where the applicant has been around long enough to act, take responsibility for those actions, respond to them, and be accountable for them. Too easy for a superficial candidate to pad a resume, criticize and blame those preceding her, create a facade of change, then exit before the consequences of her poor judgement come to light. Beware of applicants who have spent too much time in such assignments as "public information," "aide to (fill in a rank)," or "community outreach." Often less capable candidates will have learned to look and talk as a true leader would but lack the substance to truly lead. The veneer of a leader covering a lack of substance.	Leadership, Experience, integrity	Longevity

1. More proficient (and continuous) city-wide trainings on mental health, domestic violence, RACE, gender (particularly sexual assault), and socioeconomic status (including the homeless community). 2. Better de-escalation tactics. Shooting to kill (and shooting in general) is inhumane, and by no means an adequate method. Seattle residents should not fear those who are hired to protect and help us.	Training, de-escalation	ethical, equitable
1. Obeys our laws, State and Federal. 2. Insist that citizens obey police officers verbatim, take good notes and complain later.	enforce law	civilian accountability
2) Has experience getting money and other resources necessary for the police department to actually be able to do their job. 3) Has a record of establishing public safety as the number one priority for the police department.	experience	evaluate department
A candidate in favor of body cameras for police. We monitor some public spaces already.	police, department accountability	
a chief should be a local cop who knows the people he or she is working to protect	local	safety
A chief should have a strong moral compass and have values. When connecting with the public and police officers, they need a code of ethics on how to treat others and their behaviors should back up their words.	ethical, equitable	
A Christian faith. (Preferably). But any religious faith, that is sincere is a MUST!	person of faith	
A commitment to crushing the Police Union.	collaboration	
A commitment to protect and serve as a methodology --social service aspects-- to reducing crime and pre-criminalization of African American communities.	Safety, disparity	crime
A demonstrated commitment to de-escalation, social work, and the abolition of the carceral system.	de-escalation	collaboration
A leader that doesn't see Force first but has exceptional skills de-escalating situations rather than shoot first.	training	force
A leader who will not allow bike cops to keep harassing homeless people like they have in the past. A leader who will not allow racial profiling or harassment of people of color.	enforce law	ethical, equitable
A non-politician.... someone with real police experience	experience	
A person a colour	color	
A person who really cares about crime in Seattle. While the Council wants to be "friends" with all groups, they have allowed our streets to be littered and our homes and cars broken into - just to make nice with "newcomers" and "immigrants." I'm paying my own way, and they should too.	crime	civilian accountability
A person who will support and advocate for their police officers who have a dangerous and difficult job of enforcing laws in the face of persecution during a social/political climate where they are blamed for criminals behaving badly, and more and more often are dying for it. The Chief must have the professional respect of her Department. And not just a mouthpiece for another mayor and city counsel out of touch with reality and the people of Seattle.	leadership	police, department accountability
A police chief who promotes non-violent de-escalation, and who is committed to reducing the use of lethal force by police.	de-escalation	force
A police chief without their head up their limp ass. Possibly not allowing the bullshit that strangled the city during the fucking protest on 4th. Someone who isn't afraid to uphold the law for the benefit of the actual citizens.	enforce law	civilian accountability
A proven ability to manage organizations other than police departments!	leadership	
A record of enforcing the law isn't that what police or to do or where did this go wrong	enforce law	
A record of not being sidetracked by the social justice industry	leadership	experience
A sense of humor.	sense of humor	

A strong leader that understands and respects the laws and allows the police to do their job. Currently the law abiding tax paying citizens safety is put aside so the elected city officials protect can the lawbreaking criminal element that lives anywhere they like running bike chop shops ans selling drugs. That is VERY WEAK management. We need leadership similar to what the eastside has.	leadership	enforce law, safety, civilian accountability
A strong policy against murdering unarmed POC would be nice.	police, department accountability	Force, ethical, equitable
A strong understanding of the role of police in free and democratic city	experience	
A terminal diagnosis of brain cancer		
A willingness to fight Trump's Gestapo aka ICE.	leadership	collaboration
Ability and desire to enforce laws and reduce vagrancy and crime.	enforce law	crime
Ability to connect with and is respected by the rank and file	leadership	respect
Ability to ENFORCE existing laws	enforce law	
Ability to return law and order to Seattle	enforce law	
Ability to shoot straight went confronting a feral hood rat, or when confronting the communist pig mayor.	leadership	collaboration
Ability to stand up against people that would harm his department.	leadership	collaboration
Ability to stand up to the lunatics in City Hall and advocate for safer neighborhoods for the taxpayers.	leadership	Collaboration, safety
Ability to strategize and work on issues relating to homelessness with compassion toward marginalized communities	collaboration	ethical, equitable
Ability to tackle crime, hire more police officers, clean up the city, and restore a sense of safety that this City used to have.	evaluate department	Crime, safety
Able to Reduce residual sexual harassment within department. Able to reduce residual racial biases and prejudices of police officers.	police, department accountability	Support officers
Able to show support for the officers they put out on the streets. And protect them from frivolous law suits.	police, department accountability	leadership
Able to stand strong in convictions & bold in supporting his/her team during the pressure of political posturing & trendy accusations. A leader who will speak truth even when the media & civic voices are against empowering our police force to do their jobs. A heart to do what is necessary in protecting all citizens and enforcing laws already established.	Leadership, enforce law, community ion	ethical, equitable
Able to stand up to political influence and a systematically corrupt city government and still do important work.	leadership	collaboration
Absolutely not a white man. Someone who won't let racist imprisonment continue in our city	color	ethical, equitable
accessible to all Seattle customers	accessible	
acknowledges police reinforce the status quo, the existing power structure, support business/capitalist/for profit interests over justice for poor, people of color and disenfranchised, and the need to overcome/change this. understand what we mean by the "school to prison pipeline" that ensnares youth in a criminal justice (oxymoron, btw) system that sustains the economic inequalities and inequalities of opportunity that exist; that the police more often than not increase the violence in society, not reduce it, and that the very roots/goals/outcomes of policing have to change, move away from lethal force to a very different response that uses mental health professionals, non-lethal force, and personal knowledge of the neighborhood, relationships with the neighborhood residents to address and solve problems	Leadership, collaboration	ethical, equitable
Acknowledges that white supremacy greatly informs law enforcement culture and provides concrete steps to fight this.	color	
Actively recognizes the role racism and discrimination have played in police encounters, and commits to the city that they will prioritize anti-discrimination reforms.	Color, ethical, equitable	reform

Actively supports policy against jaywalking citations.	crime	civilian accountability
Actually enforce moral laws	enforce law	
Actually enforce the laws and hold the homeless population (who move here to prey upon a weak populace) responsible for their crimes.	enforce law, crime	ethical, equitable
Actually enforces laws, including removing people who are blocking traffic from the streets and arresting addicts who are committing violent and/or property crimes including trespassing.	enforce law, crime	civilian accountability
Actually enforces the laws and actually treats property crime seriously.	enforce law	crime
Actually enforces the laws we already have	enforce law	
Actually supports the officers and is not willing to throw them under the bus for public relations or political expediency. I am tired of the police being made out to be the bad guys when they are trying to protect the law abiding citizens of Seattle. Police have been trained and need to be supported when their actions follow their training.	police, department accountability	Leadership, training, support officeres
actully enforces the laws and supports the mass over the few.	enforce law	
Advocate for hiring of MANY more officers.	evaluate department	Leadership, support officers
Advocate for the police to have the funds and facilities to do their job.	evaluate department	Leadership, support officers
Advocating for taking the handcuffs off the police officers so they can uphold our laws.	police, department accountability	Leadership, support officers
All of the above		
ALL OF THE ABOVE except #1 (Has a record of reducing crime and making neighborhoods safer—this is dog whistle)		
All of the things listed above are important. But what is very important in all of them is that by record of it should be a demonstrated record of. Chief O'Toole did a wonderful job of talking about all the great things she was doing, but never provided any actual record or data to back it up. I demand a higher standard.	experience	creative/strategy
Allow enforcement of existing laws.	enforce law	
Always comes quickly when people call for help	accessible	Safety, response times
An ability to enforce laws as written will not bow down to public pressure insinuating discrimination until there is proven evidence and will defend officers who do their jobs with integrity and in accordance to city, county, state and federal statutes. Seattle needs someone who thinks and acts logically with facts and discounts all emotion and feelings. A police chief needs to back their department. That being said. A police chief must weed out corruption and bad cops. Needs to hold police officers responsible for their actions. Fight against all political assassinations of officers due to some BS political issue. They need to discard and dismiss all political correctness.	enforce law, police, department accountability	support officers
An ability to withstand the pressure of public employee unions	collaboration	
An advocate for excellence maintaining a high bar, highly knowledgeable work-force through continuous refresher education, guidance, and formal training, and skill sets exercises are crucial. Willing to go to the mat even when Budget constraints are looming. Ability to be an instrumental pillar of the department and to the broader community excelling improved relations.	police, department accountability	support officers, training
An advocate for the Police Department in regarding to increasing the number of officers to match the population of our city to allow enforcement of laws. As an example not allowing seven people to illegally protest in the middle of the street and gridlock downtown to the detriment of commuters, those attending conferences, and those trying to attend basketball tournaments at Key Arena.	enforce law, civilian accountability	evaluate department, support officers

An appreciation for statistics. And a willingness to articulate the underlying causes for crime and actively lobby for social and structural change, like full employment for anyone willing to show up and work hard.	crime	change
AN approach to protest that respects the rights of citizens to peaceful protest. Corraling people into a space, with police on every side telling you to move away gives protestors no place to go and gives the police excuse to arrest people for not following their orders. This has happened time and again, especially with the high schoolers and people of color. They've been real good about the women's marches.	civilian accountability	ethical, equitable
Are any of these items not important?! This person doesn't need to just "build trust and confidence" with diverse communities, they need to ACTIVELY INVITE THEM INTO THE CONVERSATIONS and treat them like the subject matter experts they are. I would like to see someone with community outreach experience and community conversation facilitation experience AND/OR places great values on these skills and hires a support staff that can help them achieve this.	community	Experience, collaboration
arrest the homeless.	enforce law	civilian accountability
Arrests ALL drug users and homeless vagrants. Works to clean up our all streets and not the city's agenda move it downtown or localized areas. Small crimes such as a bike thief or public urination should take as serious as any other crime. Arrest drug dealers wherever they exist. Arrest public drug users be it marijuana or heroine. A chief that ignores the political pressures of city politicians and city "activists" and enforce city, county, state and federal laws. A chief that understand that if a law is unjust it's for politicians to change the law and not for an officer to ignore. A chief that promises to run a force that will enforce all laws and make all arrest while leaving it courts to decide the effects of sentences. A chief that works with Federal Government and its agents for all crimes and not crimes they disagree with such as drug policy, immigration, environmental, customs, terrorism, etc. A Chief not using their position to push a personal agenda on their own or their political masters. A police force and chief be above the changing moods of people but enforcers of laws. If the people's moods change than laws would change, if they don't it's means the people are hippocrates who want those laws enforced. No to a "reformer." No to a chief that limits our police force. No to a political choice. No to a mayoral or council puppet.	civilian accountability, enforce law, not politician, collaboration, leadership	Safety, crime
Aware of the importance of continued training in de escalation as well as handling people suffering mental illness. Someone who will not stand for the constant "I feared for my life" excuses when an officer commits unjustifiable murder and will not provide paid leave for such offenses.	Training, De-escalation, ethical, equitable, force	Police, department accountability
Awareness of the fact that use of excessive force by SPD is common and officers often lie to justify their use of it.	force	police, department accountability
Awareness that police officers need training with interacting with people with mental illness.	training	ethical, equitable
Background with social work, community service;	experience	collaboration
be a good manager. we need people who are willing to get things done, not travel around, pad a resume and have great thoughts that go nowhere for us here.	leadership	
Be a white male. 6ft, 200 lbs, with 10 percent body fat. can't have the gut slowing down the draw.	color	
Be aware of Deaf people and their communication methods (use interpreters to communicate with them),	Training, ethical, equitable	Creative/strategy
Be someone who wants to protect the community not scare it. No strong racial bias	ethical, equitable	safety
Behaves in an ethical and professional way in whatever work that they are doing. Doing what is legally and ethically right, not what is Politically Correct.	ethical, equitable	
Being hard on crime and deterring it, despite the clamoring of the angry mob to prioritize political fads over community safety and accountability for the accused.	Crime, safety, civilian accountability	not politician
Being tougher on crime/homelessness/drug problems on streets.	crime	ethical, equitable

Believes in "the police: a force for good"	police, department accountability	ethical, equitable
Believes in "broken-window" policing so junkies and homeless people don't continue to make our city unsafe and scary. <a href="https://en.wikipedia.org/wiki/Broken_windows_theory">https://en.wikipedia.org/wiki/Broken_windows_theory</a> Cannot ignore the police-enforcement side while the social-service side tries to get at root causes. Taxpayers need immediate relief---not coddling of junkies and homeless people.	crime	safety
Believes in alternatives to arrest and nonviolence. Extensive experience in de-escalation.	experience	de-escalation, force
Believes in intergated responses to crisis that defer to mental health intervention specialists and social workers, since being in crisis is not a crime, but is often treated as such when only police respond on scene.	ethical, equitable	
Believes in keeping citizens updated regarding incidents they report.	communication	
Believes in protecting and serving people, not killing them	safety	
Believes that all background checks must include all sales, nobody under 21, mental health screening, and no bump stocks! If a person who doesn't fit the requirements tries to buy a gun, they must be punished, not just said no to, or they will find another way to get a weapon.	enforce law	safety
Big city experience	Experience	
Bring down crime	crime	
By high standards I mean that they stop killing pregnant Black women who are in need of help. And those who do kill black women in need of help are held accountable for killing black women who need help.	police, department accountability	ethical, equitable
Can enforce the law and stand up to emotional bias.	enforce law	
Can lead the department they are put in charge of, through actions and an earned trust of those who work there.	leadership	trust
Can resist political pressure.	not politician	Leadership, collaboration
capable, competent, educated, lives in Seattle,	local	
Carmen Best is a fine example of all of the traits needed to be a successful leader or the SPD. More over, once appointed chief she is a model for all of her rank and file to strive for. The idea that a true and effective leader can come from within.	leadership	local
Carmen Best is Best. At least better than O'Toole.		
Carmen Best should be disqualified from consideration given that under her watch the officer who killed Charleena Lyles was only given a 2 day suspension.	police, department accountability	
CARMEN BEST. That woman is the perfect candidate for the job and someone who we can TRUST. She has proven that for 26 years.	trust	woman
Catch bad guys	crime	safety
Chiefs who go beyond their day-to-day work and try to connect with people inside the department and outside of it. An attribute of any great leader is the ability to inspire. Chiefs need to bring out the best in their officers and the community they serve.	leadership	Community, collaboration

Choose a chief that will allow officers to enforce the laws on the books. There seems to be a very high tolerance for drug dealing, particularly around Clinics like methadone clinics and many of us are completely sick of this. Let the officers enforce the laws. Good luck with the safe injection sites you're going to have the same problems. I strongly admire Public Health in this area but I think they are dead wrong about how much these clinics are going to help people access treatment for example, they're going to bring a very bad element to every neighborhood they are in. One more thing - clean up the streets there's no reason why people should be able to hang out all day taking over sidewalks, bus stops, keeping our elders and vulnerable citizens from access. You do not have a right, in my opinion, to Dominique spaced for your own purposes of begging or hanging out or doing drugs or drinking or smoking. You do not have the right. I don't care what your problem is you do not have the right to keep citizens from utilizing public and private facilities for the purposes they were intended.	enforce law, safety	support officers
come up through the ranks--understands the area and the people on the force.	experience	local
Comes from the same communities that experience a disproportionate amount of police violence and overall engagement.	Experience, disparity	ethical, equitable
Commitment to actual justice over successful prosecution, even if it means some crimes go unsolved.	ethical, equitable	Collaboration, creative/strategy
Commitment to and experience with strategies to disarm crises, use non-lethal force by the SPD.	experience	force
Commitment to disarm the police force at large.	force	
Commitment to promoting nonviolent methods of conflict resolution	training	support officers
Commitment to upholding the RULE OF LAW, and supporting the police officers in every way possible so they can do their JOBS. Our communities are becoming lawless and the city is being trashed by crime. So many areas are UNSAFE - and police a)either can't do anything, b) are so understaffed they just can't bother with anything other than the most heinous crimes, c) being told NOT to do what needs to be done to keep our communities safe, d)undermined by the court system not following through. We need LEADERSHIP. Crime is crime. Breaking the law is breaking the law. Pretty simple, actually.	enforce law, safety, civilian accountability	Leadership, support officers
Committed to accurately doing something about property crime. Will champion non-lethal de-escalation so we aren't shooting mentally ill mothers of color.	crime	ethical, equitable
Committed to de-escalation techniques and changing the toxic white supremacist culture of the police.	de-escalation, disparity	ethical, equitable
Committed to saving the lives of citizens by championing de-escalation training and emphatically getting rid of dangerous and biased officers.	police, department accountability	Training, safety, de-escalation
communicates with residents via social media - apprehends and prosecutes misdemeanors like mailbox theft	community	crime
Community involvement on a regular basis.	community	
Compassion, self-reflection ability, creativity.	Leadership, compassion	Creative/strategy
connection to seattle	local	

Crime reduction! With the many heroin addicts in our city, the incidence of property crime is incredible. SPD under current leadership views property crime as inconsequential and does not even try to catch the criminal. That has to change!! Just wait till your car or home gets broken into or you come home to a burglar. Also, let's clean up the addicts living under the freeway and chase the old RVs out of town. Come on now.	crime	civilian accountability
Dedicated to officer safety and enforcing the law.	safety	enforce law
Deep understanding of SPD	local	
De-escalation. De-escalation. De-escalation! We need a police chief who sets an example of SERVING the community instead of being at WAR with the community. Set the example to step back from conflicts, allow situations to depressurize, and stop the cycle of fear and aggression that has become normal in police departments across our country.	de-escalation	Safety, trust
Demonstrable commitment to rooting out the white supremacy that is actively trying to ingrain itself into American police forces, per the FBI's investigations into the matter.	disparity	police, department accountability
Demonstrated ability to enforce existing laws, and not defer to political appointees (mayor and council) on when to or not enforce existing laws (e.g., unpermitted protestors blocking traffic).	enforce law	Collaboration, creative strategy
Demonstrated ability to reduce instances of excessive use of force	force	experience
demonstrated competence and experience in Seattle held in high regard in the city known quantity	experience	local
Demonstrated leadership ability during moments of intense political pressure; ability to enforce laws	Leadership	enforce law
Demonstrated leadership and the demonstrated ability to say "No." Not everything can be done by consensus ... some solutions can only be solved that will not satisfy everyone's views or agendas. Need to see that kind of morale courage and backbone in a police chief.	Leadership, courage	ethical, equitable
Demonstrated skills in anti-racist leadership	leadership	ethical, equitable
Demonstrated willingness to enforce the damned law, which is needed more than ever under the lawlessness of the Seattle Council and the cowardly fecklessness of Mayor Durkan	enforce law	
Demonstrates understanding of the fact that the role of police is to enforce the law, protect property and limit civil disorder.	enforce law, crime	Support officers
Disarmed their cops	police, department accountability	force
Do not hire a police chief that will uphold the state constitution because that would result in local politicians getting arrested.	police, department accountability	local
Does not accuse their police force of things, just to abide by what the media is saying. Do they actually have a history of being a beat cop and working their way up, or are they just an administrator.	support officers	police, department accountability
Does not believe in the "blue line" or "blue lives matter" politics. Believes in leadership by marginalized communities and those most often targeted by the police, and is pro-disarming/demilitarizing the police. Believes in people's lives over property.	leadership	Community
Does not believe that the police should hold such a military-like presence in our community.	community	police, department accountability



Does not murder black people, advocates for disarming all law enforcement, personally volunteers to stop homeless encampment sweeps and whose goal is to disband the police	enforce law	ethical, equitable
Does not perpetuate institutional racism or racist biases. Hopefully is a person of color, queer, and/or identifies as someone from a marginalized group of people.	color	disparity
Does not rank how people "feel" over fact.	enforce law	
Doesn't collaborate with ICE	leadership	police, department accountability
Doesn't have a penis	woman	
Doesn't let protestors shut down the city preventing hard working Seattleites from getting to work to do their jobs.	civilian accountability	
Down to earth, able to relate to the everyday citizens as well as the rank and file police officers. Not a smarmy politician.	leadership	not politician
Duran knows who she's going to appoint		
Each and everyone of your questions is geared toward hiring someone that will bow to the minority community; come up with better questions.		
Eliminating the "good ol' boys network" Hiring new officers versus laterals to make it possible to mold an officer into what works for the city.	evaluate department	support officers
emphasis on de-escalation.	de-escalation	
Emphasis on property crimes and reducing homelessness.	crime	
Enforce current laws.	enforce law	
Enforce existing laws!!!	enforce law	
Enforce existing laws.	enforce law	
Enforce existing Seattle laws!!!!!!!!!!!!!!!!!!!!!! Stop letting predators abuse the law abiding citizens of Seattle!! drug addicts, squatters, package thieves, car thieves, open drug abusers, dumped needles, openly smoking pot, and drinking on downtown streets in the middle of the day, people illegally blocking streets, etc. etc. etc	enforce law, crime	civilian accountability
Enforce illegal camping laws.	enforce law	
Enforce the existing laws.	enforce law	
Enforce the fucking laws and worry more about the people who pay taxes and make everything else possible and less on the leeches of our society that prey upon the innocent.	enforce law	civilian accountability
enforce the LAW	enforce law	
Enforce the law for EVERYONE.	enforce law	ethical, equitable
Enforce the laws as they are written. "Selective enforcement" has been a big problem that has allowed a number of people to break laws without fear of punishment. This has lead to the streets being overrun with drug addicts and trespassers to the point where it is no longer safe to travel in parts of the city.	enforce law	civilian accountability
Enforcement of existing laws and not being a political animal.	enforce law	not politician
enforcer of the law to all people. Color - blind.	enforce law	ethical, equitable
enforces all laws as written. cooperates with the feds in deporting illegals. actually arrests and incarcerates criminals	enforce law, civilian accountability	collaboration
Enforces existing laws for all people including homeless junkies that are destroying public spaces and sense of community	enforce law, civilian accountability	ethical, equitable
Enforces laws	enforce law	

Enforces laws.	enforce law	
Enforces the law	enforce law	
Enforces the law and makes sure officers arrest people that commit crimes. Seattle has been getting more and more lax on criminals and property crime has gone way up. I have to call the police multiple times a month now to report crimes in progress and nothing ever happens to these criminals.	enforce law, crime, civilian accountability	Response times
Enforces the laws equally across all citizens. No groups get treated differently as they are now. Tax payers vs criminally vagrant.	enforce law	ethical, equitable
Enforces the laws. All of them. Not just the ones that are picked and chosen by idiot DA's.	enforce law	
Enforcing all laws, even ones that are not politically correct. i.e. camping on Seattle Streets.	enforce law	
Enforcing drug laws. Clamping down on addicts who are turning our city into a cesspool.	enforce law	
Enforcing existing laws and not allowing derelict RVs/trucks/cars to park anywhere they want.	enforce law	
ENFORCING LAWS, even against current City Council policies that have ruined our city.	enforce law	
Enforcing the law people are smoking pot everywhere and it's illegal except in your home. We need walking cops on capital hill that hangout around the pot shops. The pot shops are hangouts for drug dealers who are selling heavier drugs. Littering is out of control lately I grew up in Seattle and no one use to litter because you would get a ticket. The garbage ends up in the sound. The city council is anti police and we need someone to stand up to them. People voted for jenny because we want change we need a strong hand with compassion. Please make Seattle livable again for the hardworking middle class.	enforce law, civilian accountability	safety
enforcing the law, such as in removing people blocking city streets for any reason. Especially protest with no permit.	enforce law	
Enforcing the LAWS ...sick of the lame policing That is going on in this town	enforce law	
Enforcing the laws already on the books. Supporting the policemen/women who have to enforce the laws on the street. Listen to the community but do not take any orders from them.	enforce law	support officers
enforcing the laws!	enforce law	
Every Seattle chief of police in my lifetime came into office promising to be a reformer, all but one resigned in disgrace. We can't just have another chief who makes the same promises & doesn't deliver; like O'Toole, like Diaz, like Kerlikowske, like Stamper. Reform today, or abolition tomorrow.	Reform	
Everyone knows that crime in Seattle is out of control and that the cops will do little to nothing unless they can write someone a ticket. Is that going to change? The mayor needs to be behind this and the chief implements it - otherwise why bother? Now the cops say 'talk to Rob Johnson' - and he could not care less.	crime	civilian accountability
Experience creating and leading a good intelligence and analysis organization. The ideal candidate would be a senior executive from the national intelligence community who has some police experience. Without good intelligence and analysis skills all the best policing is just "swinging after the bell" already rung.	experience	leadership

Experience dealing with unions and firing officers with poor judgement.	experience	police, department accountability
Experience implementing innovative technologies to lead the department into the 21st Century.	creative/strategy	
experience on the street as a patrol officer and first line supervisor so understands the day to day experiences of policing as well as administrative challenges	experience	
Experience with restorative justice	experience	ethical, equitable
Experience with the city and the department is a real plus.	experience	local
Extensive experience as a cop on the beat.	experience	
Extensive knowledge with Mental Health Conditions	experience	ethical, equitable
FIGHT CRIME AND ELIMINATE DRUG DEALERS AND HOME BREAK INS	Crime, civilian accountability	safety
Firmly believes the best solution to any problem is a fine, hot bowl of chili.	creative/strategy	
Focus on mental health training for officers. We have too many instances of officers resorting to guns first when dealing with people who are mentally ill.	training	Disparity, ethical, equitable
Focus on property crime, for which Seattle is a national disgrace.	crime	
Focuses less on politics and more on Policing.	not politician	
Follow the written Laws no matter what City Council thinks or wants	enforce law	
Fosters mutual understanding and respect for both civilians and officers	community	respect
Fully law-abiding, even in spite of her/his leaders	leadership	
Gee, let me think. How about actually enforcing the LAW? Because if we're going to have another police chief who lets homeless drug addicts Camp wherever they want and rob us or worse with no fear of persecution, I want no part of it. Likewise shut down absurd protests like the one last week that paralyzed downtown for 6 hours. This protesters could have been easily removed without being injured. Instead the cops stood by and did nothing. This is such an embarrassment for the city.	enforce law, civilian accountability	safety
Getting the bums and drug addicts out of here!	civilian accountability	creative/strategy
Good leader who is experienced in on the ground policing and has respect of colleagues	leadership	respect
Good negotiation skills as the chief will have to negotiate with the city and the people of the city to get funding for a new north precinct and for hiring more police.	leadership	evaluate department
Gratitude, Compassion, Earned Pride Woman of Color A Seattle Native / Long-time Resident	Leadership, compassion	Local, woman, color
Gun reform	Reform	force
Had the demonstrated interest in reducing broken-windows policing and is very tough on police violence	crime	civilian accountability
Hard on crime	crime	
Has a concrete willingness to enforce the City's laws. Unacceptable when our police force stands back and allows laws to be broken in the name of avoiding conflict or violence, in the name of keeping the peace.	enforce law	

Has a demonstrated history of improving gender equity, 40+hours of nonviolent communication/action training, has experience in organizational change where there is deep org trauma. Advocacy, openness, transparency and tenacious accountability. Community led commitment to problem solving.	Training, ethical, equitable	Reform, creative/strategy
Has a familiarity with Seattle and the local police operation.	local	
Has a firmly seated belief in dismantling the police union, and promises swift, permanent, and harsh action to remove any officer acting questionably.	police, department accountability	
Has a focus on criminal justice reform, restorative justice, and drug treatment diversion over incarceration.	crime	Reform, creative/strategy
Has a history of advocating for the personnel and budget resources that the police department needs.	experience	evaluate department
Has a history of backing staff when enforcing RCW's and exhibiting proactive policing methods which categorically have been proven to reduce crime. Does not sacrifice line level officers to appease radical public opinion when an officer acts in good faith.	experience	enforce law
Has a history of being a community organizer against police violence and undoing institutional racism.	community	Disparity, ethical, equitable
Has a history of enforcing the law and not buying into Seattle's PC bull shit.	enforce law	not politician
Has a history of support from their peers and strong support from their current and past workforce.	experience	Leadership, collaboration
Has a history of supporting the decisions of officers that are legally and morally correct but don't fit the current inaccurate social narrative.	experience	support officers
Has a plan to demilitarize the police and will train officers to use deadly force only as a last resort.	Training, force	leadership
Has a plan to disarm the entire police force and rebuild the organization on principles of restorative justice and nonviolence.	force	ethical, equitable
Has a positive history in the community and can navigate the multi-cultural / multi-directional demands of our robust and dynamic City while supporting the ability to do positive and effective policing to keep our Community SAFE	community	Safety
Has a proven ability to keep protests without parade permits off the city streets.	safety	civilian accountability
Has a proven record of fighting property crime and quality of life issues like homeless people taking over public spaces and spreading filth and garbage	crime	ethical, equitable
Has a proven record of leadership and fostering high officer morale, collaboration, and mutual respect among member of the police force. Several of the priorities above seem to be the same thing; this list feels rather biased toward a community focused leader.	leadership	collaboration
Has a record for reducing crime and making ALL neighborhoods safe, not just wealthy ones. And I live in a wealthy neighborhood. Folks victimized in the south end and other less wealthy neighborhoods would certainly appreciate the kind of safety we enjoy in Madison Park	crime	safety
Has a record of bridging the thin blue line in a way that respects officers and acknowledges their sacrifice while also drawing the community closer.	experience	respect
Has a record of honesty and integrity!	experience	integrity
Has a record of promoting de-escalation and non-lethal forms of policing.	de-escalation	training
Has a record of promoting de-escalation over more aggressive policing approaches.	de-escalation	
Has a record of resisting ICE	collaboration	experience

Has a record of successfully demonstrating that he or she can bridge the gap between protecting the citizens in the community while properly motivating and supporting officers so that they do their jobs well.	experience	community
Has a solid record of holding fast in the face of hostile, anti-police city councils.	experience	collaboration
Has a strong record of drug abuse and online trolling, in addition to subtle (but def present) racist undertones.	experience	safety
Has a strong stance on increasing deployment of patrol officers with fewer deadly weapons.	force	evaluate department
Has a strong track record of being a Constitutionalist.	enforce law	
Has a strong belief in the effective outcomes of neighborhood community policing.	community	
Has a successful record of cracking down on juvenile gangs regardless of their exempt racial or citizenship status.	experience	ethical, equitable
Has a very strong history of adopting cutting-edge technology to promote officer safety.	support officers	
Has ability to advocate for citizens and his/her/it's officers.	leadership	
Has actually fired bad cops	police, department accountability	
Has an ACTUAL record of strong openness and transparency TRAUMA INFORMED EXPERIENCE	communication	experience
Has an objective plan for reducing narcotics and property crime in Seattle.	crime	creative/strategy
Has an understanding of the specific needs and challenges of Seattle and the SPD.	local	
Has at some point actively served on a Police force.	experience	
Has common sense, treats officers with respect and dignity they deserve	leadership	respect
Has comprehensive knowledge on issues around sexual assault and broader gender-based violence, and tackle that within the law enforcement people itself	experience	enforce law
Has deep commitment to radical harm reduction policies - you can't "serve the people" and keep them "safe" while simultaneously upholding and furthering policies that result in the criminalization of drug use and racialized and gendered livelihoods and that reliably result in premature death.	community	crime
Has demonstrable experience divesting police budget to community services. Service over criminalization.	evaluate department	creative/strategy
Has demonstrated a desire and ability to be accountable to cash-poor and POC communities -- to listen deeply, collaborate, and make changes that are guided by the needs of those who are often hurt by current forms of policing and whose voices are often ignored or disregarded	police, department accountability	collaboration
Has demonstrated a willingness to work against the police unions.	collaboration	
Has demonstrated abilities in moving police away from "broken windows" policing and re-training police to find alternatives to the use of deadly force.	crime	civilian accountability

Has demonstrated ability to improve morale and effectiveness of police force in responding promptly to crime in Seattle. Has ability to hire and retain high-quality and dedicated law enforcement professionals to the Seattle police force.	support officers	crime
Has demonstrated ability, or sufficient rapport with rank and file, to obtain collaboration and buy-in to achieve organizational change.	respect	leadership
Has demonstrated implementing evidence-based police practices and policies.	enforce law	experience
Has documented and proven ability to curtail transient population and drug abuse issues in a city with a population greater than 500,000 that does not include safe injection sites.	community	ethical, equitable
Has experience growing the police force (i.e. managing the hiring, training & such of many officers, which Seattle desperately needs). Is a strong leader against the decriminalization, or de-prioritization of drugs.	experience	training
Has experience in implementing community safety and crime fighting strategies that actually work rather than feel good theoretic while the city turns into a slum and crime is ignored	experience	safety
Has experience pragmatically enforcing laws - illegal drugs, illegal loitering and encampments, property crime - despite the host municipality having elected liberal, social justice-focused officials.	enforce law	crime
Has experience to support officers who are doing such a difficult job with little to no public support. The ability to educate the public on why officers engage the way they do.	support officers	training
Has good communication skills to help educate the public on what Police/911 can and cannot do. This alone would help the City to have better relations with it's citizens.	communication	
Has his/her officers enforce the laws as enacted for the purpose of protecting the law abiding residents of the city of Seattle. Not require his/her police officers to be social workers; have social workers do that work.	enforce law	police, department accountability
Has knowledge of mental health issues and will train officers to treat people with mental illness with respect.	community	leadership
Has managerial experience	experience	leadership
Has record of enforcing the laws, and holding officers accountable for enforcing the laws (not just for holding officers accountable for meeting ambiguous standards). Also not sure if I care if they have demonstrated ability to build trust in a large city. It could be a small/mid-sized city.	enforce law	police, department accountability
Has strong and sustained academic/training and effectively communicates learning and best practices to the community.	training	communication
Has strong interest in implementing Law and Order, by the book, without regard for the identity of the criminals and victims of crime.	enforce law	ethical, equitable
Has strong record of being a prison abolitionist.	creative/strategy	
Has successfully brought democratic direct community control and oversight to police work	community	experience
Has successfully brought democratic direct community control and oversight to police work	community	experience
Has successfully brought democratic direct community control and oversight to police work	community	experience

Has taken or will take an implicit bias test and is open with those results	ethical, equitable	communication
Has the ability to call out truth when officers are involved wrong-doing or misuse of their firearms.	police, department accountability	force
Has the ability to invest time, energy & resources to develop leaders in the department.	leadership	police, department accountability
Has the ability to stand up to Seattle City Council and not be a "yes person." Support and mentor patrol officers. Has background to manage a force as large as SPD SHOULD be. Work with community and schools to lessen the negativity and cop hating mentality.	not politician	experience
Has the fortitude to stand up to the Seattle City Council in order to protect the citizens of the city. Will enforce the laws equally among all citizens.	leadership	enforce law
Has the overall trust from the community, rank and file and that the Chief is fair, honest, respected and will bring better communication, trust and hope between the officers and the diverse communities of Seattle. Interim Chief Carmen Best has these qualities.	community	trust
Has the respect and confidence of the officers on the department.	respect	leadership
Has to actually enjoy being a police officer.	experience	
Has to have a strong record of enforcing drug, alcohol intoxicating substance crimes, including but not limited importation/smuggling, manufacturing, distribution/sales AND "personal use." The candidate must also demonstrate the ability to resist both public and elected official pressures to IGNORE these types of criminal activity. The candidate must vow to tackle these especially damaging crimes by using all means to enforce existing law.	experience	crime
Has to have some guts to stand up to the local government clowns	leadership	
Has to have the strength of character to stand up to city leadership to do the right thing by the public, all the public, not just the select few our city has decided to protect	leadership	
Has training and advocates for people who experience mental illness and also those who are homeless that have mental illness	training	ethical, equitable
Have the guts to stop unlawful actions such as permitting people to demonstrate without a permit and let them create havoc for the rest of the people who are trying to go to work, leave the city, etc.	civilian accountability	safety
Hire local police chief	local	
Hire someone who will arrest the idiots who block 4th and Jackson.	civilian accountability	
Hiring and retaining enough police officers so that timely police response to residential and property crimes becomes the rule again instead of the exception. We also need increased policed presence in neighborhoods.	evaluate department	crime
Hold citizens accountable to laws. Trespassing, etc. If I pitched a tent in the middle of a park I would be arrested/fined...but if a homeless person does this they are left alone. Crime is dramatically increasing	civilian accountability	crime
Holds that the goal of policing is to be performed in concert with a justice system whose goal is to re-integrate individuals, who become justice system associated, back into their community or into a healthier community.	enforce law	disparity

Honesty and Integrity	honest	integrity
honesty and personal integrity	honest	integrity
Honesty, Integrity, courage...advocate for all of the cities residents and guests.	honest	integrity
Hopefully, the new chief would have a strong commitment to social justice everywhere.	ethical, equitable	
how about just arrest criminals	enforce law	
How about willing to take a strong stand against Crime. How come lines of tents are allowed to block Pioneer Square sidewalks but not other neighborhood sidewalks? Why is drug dealing and prostitution allowed to happen in the center of Pioneer Square but not in the center of Queen Anne? I thought there was one set of laws not two.	crime	creative/strategy
I believe every effort should be made to hire a person of color.	color	
I believe it is important that the next leader of the Seattle Police Department be a woman of color with the skills, knowledge and confidence to build a police force that can both dismantle systemic bias within its own organization and work to dismantle systemic bias in all of the communities in the city.	woman	color
I hope this person will lead his/her police force without any prejudice against any one race, or gender.	bias	ethical, equitable
i prefer someone already in the department so we don't have to start all over again!	local	
I think it's important that the next police Chief simply adhere to the constitution of the United States and not allow the position to be influenced by politics.	enforce law	not politician
I understand the importance of diversity, yet this survey does not address the realities of crime in the city. Donnie Chin's murder remains unsolved. Lita Byrnes' family is close to me - what would they say about policing in Seattle?	crime	response times
I want a chief who fires officers who are racists, who are classists, who shoot people, or who beat up people. I want a chief who encourages increased social spending as a crime reduction tactic. I want a chief committed to creating a society that no longer has a standing police force or prisons.	police, department accountability	crime
I want a leader who's compassionate, yes, but who will build and maintain a strong police force, a force that is fully staffed, a force that is in the community enforcing the laws that are on the books, a force that will make all of our communities safer by acting like a police force. I want a leader who will stand by our laws and uphold them, instead of looking the other way and directing all officers to do the same. I want a leader who will respond quickly to calls in progress, as well as follow-through in investigations. I want a police chief who is a policeman or policewoman, and a strong one.	leadership	compassionate
I want a police chief concerned with criminal justice, not social justice.	crime	enforce law
I want a police chief who believes at their core that being in community with the communities they serve is key to effective law enforcement. Who has record of commitment to strong, community-led problem-solving policing.	community	creative/strategy
I want a police chief who will enforce the laws as they are written whether politically expedient or not.	enforce law	



I want someone who emphasizes enforcing laws. When people break laws they need to face the consequences according to the law.	enforce law	
I want to see a commitment to -Seattle-, not someone likely to use the job only as a step up the ladder to bigger things.	local	longevity
I would like a police chief to live in King county, or Seattle area!!	local	
I would like the leader to be a Person of Color as part of their intersectionality. I do not believe diversity in the form of being a womxn is enough in this matter. It would also be great to have someone who has a lived experience of either being a person with disabilities, or a primary familial tie to a person with disabilities, (meaning parent, sibling, or child.)	color	woman
I would like to choose more than the 3 above, as I think at least 5 are critically important.		
If possible, not a white middle aged man	color	woman
Impeccable honesty and integrity.	honest	integrity
inclusive & committed to equity	ethical, equitable	
Increase police presence in neighborhoods. Enforce the law.	enforce law	evaluate department
Insisting that officers use less than lethal force when dealing with people of color and holding them accountable for their actions.	force	disparity
Inspires respect and doing one's best.	respect	leadership
Integrity and the respect of the disparate communities. Accountability for police.	respect	integrity
Integrity.	integrity	
International perspective on policing is important as not all American police models may suit Seattle position.	experience	
Is a leader. Can lead people, officers and gain trust. Leads by example like showing up to roll calls and seeing what front line officers are experiencing daily By collaborating with others - you mean beyond community A and include OFFICERS! Can write a survey that may include goals beyond the looking from the outside- and maybe incorporate looking from inside the organization. Can not be steam rolled by the City Council, Mayors Office and throw hard working officers under the bus. Actually finds real solutions not utopic solutions that sound good on paper only. Is willing to show the true numbers of staff shortages to management of the city. Will speak out against double standards for police vs city council and Mayors office Will implement reasonable training standards for officers, especially when training requires night shift- 1st watchers to skip sleep constantly to attain training and drive while drowsy in rush hour traffic. Anymore? Just ask for a wives forum- you might get the truth and get real leadership changes that are needed!	leadership	trust
IS A NORMAL HETEROSEXUAL PERSON WITH 10-PLUS YEARS OF POLICE MANAGEMENT EXPERIENCE (CAPTAIN AND ABOVE), IS NOT MENTALLY ILL (AS IS THE SEATTLE LESBIAN MAYOR) AND AS WAS MURRAY WHO IS A HOMOSEXUAL UNINDICTED CRIMINAL ALLOWED TO ROAM FREE.	experience	
is a person of color	color	
Is a social change leader willing to do the undue and harmful effects and impact of mass incarceration on communities of color including working with abolition	reform	creative/strategy
Is a woman of color	color	woman
Is aware of the power dynamic between the police force and people of color and is committed to ending police violence and murder of people of color.	community	disparity
Is committed to eliminating civilian deaths by police. Member of a marginalized community.	police, department accountability	safety

Is committed to ending police violence, especially against people of color, in our community.	community	police, department accountability
is committed to enforcing laws	enforce law	
Is committed to less militarized tactics and equipment.	creative/strategy	force
Is committed to public safety, crime reduction, and enforcing the laws of the city, county, state, and federal government.	safety	crime
Is committed to rejecting all expansion of the police force, especially diffusion of military weapons, vehicles, and tactics into the current police precincts	evaluate department	force
Is committed to using their knowledge and skills to help communities invest in public safety programs that are alternatives to policing	community	creative/strategy
Is data driven and looks at best practices around the world for reducing crime while maintaining integrity and accountability.	creative/strategy	crime
Is data-driven but understands the limits of and biases within data	creative/strategy	bias
Is dedicated to requiring mandatory harm reduction and person-centered de-escalation training, especially with folks experiencing mental health and co-occurring substance abuse issues.	de-escalation	training
Is fair and just and represents the community as well as his/her police officers. It's important that a leader leads by example and also goes in deep for his crew.	ethical, equitable	community
Is familiar with the culture of the city and department. Someone who has risen through the ranks at SPD	local	experience
Is going to serve the most vulnerable neighborhoods in the South end like South Delridge, South Park and Rainier Valley. Also collaborate with KC Sherrif with those Seattle communities bordering unincorporated King County. My guess is that those communities have the highest crime rates and the least amount of resources if you based crime on per capita # of people.	collaboration	community
is here long term, not political and has the freedom to do the job as it should be done	longevity	support officers
Is not a police officer, does not support US government.	not politician	
Is not a police officer.		
Is open to disarming the police.	evaluate department	police, department accountability
Is proactive, pro-officer. A hardliner on crime.	crime	support officers
Is proud of policing and of being a police officer	experience	
Is this a trick question? What would you have us say here? "Plays Parchesi well"? Who, in their right mind, would not check all the above boxes? I have lived in Seattle since 1999, and the quality of life has rapidly spiraled downward every year, unquestionably. Really sad. I live in a "police family" from NY, and when I tell them what happens here (increasing crime/decreasing coverage and response) they say that it must be caused by the "people on top (Mayor & City Council)" instructing the police, "leave the homeless alone". The police WANT to do the right thing! I see the reports that, "crime numbers are dropping". You know (as I and any knowledgeable person knows) that crime has gone UP....we just know there is no need to report it cause there is no/minimal response. I have seen/experienced this innumerable times. Again, said.	crime	civilian accountability
Is willing to allow officers to enforce laws, and to stand up to policy makers who think that doing so is not important to public health and safety. We have a real problem with policy makers not following the will of the people in this regard.	enforce law	support officers
Is willing to arrest people for property crimes, illegal drug use and illegal camping. In other words, inforce existing laws.	enforce law	crime
Is willing to be open to new ideas and/or new ways of doing things if they work better.	creative/strategy	
Is willing to enforce laws that are currently in place in order to protect ALL citizens.	enforce law	ethical, equitable
Is willing to enforce the laws equally for ALL citizens	enforce law	ethical, equitable

Is willing to push back when politicians use police officers to score political points. New chief should put science, statistics, protocols and best practices before the emotional reactions approach favored by Seattle politicians.	leadership	
Is willing to stand up to groups when challenged if he/she has evidence to back up what he/she is doing rather than kowtowing to emotional blackmail.	leadership	
Isn't obsessed with "social justice"; doesn't hire based on race; doesn't support "Safe Injection Sites"; enforces laws on the books, re: the homeless.	enforce law	
Isn't racist, doesn't sympathize with nazis, white supremacists, and doesn't tolerate cops killing people of color or children or other marginalized groups.	ethical, equitable	police, department accountability
Keep the homeless from leaving their trash piles all over our city.	safety	
Kick ass and take names.		
Know how to kiss the Politically Correct arses of the Mayor, City Council and the LGBTWXYZ and the Criminal Illegal Alien Community so that they can overtake San Francisco as the most disgusting City on the West Coast.	collaboration	
Know this city! I am tired of outsiders from other cities and states being brought in and making cosmetic changes (new uniforms new vehicles dash cams) aren't their any locals like Tim Burgess or someone else with law enforcement training who has lived in the state for many years and knows our unique problems? [REDACTED]	local	enforce law
Knowledge listed above is utilized and apparent in all decision-making and policy implementation.	collaboration	experience
Knowledgeable in the art and importance of deescalation. #justiceforcharleena	de-escalation	
Knows how & is willing to connect with everyone he serves- caucasion & people of color : Asians, Am Indian, Af Am, Immigrants, women & men Caucasian .	community	color
knows how to kick ass		
Knowledge and training required of the spd around domestic violence and mental illness.	training	
Law enforcement	enforce law	
LBQT or empowered woman of color	woman	color
Leadership and a desire to actually enforce the laws, even if the perpetrator is homeless.	leadership	enforce law
Leadership and importance of a strong pro active missing persons department. With highly qualified officers who have the knowledge and compassion to work under stress	leadership	compass
Leadership that inspires officers and instills confidence in residents.	leadership	trust
Likes to put bad guys behind bars, arrests law breakers. Runs Bums out of city parks. upholds laws.	enforce law	civilian accountability
Listens to tax paying local people not local polititions.	not politician	community
Literally all of this is important. Also - understanding de-escalation techniques. Limit use of guns.	de-escalation	force
Literally every point on this list.		
Lives in Seattle, and has lived here for at least 10 years. Ideally, hire someone who grew up here.	local	experience
Loyalty, compassion and trust in God! Strong moral compass, loves people and a leader by example. Kind but strong. Clearly someone whose purpose it is to be our Chief and not looking for a stepping stone to move somewhere else in a few years!!!	compassion	ethical, equitable
Majority of qualities listed above are biased and will result in a weak chief. New chief needs to be strong willed and tough on crime. Everything else is secondary...	crime	civilian accountability
Make neighborhoods safer for residents! Enforce existing laws and give our police the support they need!	safety	enforce law

Makes their own decisions and does not sway in the wind, according to the news media and/or politicians.	leadership	not politician
Makes tough choices for the good of the city and department.	leadership	
Male.	male	
More focus on crime and protecting residents from it and less focus on doing what political interest groups want.	crime	not politician
Must be a pirate.		
Must be dumber than dirt and not know it. Must hate America first. Must have worked in Detroit or Chicago.	experience	
must be kind to animals		
must be queen like		
Must have all of the above qualities to some degree. The are all crucial events to the mind of the Chief of Police.		
Must have solutions at the ready to deal with the high-rate of property crime in Seattle.	creative/strategy	crime
Must insist ALL laws be enforced. Must get tough on crime and drugs/homeless	enforce law	crime
Must not be a white male scum		
Native American to lead a city named after a Chief	color	
Nearly all of the above qualities are, in my view, essential. We need someone of whom all of the above are true. However, I believe at this juncture it is extraordinarily important that the SPD leader be someone from the department. Insight into who's who in the department, who actually thinks what underneath their pro forma amiable words, and who else in the department will be effective leaders, supervisors, and command staff members to support SPD reform, is so important. And strong genuine community connections that are already built is equally important. A lot is going well right now, and it could easily be de-stabilized if someone from outside the department doesn't understand how it got here and how delicately balanced some of the promising, exciting changes are.	local	experience
Needs to listen to the officers on the street, and the taxpayers/citizens who are tired of crimes going unpunished. We're losing our city and we need to stop encouraging behavior that makes it worse!	support officers	crime
no		
No coddling due to circumstance! The law applies to everyone or it applies to none. ENFORCE IT!!!	enforce law	civilian accountability
No corruption, and absolutely not another O'Toole. She sold us out and was a massive failure. We need a Chief that will be Seattle's alone.	police, department accountability	
No deaths on their hands, not white, minority background, and immigrant background.	police, department accountability	disparity
no more old white guys		
NO MORE SWEEPS. Must be committed to de-carceration, ending police violence, taking away police guns, takes an anti-racist approach, wants to lower the spd budget or divert it to training, is committed to not only community engagement but community oversight, and wants ACTUAL community caretaking.	de-escalation	police, department accountability
NO RACIST FASCIST COPS SO TIRED OF THEM-MORE COLORED FOLK REPRESENTING US	police, department accountability	color
Not a fucking racist	ethical, equitable	
Not a knee jerk responder but an analytical leader.	leadership	
Not a white man.		

Not a white man.		
Not be a whim and cave in to the minority opinions that are voiced loudly, but don't always represent the majority of taxpayers that want protection and safety for their families.	leadership	strong
Not be selected based on their gender or race but on merit.	ethical, equitable	experience
Not being a liberal lackey	leadership	
Not being a raging, limpwristed pussy like all of the Seattle bureaucrats.	leadership	
not cater to special interest groups	collaboration	
Not complicit with the corrupt Seattle city council or the criminals at sound transit.	reform	crime
Not history of involvement with or endorsed by white supremacist groups, leaders or organizations	experience	
Not incarcerating Youth. No solitary confinement.	ethical, equitable	creative/strategy
Not killing people.	force	
Not letting political issues (related to things like choice #3 above) determine their actions, as we've seen around the world (e.g. Rotherham)	not politician	
Not politically biased and weak. They should be tough on crime, but also work on the unity in the community.	not politician	bias
Not racist and doesn't allow fellow officers to cover up and lie for each other.	disparity	police, department accountability
not shooting people would be neat	force	
Not using their position to settle personal vendettas.	leadership	ethical, equitable
Not willing to bow to political correctness	not politician	
Obviously ALL of the above are very important but I prefer our new Chief of Police be from a MAJOR city (such as NYC or even Canada/Europe) and if the new Chief spoke a few different languages that would also be a big plus. Also the new Chief MUST be in favour of safe injection sites !!!!!!!	experience	disparity
Officer safety is very important	safety	support officers
One of the biggest challenges for a new police chief would be SPOG. Someone who can confront them successfully without undermining union power generally would be very well suited to this.	collaboration	
Openly recognizes that police bias against POC exists & actively supports body cameras on all officers.	bias	color
Overall leadership, integrity, and commitment to building a strong organization that fosters diversity, creating thinking and individual excellence will hit many points above without having to choose one over the other.	leadership	integrity
Places public safety above political correctness. Downtown Seattle is disgusting and the police and courts need to be empowered to hold criminals accountable with real consequences.	not politician	safety
Please bring in someone who will hold everyone to the same bar. If someone is drunk or high then toss them in a holding cell until they sober up. If they are breaking another law while being drunk or high then arrest them and charge them with both crimes.	civilian accountability	ethical, equitable
Please give respondents the ability to Complete the survey with a simple choice of asking the police chief just to follow the law	enforce law	
Policing using non lethal methods that are available to the police and semingly rarely used.	force	
Political will to address the zombie apocolypse and makes city streets, parks and green belts safe, clean public spaces again.	safety	

Pragmatic, bases decisions on data not politics or group think. Should have or earn the respect of the rank and file, backing those officers who do the right thing. Should remind the council and the public that we ALL have responsibilities as well as rights, that public safety is a group effort.	creative/strategy	respect, leadership
Prepare for lots of demonstrations and understand that most are 100% peaceful. Don't hurt us - we're exercising free speech.	police, department accountability	community
Prevent anarchists disruption blocking public transportation.	civilian accountability	
Prioritizes the elimination of civilian deaths. Also having someone who is a woman of color would be incredibly helpful in rebuilding trust since Charleena Lyles' death.	color	woman
Pro Constitution, especially the 2nd amendment.	enforce law	
Proactive about fighting crime	crime	
Prohibit work is an must and checking the streets and under paths for bombs. [REDACTED]	safety	
Protect those that don't run in the street and protest. Protect the people that protect themselves. That has been missing for a long time.	civilian accountability	safety
Proven ability to achieve reform and change negative policing cultures while maintaining respect and gaining full buy-in of officers.	reform	respect
Proven confidence and respect among the rank and file	respect	trust
Proven track record of integrity which is lacking at the City of Seattle.	experience	integrity
Proven track record of leadership that focuses on criminal accountability and leads to reducing violent crime.	leadership	civilian accountability
Provide training and prioritize officer competence in anti racism, substance use disorders, and mental health.	training	support officers
Put cops who murder people in jail. We do not trust the police to police themselves.	police, department accountability	
Puts public safety and the pursuit of law and order ahead of irrelevant, politically correct considerations.	safety	enforce law
Puts underserved and oppressed communities first	safety	disparity
Record of success in dealing with homeless populations in a fair/compassionate manner, while being firm on implementation of the law.	ethical, equitable	enforce law
Record of successfully dealing with homeless issues.	ethical, equitable	disparity
Record of successfully dealing with the effects of addiction	ethical, equitable	disparity
Recruit, lead, and inspire confidence in police officers.	leadership	trust
Reduce crime.	crime	
Reduce crime. Our city government lets crime run rampant in this city. Why? Why let criminals have the run of our streets? The police should work for all of the city, including those of us taxpayers that fund them.	crime	
Reduce rates of racial profiling, from police officers, towards people of color.	disparity	bias
Reducing crime. Keeping order on our streets. Responding to 911 calls in a timely manner.	crime	response times
Reducing the insane homeless population to reduce crime. Stopping the heroin death sites.	crime	disparity
Removing the blight of transients and attendant crime and debris from the streets and public areas in the City of Seattle.	crime	

Respect of and for police officers	respect	support officers
Respects and Enforces the law without making excuses and employing double-standards based upon people's group identities.	respect	enforce law
Responsive with action in reviewing past records of officers and removing officers who have questionable racist conduct and not just be a PR Spokesperson.	police, department accountability	evaluate department
Seattle seems to have a revolving door for the chief. Likely due to a resistant force and a union perhaps it would be better to accept only non military background officers and be the first state to hold the actions of police including the chief to no firearm use. The gun mentality is out of date. I was a military officer and stil see no reason for anything other than tazer, handcufs and smarts to subdue a perp. If a cop is fearful they are in the wrong line of work. Many cops i hear at a public locations seem to be talking about their pension. Perhaps these individuals need another line of work. a chief who did not come from the old idea background and who uses smarts and technology would be a better fit than more lawyers and big city chiefs who are trying to supplement their pension or complete it. I am 71 and have seen what seems to be a poor process of selection and likely an entrenched outdated system for choosing new officers.	not a pol	collaboration
Seattle's property crime rate is one of the very worst among large cities in the USA. I want our next police chief to sharply reduce our high property crime rate. I am repeating the same thing four times because I believe it is very important, and we need results, not more Seattle Process.	crime	creative/strategy
Sense of humor is absolutely essential. Invariably someone will be offended, taken aback etc. by words or actions by anyone in this position. They should be a good speaker, listener and able to be able to use humor as a communication tool.	sense of humor	leadership
Serve the public. Change motto back to what it used to say. Find someone who will serve the interests of public and all the rest will fall into place. Nothing will change until you do.	reform	community
serving the public with the truth and justice first leads to all other dynamics. The willingness to work with others, being impartial with the investigation, and holding the professionals accountable for being unprofessional in any way are all fruit of the Justice tree. Right now the police is just like another gang. They take care of their own. I wonder how that is when each person has a standard of policing that they should be held accountable to.	community	ethical, equitable
Should be a member of marginalized and disproportionately imprisoned communities.	disparity	experience
Should have (successful, positive, professional) experience with specific minorities that police have historically been bad with (Black people, gay lesbian and transgender people, POC, women, abuse survivors, sexual assault and rape survivors, disabled people, people living with mental illnesses, people experiencing homelessness, etc.). I think it would be better for this person to have experience being a leader and reforming organizations in a social-justice oriented way and to have less experience with police. I think it would be really great if this person at least graduated from college, preferably with a social science or law degree. As others have probably said, they should probably not be a man or white.	experience	disparity
Should not be someone within Seattle Police department.	local	
Show results; REDUCING CRIME.. Reduce: Murders, Robbery, break-in's, INVASIONS!	crime	
Shows strong support for their department officers and stand up for officers when they are targeted for doing something they were asked to do.	support officers	
Somene with experience growing a department. We need hundreds of more officers.	experience	evaluate department
Someone not afraid to take a risk to create change. This city is full of wishy-washy politics Andrew people afraid to take action for fear of offending people. It get us nowhere.	reform	not politician
Someone other than just another liberal who is going to follow the council and mayor around like lost sheep. Someone who can lead and not follow.	not politician	leadership
Someone who can stand up to protestors and arrest them for blocking traffic without permits. We need someone who can stand up to Jenny Durkin if needed.	civilian accountability	

Someone who encourages our officers to make arrests. Tough on criminals	support officers	crime
Someone who enforces the law as it is written and doesn't take into account sexual preference, color, race or religion.	enforce law	ethical, equitable
Someone who has a spine who will not bend to the latest SJW whining.	courageous	
Someone who has law enforcement experience and would have the respect of the officers in the department	enforce law	experience
Someone who is an excellent leader, who leads from the front and inspires his/her Officers. The new chief must be someone who will advocate for the Cities Officers, who are understaffed and largely unappreciated in this city.	leadership	support officers
Someone who is anti-hyper-militarization.	force	
Someone who is familiar with Seattle and its unique challenges. This would be in contrast to an "outside hire." Or, at the very least, someone who has come from a similar situation in another jurisdiction who has shown results.	creative/strategy	local
Someone who is not just reactive, adding silly rules or laws. Someone who wants intelligent officers, not paranoid officers.	experience	
someone who is open to new ideas, such as safe consumption sites	reform	
someone who lives in the Seattle area, has worked in the Northwest and wants to work with our department and the community.	local	experience
Someone who understands the need for systemic change along with better PR for SPD. Stop allowing the media swirl to be continually placed on individual officers and deal with real systematic issues.	reform	disparity
Someone who will enforce the federal laws in this city as well. Herion and illegal immigrants have to go. And someone not bias who doesnt treat whites or white males any worse then he would treat a minority. The aim for diversity and protection of minority populations has made the white male feel disadvantaged and not treated equil	enforce law	disparity
Someone who will enforce the laws equally--including the law that does not allow public camping.	enforce law	
Someone who will not throw officers under the bus just to make himself or the city look good for a handful of people	support officers	
Someone who will use common sense & not bow to political correctness, protect legal American citizens & veterans & fight against sanctuary cities.string lea	not politician	safety
Someone who, upon applying all the skills and experience listed above, is comfortable and able to make command decisions, and empower command officers in the field to deploy their skills when properly prepared and trained. It's an executive position, after all.	experience	leadership
Someone with the guts to arrest someone smoking crack on a bus or in front of my child. Someone who will let police officers enforce laws without fear of having every decision second guessed.	enforce law	civilian accountability
Stand up for their officers and department.	support officers	
Stand up to politicians who enable criminals.	police, department accountability	
Stand up to politicians who enable criminals.	police, department accountability	
Standing up to SPOG and their toxic politics. If an officer abuses their authority they need to be fired immediately.	collaboration	leadership



Stop facing and harassing the people who are trying to make a change for the better. At every counter protest (counter protesting hate groups) police only look at us, they only pepper spray and hit us. They only arrest us and we are not the problem. Stop protecting the nazis!	disparity	force
Stop the "oh, we can't afford that" line and do what needs to be done, no matter the financial cost. Also, protection for seniors. We are victimized daily, and calls to police seem useless. Take an attitude that "these are our seniors, and we aren't going to let you target them."	evaluate department	community
Stop the crime in Seattle, stand up to the mayor and city counsel to actively enforce law. Get a contract signed.	crime	enforce law
Strong adherence to the written law, regardless of political pressure.	enforce law	not politician
Strong advocate who can fight for the additional officers we need.	support officers	evaluate department
Strong advocate who can fight for the additional officers we need.	support officers	evaluate department
Strong background in PR or marketing to help reform the police image. The actual facts about how aggressive our police are tell a very different story than the current anti police social culture would suggest.	reform	experience
Strong focus on law and order and freedom from crime for non-criminal citizens. At any cost to criminals. Btw I find your list of choices offensive. They are all progressive goals.	enforce law	crime
Strong record of enforcing law in face of pressure from elected bosses to modify for political purposes. Strong record of preventing residential breakins from junkies wandering through middle class neighborhoods.	enforce law	collab
strong support of our officers by eliminating barriers to serving in a more proactive manner rather than reactive (which occurred under DOC and the past Chief)	support officers	creative/strategy
Strong understanding of right and wrong as well as justice	ethical, equitable	
Strong values respecting the rights of others (both the citizenry generally and also suspects) and a history of combating police brutality and race-based and discrimination-based policing.	support officers	police, department accountability
Strongly encourages supervisors to develop officers skills, knowledge and abilities to make them better at their jobs and successful in their careers	leadership	support officers
Strongly supports disarming and ultimately devolving police operations down to Community based safety committees.	police, department accountability	community
Strong-willed	leadership	
Successful experience in several different areas of a large police department. Will be able to gain trust from the current officers that will allow for positive relationships in the community.	experience	trust
Support and trust of rank and file officers	support officers	
Support of the entire Second Amendment—will not abridge or further restrict gun rights for law-abiding citizens.	enforce law	
Supporting rank-and-file officers.	support officers	
Supporting the line officers and standing up to radical city council bent on demoralizing the best department in the country.	support officers	
Supporting the rank and file officers while still being accountable to the public the department serves, which isn't pandering to whomever makes the most noise but the actual people that live, work or visit the city of Seattle.	support officers	police, department accountability
Supports enforcing existing laws equally for all citizens	enforce law	ethical, equitable
Supports evidence-driven investigations over suspect-driven investigations	enforce law	ethical, equitable
Supports police officers & willing to educate community regarding necessary law enforcement activities and dispatch officers to fight crime	support officers	community

Supports safe injection cites. Supports homeless camping cites. Experience with antibiotics training.	experience	training
Supports the officers and command staff	support officers	
Supports the police officer's in their decisions and will back them up if they are in the right, regardless of political and community pressure/backlash to fire the officer on spot.	support officers	
Supports their officers and isn't afraid to tell the city council when they're being insane.	support officers	
Take serious action against shoplifting and other petty crime that allows droves of homeless to maintain their drug habits.	crime	safety
TEACH THE OFFICER "Peace", not murder, IF you have to pull your weapon?, shoot in a leg do not shoot to kill, and keep shooting over five times or more. Why shoot to kill a person, that is murder! Stop shooting to kill. The officer use to be "Peace Officer", kind and caring. Now if the officer feels, threatened he will kill the person. If the officer can not defuse the situation, he is not in the right job, Every time he has to encounter a situation there is a threat.? I am sixty-two years old, born and raised in Seattle. It is very sad, how now everyone wants to murder each other. My children get harassed by the police. I get harassed y the police, just for dropping off my family at the park, for 4th of July celebration. It is a very sad world we live in now. Peace & Respect is what we need. No one is any better then the next person, we all need to eat, sleep, work, no matter how much money you have you will get Cancer, or other sickness and die. When it rains, no mater what your skin color or religion is, we all get wet. Seattle is changing for the worse.	training	de-escalation
Tell the truth, even if its unpopular, not politically advantageous, or goes against the typical "Seattle Way." Accountability and transparency go both ways.	communication	
Tells the mayor to f%{k off and enforces the law across the board against everyone!!	enforce law	
That she is the Best.		
That the person is diverse (race, gender, etc.).	color	
The "balls" to enforce the City of Seattle's laws.	enforce law	
The acknowledgement that all cops are bastards		
The candidate must support citizen review and be willing to admit to and take action on their conclusions.	civilian accountability	
The chief should be able to make decisions without preference for any religion. 30% or more of Seattle's population are NONES and we have many minority religions making the number of underrepresented people even higher.	ethical, equitable	community
The key is an experienced police officer who has had a broad range of police work. The police out in their cars need to trust their chief. Our city is plagued with property and drug crime and we need a focus on reduction of crime and cleaning up the city.	experience	trust
The leader of any police department, especially the Chief of Police should be well informed in trauma informed care.	leadership	training
The new Chief should come with in the ranks of SPD. This gives them a jump start on the job. No need for a break in period.	local	
The only important quality in my opinion is that the Seattle Police decrease the robbing in our neighborhoods.	crime	
The police chief should be from Seattle. We don't need to look far and wide for people to run this city. We already have enough people here. I'm sure there are many qualified people here from which to choose. And someone from Seattle will know the people and city and problems here better than an outsider would.	local	
The quality of never coming into work. That would be the best cop EVAR!!		
The quality to do what is right and not what the city council and mayor want when it is wrong.	leadership	ethical, equitable

The Seattle Police Department does not need a community organizer. We need a chief that will uphold the law.	enforce law	
The way the qualities are worded above doesn't seem to allow for someone with little or no experience. I would say an overlooked quality is someone who does what's right for the city no matter what the pressures are.	experience	leadership
there is nothing said about being a law enforcement officer that will enforce the existing laws. Bad guys belong in jail. New Mayor is so much like the old mayor just a different gender. No hope for Seattle.	enforce law	civilian accountability
These are ALL important.		
They have a history of being on the streets for a number of years with a good reputation from other officers and are well respected by their police officer peers.	respect	experience
They need to be large, pink, and snort and oink.		
Thick skinned.	leadership	
This city really needs a higher base level of civic order. Democrats believe that government can solve problems and improve the lives of citizens. However walking around the city it's difficult to sustain that belief. Getting control of petty crime and destruction of our open spaces by homeless individuals, whatever their situation, should be the focus of this city and its police chief.	enforce law	crime
This is nearly impossible to choose top 3. All are critical!		
Thought on crime. Seattle is plagued with people who believe that just because it's illegal doesn't make them responsible. We have the highest level of property crime in the state. And we also think that allowing people to continue to be addicted through safe consumption sites is ok. We need to crack down on crime. There is a small percentage of Seattleites who think that crime is ok. The OVERWHELMING majority of your constituents want to live in a safe crime free neighborhood. This is the silent majority. Those that have enough self respect to no block streets and ruin everyone else's day because they are upset about everything. I doubt you will read this, Mayor Durkan, but we need tough law enforcement to bring this city back to an era where people respect the police, are held accountable, and it is safe to live in this city. Otherwise Seattle will become a cesspool of crime.	crime	enforce law
Tough on crime.		
Tough on crime. By the book and by the numbers.	enforce law	
Tough on law breakers and does not selectively enforce the law	enforce law	ethical, equitable
Tough on law. Actually enforcing the laws our city has. Why aren't these questions. We need actual enforcement. We have to stop living in the Sawant world and come to the real world.	enforce law	
Tough, law and order type	enforce law	
Toughness on law and order	enforce law	
Treats officers with the respect and trust they deserve and stands by them when they are persecuted	respect	support officers
Truly understands the needs of the homeless. Many, if not most of the homeless are mentally ill. Currently we give them free reign to do as they wish to defile our once beautiful city while we tie the hands of the professionals who have to deal with them.	ethical, equitable	disparity
Trust by the rank and file.	trust	
Understanding. Of homeless problem and has good ideas of policing camps	safety	
Understands and implements necessary training for officers in dealing with individuals who have mental health issues. Willingness to communicate and collaborate with departments addressing our homeless population to help craft workable short term solutions while longer term solutions are being worked out.	train	ethical, equitable

Understands how mental illness and poverty contribute to crime and values approaches emphasizing resources and 'actionable' caring (ex.'s - mental health court/Tlangit peace circle/new homeless vehicle parking/towing laws) as a way to address these issues vs. discarding, shaming and punishment approaches (traditional incarceration or dmv policies that lack humanity )	crime	ethical, equitable
understands that data (regarding police brutality) needs to be interpreted thoughtfully and through a pragmatic lens. Recognizes the threat of guns in our city and works to make gun safety a top priority, especially in schools and communities of color.	creative/strategy	force
Understands that the huge increase in property and other crime demands an adequate response. Willing to buck the forces conflating homeless people and the criminals among them. Willing to advocate for hiring more officers, and for dealing with ALL crime.	crime	response times
Understands the "stranger" dynamic on both sides of police officers not living in the areas they patrol and serve.	local	
Understands the difference between the economic homeless, those with Mental health problems, those with Substance abuse problems and those criminals that prey on them. Will enforce the actual laws of the city and not the whims of the common council.	community	safety
Understands the importance of Rule of Law, refuses to succumb to political thuggery.	enforce law	not politician
Understands the institutional and structural failures that lead a city to be unable to help so many homeless people, and is not an advocate for sweeps.	safety	ethical, equitable
Until the streets are clean and safe I don't care about the rest of the SJW BS implied by the other choices.	crime	safety
Uphold and enforce the law, all laws	enforce law	
Upholding the law is the highest priority, and not shirking it in favor of public opinion or caving to the loudest voices in the moment.	enforce law	
Upholding the law, arresting criminals, nomcoddling of junkies and thieves. Make it safe for people to want to visit Seattle again.	enforce law	
Upholding the law, not opinions that may be favored by our elected officials.	enforce law	
Upholding the rule of law in the community	enforce law	
Using data driven policing and technology the empower police and reducing property crime.	creative/strategy	crime
Want a STRONG advocate for the citizens of Seattle and surrounding areas...NOT collapsing to this horrendous seattle city council who can't even keep a city safe and moving! Not one that will protect the criminals over those who wor hard to support taxes.	community	crime
Wants to demilitarize the police and limit the use of guns. Makes sure that accountability is accomplished by appropriate discipline. No hand slaps for peoples' lives.	force	police, department accountability
We couldn't have the city decide who's to clear vegetation from public street/road on 39th ave NE (south of NE 125th st. to NE 123rd st.) The property owner next to it say it is not their job! Plz. help! We need road open to traffic like before. tnx.	crime	
We don't need another reformer. We need a seasoned veteran.	experience	
We need crime reduced,	enforce law	crime
We need some one that is strict on drugs	crime	enforce law
We need someone to clean up crime, treat the officers well, and be a strong leader. We do NOT need a push over, which is what some of your "suggested" responses are trying to lead the respondent to.	crime	leadership
When was the last time he or she was at the range	force	
why is this survey in English only? I'm leaving my comment here since I can't find another spot to ask why it isn't translated into other languages with intentional outreach to immigrants and others who aren't English literate.	community	ethical, equitable

Will absolutely not contribute to white officers get off scot-free in the killing of people of color. Let it NEVER happen in Seattle again. EVER.	color	enforce law
Will actually ENFORCE THE LAW. Stop the illegal camping and destruction of public property.	enforce law	
Will assist ICE in enforcement of tracking down and expelling illegal aliens	collaboration	enforce law
Will back their officers and provide them with the tools and training that they need.	support officers	training
Will cleanup the city. This place is filthy and disgusting. Homeless people are breaking the law constantly. Do not tolerate the law breaking of homeless persons and get this city back to the crown jewel it wanted was. (Emerald city) It's a shithole righ now... POLICE.	enforce law	civilian accountability
Will committ to enforcing laws, removing homeless encampments, and arresting drug dealers and users.	enforce law	
Will decrease the deaths of people of color by police officers	color	police, department accountability
Will encourage officers to be proactive and actually look for crime and make proactive arrests.	enforce law	support officers
Will enforce all laws with or without the support of the mayor.	enforce law	
Will enforce the law equally	enforce law	
Will fire police officers	police, department accountability	evaluate department
Will follow the Declaration of Independence and the Constitution, i.e., follow he law!	enforce law	
Will hold officers (and themself) responsible for their actions	police, department accountability	
Will immerse her/himself in the history of Seattle's neighborhoods - ALL - which are in the throes of such rapid change, in order to accommodate their diversity in the city's future	community	color
Will not get bogged down in political correctness, and will strive to make our city safe.	not politician	
Will not tolerate open drug use in the streets Will not tolerate broken vehicles, RVs, etc. parked on the streets	crime	civilian accountability
Will sanction officers who use force	force	police, department accountability
Will stand up to politicians who advocate 'free passes' for those who trash our communities, parks, and environmentally fragile places.	police, department accountability	safety
Will stand up to politicians who advocate 'free passes' for those who trash our communities, parks, and environmentally fragile places.	police, department accountability	safety
willing to engage and have his officers engage with the public with the effort to rebuild public trust and to commit to changing the current stereotype that officers don't care. With regard to holding officers accountable... review the files of officers with excessive force complaints and then hold THOSE officers accountable.	community	trust
Willing to have officers tackle trespass and parking issues head on. Seattle is becoming too lax and giving priority to squatters rather than citizens who want a vibrant and law abiding community.	crime	civilian accountability
Willing to work to eliminate toxic masculinity and gang/protecting-themselves-at-all-costs mentality.	ethical, equitable	
Willingness to work with the Federal government in enforcing immigration laws.	collaboration	enforce law
Willingness to enforce all laws aggressively, including property and drug crimes.	enforce law	
Willingness to enforce the laws of the City, County, State, and Nation. This does mean arresting the entire Seattle City Council and Mayor for obstructing justice, and treasonous acts against the United States.	enforce law	
Willingness to FIRE police officers who use violence and a commitment to making use of force of any kind vanishingly rare.	police, department accountability	force
Willingness to hold police accountable for their actions.	police, department accountability	

Willingness to uphold the law whether politically popular or not.	enforce law	
Work HARD toward de-policing in a city where proactive policing is at an all-time low due to public pressure and lack of understanding of how LE works. Takes time to educate the public about police work and the difficult, split-second decisions officers must make to keep us safe, even when those decisions look unappealing. Unappealing does not mean they are wrong. Is willing to stand up for his/her officers when the right actions and decisions are made even if the public does not agree.	civilian accountability	train
Working with and supporting officers. Make working conditions better and committed to the safety of officers.		
works with understanding the responsibility that comes with power, and will have all officers on board with that. again, works personally and professionally with the concepts of implicit bias and will only have officers who are in line with this.	leadership	Bias, police, department accountability
Would like to see someone qualified	leadership	
Would very much prefer having a non-white, non-male department head.	color	
Yeah, understanding that the police system is racist. Just like our country. And is actively working to change that. And has a deep understanding of systemic racism.	reform	disparity
Yes not a Chief who is paralyzed by the ridiculous whim of the City Council or Interest Groups. Let the Chief act like a Police Chief.	not politician	
Yes, please, work with people who has abilities like : Analytical Psychology / Psychic Impressions.		
Yes. Where is the question 'Has a record of standing up for and defending officers against specious claims of biased policing and false accusations before all details are known?' Where is the question 'Has a record of informing those committing criminal offenses that their defiant actions may result in injury, and that the city will not pander to frivolous lawsuits by suddenly aggrieved relations of the the criminal'?	police, department accountability	civilian accountability
Yes...your "input" boxes are formulaic and basically worthless. How about someone who will CREATE and COOPERATE with an OUTSIDE INVESTIGATION of the local Police Guild for graft and being a competitive power center with ELECTED government. And how that web of corruption interacts with the police guilds across the nation. Someone who will support CIVILIAN boards to critically oversee police behavior. Someone who will INSIST that police are EDUCATED. TRULY TRAINED. PAID WHAT THEY DESERVE. Given housing assistance to rent/own for living in the communities they police. Someone who will work for HIGHLY REGULATED AND RESTRICTIVE GUN LAWS, so that the police are not sent out into an ARMED population, putting them at great risk. Someone who will work to repeal the law that states all an officer has to verbally state is "a fear for her/his life" to justify the cold blooded murder of unarmed and innocent citizens, overwhelmingly those citizens of AfricnAmerucan/Latino decent. And how about a mayor and city council that will INSIST ON ALL OF THE ABOVE, to at least give those possibilities a chance. And, btw, I support the Seattle Police Foundation. I don't just complain.	support officers, training, community, ethical, equitable, disparity collaboration	police, department accountability

**Q2. CHANGES A LEADER SHOULD BRING  
DROP DOWN FOR COMPLETE (104+ PAGES)**

Responses	Tags
Fairness and effectiveness when handling cases and people.	Bias, ethical, equitable
Stop policing poverty crimes, start prosecuting cops, consider disarming police	Police, crime, Strong
I hope they will not police differently depending on the neighborhood.	Police
Resisting emotional responses from the community to policing.	Police, Community
We have come a long way but need even more transparency and a new PC will need to lead from the front on this	Transparent
The culture of the SPD officer corps is the most important thing. We need to be a city that expects officers to be ethical, compassionate humans, and in turn we must be a community that's committed to giving our officers the material and psychological/emotional resources they need to be able to perform the job to high standards over the course of a career. This includes having the respect and support of the citizens.	Community
implement police officer training focused on de-escalating conflicts rather than lethal force	Police, Train
Holding the union accountable for a culture of impunity.	accountability
Let police do their jobs instead of creating policies where the police question their decisions.	Police
Enforce the laws. Don't allow illegal demonstration to close off the city streets.	Enforce
Restore civility to our streets and public areas	
Creating alternatives to punitive justice such as restorative justice models.	
Respectability and accountability.	accountability
I'd like to see consequences for the use of deadly force against civilians. I would also like to see a move toward the police as integrated partners to solve problems like homelessness.	Police, HOMELESSNESS
Reduce ALL crimes, including public use of drugs, marijuana, alcohol; camping in public areas; parking violations; noise ordinances; theft. Not just the crimes the city council thinks should be enforced.	Enforce, crime, Strong
Enforce illegal camping laws.	Enforce
Increased transparency, accountability, and a willingness to sincerely engage with communities - especially those that have had historically strained relationships with law enforcement	Enforce, Transparent, Community
Law enforcement and crime reductions. I would expect the new police chief to enforce all laws and promote safety for all citizens. For example, recently protester blocked traffic downtown by laying down in the street on 5th or 6th avenue. It snarled traffic for thousands. If someone was trying to get to the hospital they could not. Completely wrong. I would want the new police chief to arrest them.	Enforce, Police, crime, Strong
CPTs that actually work with neighborhoods. Ending corruption in the SPD - South End and South Precinct have a long way to go to earn trust after Alex Chapackdee.	Trust
Running the department from an effective community based policing perspective.	Police, Department, Community
I'd like to see more neighborhood-oriented policing, but I know that's probably up to the CC, not the police chief.	Police
increase confidence that officers will respond quickly when called, listen carefully and respectfully.	
Enforcement of laws on the books	Enforce
Illegal camping and dumping needs to be stopped.	
Crime fighting changes, not some 'social renegade'	crime, Strong, Change, Reform, Shift

Enforce laws against trespassing and vagrancy.	Enforce
Turn the city around to become a law-abiding society again.	
Work better with community	Community
Begin enforcing existing laws against drug use and property crimes.	Enforce, crime, Strong
A safer downtown core. It's scary walking in some parts at night.	
Clean up the city and enforce the law	Enforce
Reverse the trend toward de-policing. Allow them to enforce laws, regardless of whether or not the perp lives in a house.	Enforce, Police
A focus on enforcement. Yes, including deporting criminal aliens.	Enforce
Get rid of the "urban campers". This will require a new attitude on the part of city council.	
Help to prioritize the enforcement of laws that cause the most harm.	Enforce
More residents will trust the police force to manage violent crimes	Police, Trust, crime, Strong
Get police to actually patrol. I never see police officers walking beats. And start investigating and arresting people for all crimes, including property crimes and quality of life crimes. I am so sick of seeing these crimes ignored.	Police, crime, Strong
Clear the addicts off our streets.	
Upholding a standard of fair policing and working with people and communities to keep the peace. Recruiting and supporting officers who come into the profession to do good and serve their communities, and getting rid of the rest.	Police, Community
Bring back the Police force to enforce laws.	Enforce, Police
Expand the police force to keep the police officer to population ratio what it was 15 years ago	Police
The ability to stand up; to council members and actually ENFORCE the laws	Enforce
Police accountability, transparency, building respect and eliminating racial bias as much as possible.	bias, Police, Transparent
Finding a way to somehow meet the requirements of the consent decree and be able to respond to calls for service, proactively police, and solve crimes.	Police, crime, Strong
Stand up to the City Council and back up the Officers in doing a difficult job.	
Improving image of department by increasing community trust	Trust, Department, Community
Someone who realizes heroin is illegal and citizens who use illegal drugs should be arrested and prosecuted.	
Reduction in police bias toward minorities and immigrants.	bias, Police
Strongly enforce existing laws against public park and trailer camping, defecating and drug transactions despite City Council pressure supporting said activities.	Enforce
Reduce crime in neighborhoods. More police to help reduce crime in north Seattle.	Police, crime, Strong
Officers are willing to speak out and don't feel pressure to protect bad actors in their dept.	



Enforcing both large and small crimes. (like pooping on the sidewalks)	Enforce, crime, Strong
Reduced crime, Reduced Public Camping, Reduced Gang violence, Reduced drug crimes.	crime, Strong
Embracing the important elements that citizen oversight can provide.	
Bring a better police perspective to joint city problem solving on progressive issues such as homelessness, ethnic/racial/income/gender discrimination, drug/alcohol misuse, and violent crime.	Police, HOMELESSNESS, crime, Strong
Hire more officers and more police presence in out neighborhoods	Police
More police. We have been broken into multiple times and it take 4-5hours of waiting to have the police show up. And, you are not allowed to report break ins online--so you have to have the police come to the crime seen. We've stopped reporting because I can't take off work to wait for the police. Also, please do not allow public camping. Give these people citations, and if they fail to comply arrest them. Bring civility back to Seattle	Police, crime, Strong
more support for the frontline officers that daily put their lives on the line. It seems past chief (as well as city council and mayor) have had implicit bias against the current officers on the street.	bias
Move the department to a service model not an adversarial one with the community it serves.	Department, Community
Focus on non-lethal confrontations and the escalation of potentially violent violent situations.	
we need a leader who will stand up for police officers; that is the type of change needed.	Police, Change, Reform, Shift
Valuing truth and justice more than politics. Doing what is right even when it's unpopular.	
more cops that walk or bike the neighborhood so we can meet them.	
Stop shooting people of color as the first thing to react to.	
Emphasize non-lethal response options.  Specifically train police to recognize unconscious bias and repeatedly train to reduce or eliminate it. It will take practice. Training is all about practicing unnatural behavior. Recognize that bias is natural but unwelcome.	bias, Police, Train
The police union and rank and file need to take implicit bias and de-escalation training, and they need to take it seriously. The department needs to be open to criticism and self-reflective, for the sake of all members of our community.	Train, bias, Community, Police, Department, open
Colorblind policing, fairness, change artist	Police, Change, Reform, Shift
Transparency, de-escalation, community relationships	Transparent, Community
Show pride in our city	
Continue on the reform efforts	Change, Reform, Shift
people will want to help rather than fear police and visa versa	Police
More transparency and community policing.	Police, Community, Transparent

Leading the Police Department to ensure all places in Seattle, especially along 99/Aurora Avenue and downtown Seattle, are safe places to walk around at all times of day!	Police, Department
End the current situation where car prowls, car theft, home invasions are carried out with very little fear of consequences, due to low staffing and lack of investigation	
Less use of firearms in policing.	Police
A stronger stand on crime, not another task force that does nothing. The police on the beat are trained not to intervene with Crimes by the transient population. This only feeds larger drug, prostitution and violence as they start feuding over territory here in p2.	Train, Police, crime, Strong
Do what it right not just what loud people might state	
I hope the leader will be bold and charismatic enough to lead the department to more restorative justice practices.	Department
More enforcement activity, return to beat-based policing with cars amply spread throughout the city and not working on "community policing" which only moves the homeless from place to place.	Enforce, Police, HOMELESSNESS, Community
Good leadership	
Getting rid of the apathetic officers starting from the top down; more officers in South Seattle and doing something about the gun violence that seems to be mostly in the south.	
While SPD has made great progress towards bias-free policing, it has come somewhat by having *less* policing in general. The new Chief should be pushing the department towards *better* and *fairer* policing. For instance, despite traffic fatalities being one of the leading causes of death in the country, SPD has scaled back its traffic enforcement:  <a href="https://www.seattletimes.com/seattle-news/data/have-you-noticed-seattle-police-are-writing-fewer-tickets/">https://www.seattletimes.com/seattle-news/data/have-you-noticed-seattle-police-are-writing-fewer-tickets/</a>  Under this new leader, we should be able to have both a fair and effective police department.	Enforce, Police, Department, bias
Redesign Seattle's precinct map; for example, the North Precinct is far too large and thus underserved and should be carved into two.	
More cops on the streets	
To engage with average citizens, esp. seniors, beyond talking with "community leaders."	Community
A lot of trainings	Train
Renew respect city-wide for our police force. Lead a new era in policing, where the full community has pride in our public safety personnel, local recruiting runs strong, and people know the police who serve their neighborhoods. Restore a sense of law and order -- civic pride, civic responsibility (not just individual liberties!).	Police, Community
Prioritize demilitarization and se-escalation tactics for the police. focus on community policing and developing a police force that is representative of the communities they are policing. Awareness of the racialized history of policing and commitment to undoing institutional racism in the police.	Racism, Police, Community
The most pressing task for a new chief will be to continue reforms initiated by the previous chief, continue to hire a diverse staff of new officers and vigorously implement a training program that stresses cultural diversity, a cautious approach to use of force and the hiring of psychologists to offer mental help assistance to officers who undergo heavy stress on the job.	Train, Change, Reform, Shift
To ask for community needs based training for cops on mental health crises, disabilities, use of violence against poc and de-militarism.	Community, Train
A strong understanding of implicit & racial bias within the police force and how damaging that is to communities of color.	bias, Police, Community
Increase crisis intervention and mental health training, higher standards on limiting use of force	Train
Very strict policies and procedures,no wavering!	
A commitment to making people of color's safety a top priority, and a commitment to getting police out on the streets walking (out of their cars), and actually talking to community members. I want them to get to know their community, and for their community to know and trust them.	Police, Trust, Community

I hope that the new leader will continue working to end disproportionate policing and the killing of people of color by police in Seattle. While progress does appear to be happening I am worried when I hear the police department say that they have done all the need to in order to make meaningful reforms - this is patently untrue. I would want a police chief who comes from a community of color and is ready to advocate for communities of color in Seattle. Someone who understands mental health issues and trauma and pushes the department to adopt new ways of supporting people who may be struggling with their mental health or have endured trauma.	Police, Department, Community, Change, Reform, Shift
Accountability, Empathy, and knowledge of mental illnesses and how to assist in training law enforcement how to approach our homeless population with empathy. Also an advocate of de-escalation training.	Enforce, HOMELESSNESS, Train
in addition to safer neighborhoods for all, an appreciation of our different cultures	
Ability to advocate for appropriate staffing levels.	
Enforce provisions of SPD Manual that call for dismissal of officers that lie about using "soft" take down tactics when their actions actually result in injury beyond temporary pain to a citizen.	Enforce
None, really. SPD has been on the right track since the consent decree. I would like to see these changes continued and reinforced.	Change, Reform, Shift
Remove all older hardcore cops who refuse to adapt to smart police tactics. Do something about the union roadblocks- I heard the president of the local union talk on radio one day. I could not believe his viewpoints of "them against us". Malice wording to protect cops from their wrongdoing is criminal in itself.	Police
Security for officers to know if they do their job as they should like move a burned rv off the streets that they won't be punished	
Allow officers to do their job. Sometimes police officers need to be allowed to police. They are too afraid of DOJ implications and paperwork right now and are too "hands off".  There is ZERO pro-active policing. (Walking the beat) Officers only respond to 911 calls instead of looking for crime being conducted and engaging.	Police, crime, Strong
Professional, community involved police	Police, Community
Improve public safety and officer training.	Train
Continued improvements to education and training around engaging with people who have mental illness.	Train
Complete current work on consent decree and move on from there.	
Zero incidenc s of police killings of unarmed individuals.  How to not hire individuals in police force who do not understand restraint.	Police
Less racial, LGBT and gender bias in policing	bias, Police
More safety to our most vulnerable populations—those experiencing homelessness, populations of color, immigrant populations. Less bowing to the pressure of north end wealth and concern trolling for safety issues that stem from classism and racism.	Racism, HOMELESSNESS
Reduce crime and public disorder. Arrest trespassers who refuse shelter. I'm not talking about refusing shelter because they can't have their dog there. If any shelter is available and the person refuses they should immediately be removed from any encampment on public property and cited for all litter/drugs/stolen bicycles in their possession.	crime, Strong

the ability to respond to crime in all neighborhoods fairly and equally including north Seattle, which gets ignored	crime, Strong
Eliminate shoot to kill policy. Shoot only as a last resort and then only to remove threat by disabling the person acting in threatening ways.	
A policy and training that would provide SPD adequate tools of dealing with people in distress. (IE, those drunk, high, or mentally challenged)	Train
Ability to effect change with the police union; ability to fire bad cops outright.	Police, Change, Reform, Shift
Enforces existing laws equally, to EVERYONE. The people of Ballard are tired and angry about our public parks, greenways, alleyways, street corners being constantly trashed, strewn with needles, covered with human waste and used as bicycle chop shops all out in the open with very few or none of these people being held accountable. Lawbreakers need to be arrested, not allowed to continue their crimes with the rest of us having to shoulder the burden with constant break-ins, car prowls, etc.	open, Enforce, crime, Strong
Openness to the community at large and willingness to take a firm position vis a vis the police "union"	Police, Community, open
De-escalation training-more training on Domestic Violence as seems to be a common thread in people who cause all kinds of major problems	Train
Focus on reducing crime in "hot" neighborhoods, particularly in the Rainier Valley and Southeast Seattle. Incorporate more youth of color led community policing partnerships. Stronger connection between police and high schools in the Rainier Valley/Southeast Seattle area.	Community, Police, crime, Strong
A pragmatic and realistic approach to policing in a large and diverse city.	Police
Greater transparency and accountability for our police officers and department.	Police, Department, Transparent
More active policing and visibility in neighborhoods	Police
Police, not get involved in local politics.	Police
Order officers to enforce laws against street camping, trespassing, and harassment of citizens. Protect tax payers, children, and families.	Enforce
I would love to turn back the clock to a police department like the one I grew up with—that is, less militarized and more collaborative and service-oriented. I was never taught to be cautious of cops, but I feel like an irresponsible parent if I don't teach my son to prepare for the worst in police interactions.	Police, Department
Complying with DOJ recommendations, reducing use of force actions, demilitarizing the SPD, holding police accountable for their acts of violence, reducing institutional racism in polices and procedures.	Racism, Police
That they will lead with a vision of community health, community strength and vibrancy, orienting police officers to serve as PEACE officers who operate with a servant leadership orientation.	Police, Community
Challenge commonly held beliefs & perceptions, both within and without the Department w/ an aim to bridge the gap b/w communities most in need of a positive relationship w/ SPD.	Department, Community
Trust, safe community, ethical leadership	Trust, Community
Ability to keep officers in places they are needed all throughout the City, including the "edges" of the City.	
Worry less about what the special interests groups vocalize about and more about what the silent majority wants, which is less coddling do small special interest groups.	

Cleaning up the city to make it a more beautiful and welcoming place to visitors	
More consistency in enforcing laws. More emphasis on property crimes, illegal "camping".	Enforce, crime, Strong
Transparency & not being afraid to stand up to the Mayor & city council when they are wrong.	Transparent
More rapid response times....more patrols near schools in the a.m. and dismissal time....more officer training in race, diversity, confrontation, resolution.	Train
I hope that they'll enforce laws and arrest people when they block traffic with their "protests" every week.	Enforce
more data focused solution.	
The ability to navigate the very diverse needs of the city with integrity and respect for all citizens.	
I'd like to see the department kill less people unnecessarily.	Department
Less tolerance for law breakers, homeless encampments, street protests without proper permitting,l	HOMELESSNESS
Perhaps the law will finally be enforced again, e.g., laws against jaywalking, smoking marijuana on the street, etc., no matter what the chowderheaded City Attorney says.	Enforce
Keeping our neighborhoods safe, engagement with youth.	
More transparency and effort into teaching de-escalation techniques, reducing racism and bias within the force, and outreach to underrepresented/overly persecuted groups across Seattle.	bias, Racism, Transparent
Reform of internal culture at the SPD	Change, Reform, Shift
Faster police response to crime. As a store operator it is incredibly frustrating to make a 911 call on an active shoplifter stealing \$500-\$1000 and have an officer show up 30 minutes later.	Police, crime, Strong
More police officers	Police
Continuity and consistent leadership	
Better use of data and research as well as implementing it in day to day operations.	
To stop criminalize poverty and blame everything on the unhoused communities	Community
Helping the impoverished, helping minorities.	
-Holding officers accountable for their actions - Show empathy and sensitivity with regards to policing minorities and POC - strive for transparency with procedures, disciplinary measures, and objectives.	Police, Transparent
Reduce property crime, drug dealing and related crime and homelessness encampments	HOMELESSNESS, crime, Strong

I'd like to see an increase in community involvement. Each neighborhood usually has a community council and I think it would be great if SPD routinely engaged with them and made the meetings open to the public.	Community, open
Less police brutality and killings	Police
Lower murder rate and crime rates for property crimes, which are the highest in the nation	crime, Strong
I hope they can create more collaboration across precincts and departments to solve deeply-rooted issues that not one single department can solve.	Department
Help the police force become something our communities of color can trust.	Police, Trust, Community
Kindness rather than authoritarian leadership and an open door police policy for citizens; I am tired of being shunted off to underlings when I call the chief's office; as a retired newspaper reporter for the Seattle P-I and a union leader (president and chief negotiator for the Pacific Northwest Newspaper Guild) I find it rude and dismaying to be put off as just another loudmouth bitchy old lady although I can be both	Police, open
I would like to see them continue to take on more of a caretaker roll in our community.	Community
De-escalation training for all officers, partnering with community orgs to decrease # of incarcerated youth	Community, Train
Now that the state legislature has passed I-940 and the HB 3003 compromise bill, I want to see a chief who will be off and running on implementing its new training requirements, prioritizing deescalation, mental health intervention, and less lethal means training.	Train
Enforcing laws, working with advocates to continually sweep homeless off streets, reducing crime in pike/pine/belltown corridor of downtown	Enforce, HOMELESSNESS, crime, Strong
enforcing traffic safety laws	Enforce
Reduce crime. Restore order to our streets and public spaces.	crime, Strong
Proactive community building balanced with reactivity to crime.	Community, crime, Strong
De-escalation training rather than shoot first and ask questions later.	Train
A desire and motivational ability to increase the response time and output of officers	
Stricter on the homeless, drugs and property crime	HOMELESSNESS, crime, Strong
Fair promotion of officers; provide training in dealing with a diverse constituency for all police staff, review use of force policies; build bridges to communities of color	Train, Police, Community
Changing the culture of SPD so that they see themselves more as guardians rather than soldiers and an openness towards trainings where police officers recognize their implicit (and racial) biases and trainings for police officers to overcome these biases.	bias, Police, Train, open, Change, Reform, Shift
Strong leadership following our current laws, tough on crime & no political correctness.	crime, Strong
de-escalation strategies and a return to protect and serve. when police feel comfortable in the community they may shoot less	Police, Community

Improving pedestrian safety.	
Resolution of the drug traffic under I-5 on Jackson Street northeast WSDOT land.	
Broad support among diverse communities.	Community
Quality policing	Police
Treat the public like it's their boss.	
More non lethal training. Escalation training. Beat cops who know the area	Train
More boots on the ground, more support for officers, more community outreach and crime prevention	Community, crime, Strong
More investigations of property crime. Run car theft stings.	crime, Strong
I hope the leader sets an example for the department. One who is in touch with what goes on and the day to day dealings of being on patrol. I hope the chief listens and is visible to the staff and community.	Department, Community
Not only police department accountability but holds the community accountable	Police, Department, Community
reduce crime. all crime. property crime and drug crime is out of control.	crime, Strong
Trust from the rank and file officers as well as trust from the least influential members of our community.	Trust, Community
Better community (especially minority communities) engagement.	Community
I hope he/she will bring back some level of enforcement and lawfulness to the city. The current situation of homeless encampments and rampant property crime make it hard to enjoy this fine city.	Enforce, HOMELESSNESS, crime, Strong
A commitment to fair and nondiscriminatory policing	Police
Puts the officers' lives first over an illegal and criminal. Gets the job done. Should be willing to work with ICE.	
Actually stand up for the police men and women she is over looking. Every chief and mayor has always been against their own employees. How fair is that? When your boss doesn't even support you?	Police
An end to racial profiling, police brutality, and lack of accountability	Police
Transparency, accountability, mental health resources	accountability, Transparent
Decrease rate of bad stops (e.g., those without probable cause) to good stops (those with). Work with communities of color rather than targeting them through implicit or explicit bias.	bias, Community
Less harassment of the poor, minority, and homeless population.	HOMELESSNESS
More openness and more "cops on the beat" within neighbor hoods	open
Open communication, partnership with community and minority groups. Ideas for how to assist the homeless, rather than just shuffling them around	HOMELESSNESS, Community, open
I hope the rise in crime (particularly property crime) changes. Less people camping/parking on the streets.	crime, Strong, Change, Reform, Shift
Better reaction time and more involvement with urban neighborhoods to help reduce crime	crime, Strong

Breaking down stereotypes of police brutality as portrayed in media	Police
More evidence-based policymaking	
More consistency, consistent messaging.	
transparency, but also offer ownership to the officers. There is a fine balance between accountability and micromanaging. Often now, officers are afraid to do anything and they don't have the proper resources.	accountability, Transparent
More community engagement, better public safety	Community
Increased budget for hiring additional officers. Reduce the need for deadly force. Specifically shootings. Stop the endless rotation of precinct captains and key precinct staff.	
Very happy with former chief, she was headed in a good direction. Just do what she did and we'll be fine. :)	
Cracking down on criminals. I.e. public urination, open drinking, camping in parks, stealing shopping carts, car prowlers.	open
Empower police to do their jobs, which is to enforce laws and maintain order.	Enforce, Police
It took me probably about 10 yrs. after the WTO protest in 1999 before I trusted the Seattle Police again. Now, I don't trust them again. I submitted online tips anonymously regarding dope deals in my neighborhood. The info leaked to the criminals, who suspected me as the tipster. I felt my safety was threatened. Also, when I called 911 to report a dope deal in progress, the 911 operator told me he couldn't send a cop car there without the name of the alleged dealer. I only knew his street name, but gave a good description of him. That wasn't good enough. Also, when the cops come to scope out the neighborhood coffee shop which has had blatant dope dealing going on for the past 2 years, they are not careful about keeping their voices lowered when they they are talking there about who's who, etc.	Police, Trust
Increased awareness and conscientiousness.	
It's time to make personal property in neighborhoods a priority, rather than down-town activities.	
Stop the sweeps. Stop forcing the homeless out of the only places they can stay. Structural and systemic changes need to happen to resolve homelessness, and displacing them only shuffles the problem around. Police should be finding ways to help these people, not making the problem worse and treating them as criminals.	Police, HOMELESSNESS, Change, Reform, Shift
Trust between the diverse communities of the City of Seattle and the police officers that serve the communities.	Police, Trust, Community
Reduce crime. No tolerance approach.	crime, Strong
Hire more cops, enforce the law, actually take property crime seriously (investigate and arrest offenders), keep the city/parks clean by enforcing laws even against the homeless	Enforce, HOMELESSNESS, crime, Strong
Diverse Force & inclusive policies reflective of culturally diverse community. Safeguard minorities against gestapo-like federal institutions like ICE	Community
Back away from death being the solution.	
Less racial bias and more transparency, accountability and community interface around police shootings and similar incidents	bias, Police, Community, Transparent
Stability. Encouraging officers to interact with community and not be fearful of conducting proactive policing.	Police, Community
Dignity. Unity	
Kindness and efficiency	



Fresh faces, people who understand people. Mental health has always been a concern to LE but I think expanding your negotiators to be able to respond not in a large scale crisis but having a "CNT" style officers working regular beats that are able to respond to minor events.	
Prosecute property crime, don't give the homeless free passes for crimes committed, clean up homeless encampments that are reported, don't allow disruptive homeless people to keep tents/garbage/needles in the middle of sidewalks	HOMELESSNESS, crime, Strong
1. Bring lawfulness back to the city. 2. Show respect to our police officers. 3. Insist that citizens respect our police officers.	Police
More accountability and stricter consequences for officers who commit crimes.	crime, Strong
Accountability—names visible on badges, cameras on. Better training in handling mentally ill individuals and in de-escalation tactics.	Train
Less deadly force or none at all. Use more pepper spray, taser, or hand to hand combat that the officers learn in training.	Train
Actual engagement with homeless, minority and trans communities.	HOMELESSNESS, Community
Support for the officers and their families. A new focus on informing the public about the challenges that the officers face daily in order to provide their safety.	
Police have the skills, manpower, resources & departmental support to do their jobs.	Police
Improve responsiveness to crime in Seattle neighborhoods, including non-violent (property) crime as well violent crime. The police force just doesn't seem to be staffed to the point where they can deal with non-violent (property) crime quickly and effectively.	Police, crime, Strong
More diversity in hiring Neighborhood policing	Police
I would like to see the existing laws of the United States enforced, and I would like to see less pandering to whoever cries the loudest. Accept that some members of the community won't be supportive of the police no matter what.	Enforce, Police, Community
To aid in lessening the gigantic homeless population in a productive, yet compassionate and lasting way.	HOMELESSNESS
Enforcing no unauthorized encampments	Enforce
Stronger analysis of data and trends to be more pro-active. Stronger military and swat / emergency response anti-terrorism skills while bringing more temperate responses to non-violent civil disobedience situations. Strong training for teachers and full time in school special forces trained officers ... to prevent or end shootings or violence abruptly should it occur - and to deter it.	Train
Kindness, openness, willingness to understand that being a police officer isn't seen as The Authority anymore from non-POCs because we see how POCs are treated.	Police, open
I'd like our police chief to lead by example. Someone that is fair, and does not believe in excessive force against certain races. Someone with kindness, but toughness when needed.	Police
Keep pushing forward	
Enforcement of laws	Enforce
Put his/her ego and that of officers behind allowing community members to facilitate resolution of whatever problems arise. And providing necessary support when asked by the community without trying to take over. give credit to the community for trying.	Community
Train our officers to always remember that they too are citizens who are not above the law. Policing is a privilege, not a right!	Police, Train
Equity and trauma informed cultural competency training for all officers	Community, HOMELESSNESS, Train
Safety and support for most vulnerable populations in our community: immigrants and refugees, homeless, poc, lgbtqia, dv survivors.	
Help enlarge and strengthen the police force and presence, particularly in North Seattle where officers are in short supply.	Police

Accountability.	accountability
Willing and sees the importance of a diverse police force that reflects the neighborhoods it's policing. We need a leader that can demonstrate skills and able to recruit people of color to serve in their own communities. We need the status quo to be challenged by the new chief police	Police, Community
Make shooting to kill the last option an officer chooses	
Love the people, his/her job, and the city	
Hold officers accountable for their actions	accountability
Carmen Best should not be the permanent police chief. She has strong ties to the police union and has been a police leader when the DOJ was summoned by the community. Carmen lacks leadership skills. I hope city officials does not select her simply because she is a female and an African American female. We need an outsider to cold corrupt police officers. Carmen cannot because she is friends almost all the police officers.	Police, Community
Rewarding good work and accountability for abusing policing values.	Police
ok	
ok	
less problems an more gatherings	
I hope they're a good person.	
k qsjkcx n	
good	
idk	
all people get free stuff	
his whole crew	
less crime	crime, Strong
The change I do hope the leader will bringing to the department is more care .	Department, Change, Reform, Shift
less racist police officers	Police
Dismantling of bias, racism, paranoia that are rampant throughout the department.	bias, Racism, Department
Stricter gun laws, less police brutality.	Police
I hope the new chief will be the downfall of police brutality.	Police
to show more respect to the community and give back	Community
Remove "us vs. them" mentality from law enforcement; continue reducing focus on "putting away bad guys" and increasing focus towards improving resources for those who might otherwise become "bad guys."	Enforce
The trust that was lost between African Americans and cops	Trust
I hope the next chief is an advocate for the silent majority in this city who are tired of being soft on crime.	Community, crime, Strong
The chief should inspire officers to be proactive in seeking out crime and making connections within he community.	
to open an updated training facility	Train, open
Emphasis on de-escalation	
Hiring more officers of color.	

I hope that a new police chief will work with communities afflicted by crime to identify resources to stop crime from happening in the first place. Youth programs, drug rehab programs and reintegration resources for those released from prison are all important factors.	Community, Police, crime, Strong
More community involvement and transparency. Also more training in non-lethal ways to handle situations	Community, Transparent, Train
More recruitment of well-trained police officers who are aware of implicit bias and the racial history of policing in our country. I feel that we need more QUALITY officers on the force to handle the property crimes and gun violence in our communities.	crime, Strong, Train, bias, Community, Police
Increased percentage of officers on foot/bike who are not dressed like they are going to war.	
Better morale for the police department, and a sense of safety to the community. If you don't have cops out there looking for criminals you don't have a police department at all. Trust in your cops, encourage them to be proactive. The people who are encouraging less only want less law enforcement. Remember that the VAST majority of people in this city want law enforcement to be effective. Right now, cops hide and collect their paycheck. And I can't blame them. Why risk your life or your job for a city government who doesn't care about you.	Enforce, Police, Department, Community, Trust
An safer hole to remove( memory and Canada y house sound and video." Theres an hole in the path... ".bomb alert construction video give.reward earn Mexican russian sons.Russian father terrorist.pic e65th and McKinley 1979 941980 minor North path bythehouses...and leading us free help this is true .	
One that will stop the nonsense of catering to special interest groups and go back to protecting our citizens. Clean up the drugs, crime, trafficking and stop tolerating it in the name of political correctness.	crime, Strong
Help police be a part of the community, instead of a feared presence. Have compassion for those suffering from homelessness/mental illness/trauma/addiction. See and respect their humanity.	Police, HOMELESSNESS, Community
More accountability and oversight of officers and police behavior.	Police
More community engagement, or foot patrols in the city	Community
Officers being held accountable. Reduce the 'fear' that officers currently have with regards to how they handle calls because they want to avoid being called in by I.A.  Officers being required to have annual mandatory mental evaluations (ONLY because they see a lot of ugliness and they are people too) in addition, to determine if any officers have issues with various races.  Officers getting out and getting to know the community they are working in BEFORE they are on patrol (Community Service)	Community
Fewer minorities killed by police	Police
Action rather than words. Enforce existing laws. Operate outside the City Council's misinformed directives.	Enforce
Implement the de-escalation and policy use of force training and policy changes under I-940; forge stronger partnerships with related systems (jails/juvenile justice, homelessness, child welfare, behavioral health) to address our pressing challenges in a coordinated way. I hope they will also bring an evidence-based approach to policing and look at best practices and research showing what is most effective to keep the community safe and reduce harm.	Train, Police, HOMELESSNESS, Community, Change, Reform, Shift
With the increase in population in Seattle, this leader needs to be able to prioritize everyone. Obviously, this is not realistic, but s/he needs to be able to make each neighborhood feel important and heard. The crime rate (both minor and major incidents) need to be addressed. In addition, this leader needs to work with the city to address both homelessness and those living in RVs.	HOMELESSNESS, crime, Strong
Better skills in policing diverse communities. Solving the trend in police brutality. Transparency in reporting data and use of body cameras to hold little accountable. Compassionate solutions to homeless crisis.	Police, HOMELESSNESS, Transparent

I want to see leadership who are willing to take on massive reform of the police department. I'd like to see a strong move away from the use of lethal weapons and riot gear. I want community service officers who get to know their communities and approach them with compassion. I want to see all officers receive extensive training on cycles of oppression, intersectionality, and racial bias. I want them to understand systemic oppression before they even think about touching a weapon. I want to see the police working in teams with mental health crisis workers, addiction specialists, and others who are better equipped to respond to certain community members than a cop might be. If someone is having a mental health crisis, the last people who should be arriving on the scene to deal with the situation should be cops who aren't working with mental health crisis specialists. I want to see an end to "wellness checks" by armed police.	Train, bias, Community, Change, Reform, Shift, Police, Department
Reduce car/home theft, public drug use, parked broken down vehicles, RVs, and people/trash camped on sidewalks and parks	
Clean house, review records of each officer for conduct and investigate the private market / sales of guns by officers. Connect with the community.	Community
To have their officer's back, but to demand that the officer's have their Chief's back too. That has to be given until someone breaks that trust -- has to be given straight away first ... respect will come, but both must initially give the benefit of the doubt.	Trust
Building trust in all communities, (CPC, OPA, etc.) is a holistic endeavor to bridging diversity and cultures. Being a partner as well as a co-producer in public safety is paramount. But, coordinating and tying all the loose ends (as noted in City Auditor Phase 1, Consent Decree, etc.) in the department makes for an efficient co-producer partner of public safety.	Trust, Department, Community
Being moral up in the ranks and hire enough officers so they are safe.	
Engagement with the community.	Community
I hope the new leader will commit to sharing difficult issues with the broader community.	Community
Reconciliation. Uniting the bulk of SPD officers and personnel with community sentiment and getting both sectors to feel satisfied and proud of the directions we are taking.	Community
Improved trust with non-white populations.	Trust
Seattle was once known as one of the major capitols of equality and ingenuity. I hope to see that come back around through leadership that cares about not only the people on his/her force, but who wants to outreach and help the growing homeless and low income populations, not punish them. Who will support funding and maybe even sit in on a neighborhood council meeting with the many representatives and listen to the education concerns and racial profiling issues brought to light in the Pioneer Square and the surrounding area.	HOMELESSNESS
I would like to see greater collaboration with activists and groups representing the more marginalized citizens of Seattle. I also think it is of paramount importance that this leader focus on training officers in non-lethal deescalation techniques.	Train
I hope the leader will be supportive of efforts to curb police violence and instead be replaced with de-escalation training, mental health awareness, and community-led interventions.	Train, Police, Community
Overall culture change within SPD to be recognize and value the importance of their role as first responders. Their interactions with the community should create and encourage people to report. Not all crimes can be charged, but how an officer or Detective responds greatly impacts that individual and or community on whether or not they report again. To many people share stories of officers showing apathy, disrespect and impatience with victims. SPD has a very poor reputation and is not seen as collaborative.	Community, crime, Strong, Change, Reform, Shift
Being aware that "all cops" are not "good-cops"..	
more evidence-based and data-driven work: measure how existing policies are working, change the ones that do not work, and relentlessly iterate; don't continue doing something just because that's how things had been done in the past	Change, Reform, Shift
Homeless awareness and partner with organization's or advocate for funding to assist the lowest and most in need	HOMELESSNESS
I hope that empathy with civilians, who police are supposedly tasked with protecting, actually translates to protection.	Police
Keep the department moving in the direction set by Chief O'Toole	Department
Implement reform and reduce police violence; work to enforce the existing laws on behalf of neighborhoods; reduce the presence of homelessness in neighborhood parks and streets.	Enforce, Police, HOMELESSNESS,

	Change, Reform, Shift
Stronger effort of police force to connect with the culture of the community which it serves. Such as encouraging officers to establish rapport with residents/businesses of the neighborhood they patrol	Police, Community
I would love to see those who use excessive force or who seem to only bust people of color, either re-trained or ousted. I would love to see people of color being given the same protections under the law.	Train
Peace and understanding, respect, have a heart. Not wanting to kill everyone.	
Change the culture and how the department has been handling sexual assault cases and working with victims of sexual crimes.	Department, crime, Strong, Change, Reform, Shift
An eagerness to embrace diversity and to advocate for marginalized citizens.	
Community based policing, deescalation of officers, anti racist policing	Police, Community
Ability to listen, act objectively based on what is right, rather than who you know.	
I hope that the leader will bring to the department will help bring justice (more quickly) to victims of sexual assault.	Department
Transparency, reduction of racial bias, enforcement of laws.	Enforce, bias, Transparent
They will hopefully require more training with nonviolent deescalation and cultural competence for the officers that work under then.	Train
Build good repoire with the media.	
Implement true racial equity work within the SPD with anti racist trainings quarterly. Also scale back the amount of "policing" of low income neighborhoods and focus on building relationshipsand trust with citizens.	Police, Trust, Train
Cultural Transformation within SPD. Cut back patrols in POC communities. Increase cultural sensitivity trainings. Increase and enforce de-escalation training.	Train, Enforce, Community
A more just and equitable department.	Department
I hope he will institute new procedures to ensure that what happened to Charleena Lyles doesn't happen to anyone else.	
An openness of different ideas how community policing record.	Police, Community, open
Transparency	Transparent
Enforcement of laws	Enforce
De-escalation training. And major advances in understanding the difference between danger and mental health crisis.	Train
increased esprit de corp throughout the ranks with the change in behavior and culture that has been and is being required.	Change, Reform, Shift
Anti racist policing policies are essential here. We had officers choose to murder Charlena Lyles because neither could be bothered to actually bring their tasers to a call...we need a chief who will ensure that such bullshit no longer happens, and that officers do shit like this it don't go unpunished.	Police

Remove racial bias in policing	bias, Police
Make Black and Indigenous lives matter.	
Increasing the number of officers so that response times are improved, crime prevention can be more effectively performed, increased beat cops to deter crime and there is increased social interaction with community through school visits and education.	Community, crime, Strong
A willingness to respond to/push back against SPOG when it says reprehensible and self-serving things.	
Less police murdering and shooting civilians and more accountability and punishment for those that do.	Police
more cops on the beat reduce wait time to get an officer to respond to call for help	
I want the new police chief to allow officers to enforce ALL the laws, even the ones that city hall puts on a low priority. Quality of life crimes are what is bringing this community down. Also, I'd like for the new chief to ask for more money so more officers can be hired.	Community, Enforce, Police, crime, Strong
Less militarization, more community policing, consequences for murder, de-escalation training and support	Train, Police, Community
A refocus toward the responsibility of helping citizens rather than hurting. A keen eye toward hiring practices and the work culture as well, to watch for white supremacist infiltration.	
A better communications relationship between the police department, the mayor and city council.	Police, Department
Better policies for antiracism and better antibias trainings. Better policies for officer accountability. Not over policing communities of color. Better rapport with communities of color so that there is less brutality because of prejudice.	Train, Police, Community
I would love to see police officers held accountable when they act on fear without evidence of a threat to their safety, often causing harm or death to the individuals they are policing. Prime examples of this problem occurring unchecked in recent years are the cases of Charleena Lyles and Che Taylor, where police claimed to feel in danger though neither Charleena nor Che posed a real threat to the officers who killed them. De-escalation techniques could have saved lives in both of these cases. Police should not be so quick to pull the trigger when they feel fear.	Police
Advocate for more policemen and a new north end precinct (or two separate ones).	
Additional training of officers in how to manage individuals with mental health challenges.	
Follow through on investigating property and assault crimes	Train, crime, Strong
Return to the days when there were consequences for crimes despite your housing status	crime, Strong
Change that will make neighborhoods safer, better policed and stronger enforcement of drug laws and property crime.	Enforce, Police, crime, Strong, Change, Reform, Shift
I want to see more police out of their vehicles and out walking in communities.	Police, Community
More community policing. Focusing heavily on anti racism training for all parts of the police department.	Train, Racism, Police, Department, Community
Return to the days when there were consequences for crimes despite your housing status	crime, Strong

Tone down the attitude often displayed by Seattle cops. Police should not be threatening or attacking citizens.	Police
demonstrated leadership that can bridge the reality of the politics in our city/community	Community
Equality for all	
Emphasis on implicit/unconscious bias and de-escalation training. SO. IMPORTANT.	bias, Train
Getting the department back to enforcing laws	Enforce, Department
Leadership in training and expecting police to be more connectable, meaning with a less aggressive and macho (even the women) attitudes that are offensive, cold and offputting to good, honest citizens. More community service orientation . Saving the tough-ass bravado and intimidation for those who really do pose a threat to others or themselves.	Police, Community
Push for safe injection sites and homeless camping sites. Progressive anti-bias and de-escalation training	bias, HOMELESSNESS, Train
Police acting as respectful partners in the community rather than powerful bullies.	Police, Community
- Terminate officers who use excessive force - reduce homeless sweeps	HOMELESSNESS
Hiring of more minority officers	
Those stated above as priorities. A change in mindset of policing becoming more about community and less adversarial.	Police, Community, Change, Reform, Shift
Help change culture of department.	Department, Change, Reform, Shift
More officer accountability...anyone not turning on their body cams should be sent home without pay. They need to earn back our trust and the penalty for that lackadaisical attitude should be severe.	Trust
Something is wrong with the system. I am a Block Watch Captain. My neighbors experience theft (home break-ins and burglary, mail and package theft - which is rampant here (a federal issue probably with mail, but still SOMETHING has to be done), car break ins and theft. When neighbors reach out to police they have often been told there is nothing that can be done, that their case won't be taken or can't be prosecuted or whatever. Even though my neighbors more than once have found their items on Craigslist or Offer Up, etc.. No one will help them....With other crimes sometimes the police say they have to "witness the crime" or the pictures or videos taken aren't useful. This makes NO sense to me. Somehow the system is broken and needs attention. Something needs to change.	Police, crime, Strong, Change, Reform, Shift
Stop politicizing law enforcement	Enforce
Return of the rule of law principle that the Constitution of the US is based upon.	
Reduce the growing crime and gang problems, improve relations across diverse groups, implement fair policing practices	Police, crime, Strong
Primary goal to deescalate as much as possible, refer to services, and support victims.	
A change in perception the public has on the police. More involvement with the community to help solve our homeless situation. Harder much much harder on accountability for officers who abuse their position of authority	Police, HOMELESSNESS, Community, Change, Reform, Shift

Good, hands-on leadership that continues the progress made toward appropriate use of force but also makes the rank and file feel the Chief has their back. Bring back enthusiasm and motivation to a discouraged force. Continue with training in dealing with mental health issues. Proudly broadcast the successes of the department.	Department, Train
Community collaboration, openness, honesty, integrity. NOT military style policing.	Police, Community, open
Stop essentially ignoring property crime. Expand community policing. Work with health care providers to develop program, like involuntary outpatient treatment, for those with demonstrable mental illness.	Community, Police, crime, Strong
Less use of deadly force; more friendly interaction with people on the street; more citizen review of controversial policing actions	Police
Increased focus on de-escalation training, implementation, and accountability.	Train
More focus on neighborhoods that are asking for a police presence, paired with less time/distraction on assuaging seemingly unsatisfiable police critics and opponents.	Police
Find a way to help the North Seattle dept get a new office without spending a lot of money on it. Help police officers cope with the changes required by HB 3003.	Police, Change, Reform, Shift
Cooperative and collaborative community-focused officers.	Community
More transparency, a huge decrease in violence against people of color.	Transparent
Effective lobbying for in increase in community officers. Could there be levels of staff...some handle car prowls, some drug dealing, etc.?	Community
Accountability, and motivation so certain officers will do their jobs instead of looking the other way.	accountability
A compassionate well trained and paid that enforces all laws and keeps the streets safe and clean	Enforce, Train
Equitable and fair treatment of all members of the public regardless of race, religion, ethnicity, gender, orientation, citizenship. The public should not need to fear the police. Stop bullying citizens with police power, it makes us dislike you and less likely to cooperate. End the us vs them (police vs public) mentality. It's getting us nowhere except killed.	Police
I hope the leader will bring a culture change and a shift toward non violence, implicit bias training, alternatives to arrest programs, and be representative of and accountable to the diverse community they serve.	Train, bias, Community, Change, Reform, Shift
Additional officers on staff to help lower response times, especially in the case of "insignificant" calls like property damage or theft. Also a stronger presence in the community.	Community



It would be wonderful if members of our community who are minorities or are impoverished felt that our police officers were there for them and have their backs, that they can trust them not to over-react or be driven by implicit biases.	bias, Police, Trust, Community
Emphasis on stopping crime.	crime, Strong
Greater openness and transparency with the general Seattle community.	Transparent, Community, open
Dealing with "petty crime" more seriously. Like theft, breaking & entering etc	crime, Strong
Stand up to the council and begin enforcing the laws. Homeless shouldn't be allowed to run the city and destroy our neighborhoods. Accept the help offered or go to jail.	Enforce, HOMELESSNESS
Support for officers to do their job and put more emphasis on property crime and home break ins which are now rampant in most neighborhoods. Look at any Nextdoor.com for any neighborhood - people know the police won't follow up because it won't go anywhere	Police, crime, Strong
make them get rid of some of their swat war gear. Make them come to protests (and work) like regular cops.	
I hope the new leader will embolden the officers in the department to enforce the law and really reduce crime.	Enforce, Department, crime, Strong
Build a much needed trust with historically under represented communities.	Trust, Community
Crack down hard on crime infesting our neighborhoods! We're paying thru the nose to live here, and for what?	crime, Strong
Community vibes Respect for the police instead of a hatred	Police, Community
A community aspect	Community
focus on de-escalation, improving relationship between police and the community members, training for officers on how to respond to citizens experiencing a mental health crises	Train, Police, Community
Inspires "bad apples" to clean up their act. Supports the officers who are doing great work (who are the majority) to continue that great work and let's them know they are appreciated.	
Accountability to its citizens, appreciation for and understanding of racial bias in policing, and compassion	bias, Police
Less killing innocent people like Charleena Lyles.	
Dedication to doing the right thing...no matter what. If an officer makes a mistake, admit it, take responsibility, work to make sure it doesn't happen again and move on.	
More focus on community policing, more focus on deescalation, more diversity awareness training.	Train, Police, Community
Increased involvement with mental health community, commitment to community service officer training in mental health issues	Community, Train
Culture shift and a different approach to policing strategy	Police, Change, Reform, Shift

More focus on working with autism/deaf/etc. disabled citizens during interactions to get a safe outcome	
Do not be intimidated by groups who try to bully by taking over city council meetings and who interfere with other citizens' rights. Ignore the rude and disrespectful members of the City council (Sawant, O'Brien, Gonzalez). Understand the community needs to be safe and the laws need to be enforced. No one, not even people living on the streets, is above the law. Understand not all homeless are innocent victims. There are many who are criminals who play the homeless victim card.	Enforce, HOMELESSNESS, Community
Dismantle the "old guard" sense of entitlement that many senior officers have. No, I am not in law enforcement but I have had a unique civilian perspective from my current work. I am glad that I don't work directly with sworn officers anymore but I feel for other civilians in the department. I have friends who do and their treatment as second class or not "blue" enough is harmful and toxic.	Enforce, Department
I hope that they can build trust between police and communities, especially those historically marginalized, through strong reform in training, policy, and culture that leads to a felt positive impact on our communities.	Train, Police, Trust, Community, Change, Reform, Shift
Get Seattle out of the lawless squaller it has fallen into! Allow out police force to police again! Our neighborhoods don't feel safe anymore and this beautiful city is turning ugly for so many reasons	Police
Significant crime reduction	crime, Strong
Someone who can get the city under control; non stop protest impacting people's lives in unacceptable. Someone who will apply much needed discipline to a bunch of over grown children.	
I would like to see Carmen impose strong policies surrounding police accountability. More training when interacting with individuals with mental health.	Police, Train
Wipe out racial profiling and bias in The Seattle Police dept. commitment to reducing officer related shootings and killings, commitment to alternate methods of deescalation, more education and training on how to deal with incidents involving mentally ill people.	bias, Police, Train
Those who are effective know they are change agents and seek out to be "iron that sharpens iron." To be an effective leader goes against human nature and definitely against standardized police culture for it takes humility, commitment, and a strong work ethic on personal development.	Police, Change, Reform, Shift
Better response times to calls, more officers, educating officers in de-escalation tactics	
Maintain the trust of the people and to police officers. We all need to get along and make this work!	Police, Trust
Accountability of officers, a push for training in deescalation and mental illness. Willingness to listen to marginalized communities within the seattle area.	Community, Train
The ability to stand up to people and enforce the laws of the city.	Enforce
Enact changes suggested by federal investigation of SPD. Deescalation training in a real way.	Train, Change, Reform, Shift

Accountability and empathy. We need someone who isn't afraid to punish those on the force who make poor judgements, and who is not held to the "blue code." We also need someone who is able to inspire empathy from officers when dealing with homelessness and drug addiction, as well as with marginalized communities.	HOMELESSNESS, Community
Accountability across the dept.	accountability
Clean up the city and enforce laws especially on petty crimes	Enforce, crime, Strong
Fully enforce existing laws.	Enforce
return to rule of law	
Less invasion of Washington State Patrol in I-5 areas. Look for more dominance in Seattle and surrounding suburbs (Lake City, Northgate, Shoreline). Don't let State Patrol pullover someone just so they can make a record of putting someone into jail! The leader should enforce against left-lane campers. The leader should advocate for a higher speed limit (support the National Motorists Association). Most of all, the Seattle police has to be more welcoming, warm, rather than intimidating as it is now.	Enforce, Police
Enforce the law. Please. Do not let 5,000 or so vagrants terrorize and ruin a city of 700,000. Because that is what is happening now. Crack down on property crime as well.	Enforce, crime, Strong
Find a way for the police department to actually enforce our city's laws. We all deserve a safe city.	Enforce, Police, Department
Reduce use of force.  End sweeps - help the homeless, don't harass them.  Get officers to stop speeding through residential neighborhoods for no reason.	HOMELESSNESS
More transparency and more work with the community.	Transparent, Community
Accountability, namely firmer tangible punishments to police officers using excessive force and profiling. A clear, loud proclamation to stop shooting so many people when it is not absolutely necessary to do so. Use non-lethal force, or empathize more with suspects. Please oversee a Seattle with less shootings and killings. We are begging you. Please.	Police
I don't know about changes, but I wonder if the police on the street have any ideas about how to solve the homelessness crisis in Seattle. Seems they might have a fair amount of interaction with homeless people and perhaps have given some thought to the problem of homelessness.	Police, HOMELESSNESS, Change, Reform, Shift
Continue trying to hire officers from underrepresented groups. I am not involved with Seattle police department but from what I read it has been moving in the right direction in a lot of ways, so I hope it keeps doing that	Police, Department
Strong leadership in support of Police Officers	Police
Taking definitive steps toward fighting racism in the police institution, treatment of homeless people as humans in need of help and not criminals.	Racism, Police, HOMELESSNESS
Enforce all the laws equally. Reduce crime. Recruit more officers and rebuild the SPD.	Enforce, crime, Strong
Making policies that attract new police officers to want to work in Seattle.	Police
Holding officers accountable and setting high standards. Accountable to communities of color in the city.	Community
Fewer civilian deaths, building trust with people of color, people who are transgender, and other marginalized groups	Trust
As much as is legally allowed, lobby for prosecution of serious property crime.	crime, Strong

A sense of pride in the police department. This police force is spread too thin; make a point of hiring more officers. It is rare to see a police officer patrolling in/near my northend neighborhood but we have an inordinate amount of residential criminal activity. I'd love to have a physical 'neighborhood' police presence in Lake City, like the 'cop shop' on NE 160th in Shoreline. Maybe then the druggies & drug dealers would leave so our kids & families can use the local parks w/o worry about needles. And adults could shop w/o being hassled. Make Seattle Safe again!	Police, Department
Address crime, including property crime. Address use of force and department cultural issues. React quickly to shifts in crime.	Department, crime, Strong, Change, Reform, Shift
Will promote education on mental illness, drug abuse, de-escalation techniques, overcoming bias. Handling difficult situations in a nonviolent, non-provoking manner. Overcoming bias, enhancing listening skills.	bias
Someone who will let police do their jobs. Someone who recognizes that building bridges between police and the community requires both sides to be willing to meet in the middle and the community has not been doing that	Police, Community
To prioritize the reduction in use of lethal weapons in our communities. Thinking of Charleena Lyles... a tragedy that didn't need to happen and could have been avoided.	Community
A pay raise for officers and less micromanaging of officers	
A new perception of police officers and building trust.	Police, Trust
More arrests for trespassers and theft.	
I hope that leader will enhance positive community/law enforcement strategies that will close the us against them mentality that currently exist between the community and law enforcement. Bridge the gap!	Enforce, Community
I want bad cops out. I know they're the minority, we have a lot of great cops, but the bad apples have to go. I need to see less incidents of racism in this city.	Racism
Continuing to move the agency forward in response to the Consent Decree.	
Real accountability for police who engage in unconstitutional policing and aggressive tactics, along with the transparency that requires and upholding disciplinary recommendations from OPA.	Police, Transparent
Finding funding for more officers, not police stations.	Police
Uplifting the voices of the vulnerable and being open-minded to folks of all walks of life and identities	open
Laws will be enforced	Enforce
A sensible and humane response to homeless persons in crisis and a willingness to cooperate with organization and government agencies working to prevent homelessness and help the current homeless to find stable, safe housing	HOMELESSNESS

<p>Increased police force and responsiveness to the crime in Seattle.</p> <p>Many incidents called in are not followed up by police because they are overwhelmed with calls.</p>	<p>Police, crime, Strong</p>
<p>Increased staffing in patrol. Using the bully pulpit to push for new North Precinct.</p>	
<p>improvement with community engagement &amp; overall moral building between the communities and our police department</p>	<p>Police, Department, Community</p>
<p>An improved culture in the department. The recognition that the police serve people of color, not just white people. That the police should work closely with the community to understand their needs and work to improve the community's quality of life. I also hope the new chief will eliminate the racial disparities currently existing in arrests and police confrontations in our city. E.g. people of color will no longer be pulled over at higher rates than white people, etc.</p>	<p>Police, Department, Community</p>
<p>Getting rid of inefficient policies that take up officer time and prevent them from being available to answer calls for service. Encourage officers to actually enforce laws and ordinances against chronic offenders so that officers are not wasting time responding to the same suspects everyday. If chronic offenders CAN go to jail, they should go to jail.</p>	<p>Enforce</p>
<p>The police to act instead of just watching like the protesters blocking traffic the other day. The comments made as to protect the protesters rights but what about the rights of the thousands effected by their madness and the lack of action by the police who are paid by us the tax payers.</p>	<p>Police</p>
<p>Zero tolerance for racism, transphobia, and antagonism against the homeless community within the department. Emphasis on de-escalation and rehabilitative justice, ensuring that officers face substantial consequences for misconduct. Thorough screening of new hires to ensure candidates' field performance is not tainted by bias.</p>	<p>bias, Racism, HOMELESSNESS, Department, Community</p>
<p>Have better training for police officers. Why does it take a lawyer 3 years of extensive school to interpret the law, but a 6-month course for police officers to learn how to enforce the laws. Have them take sociology courses, psychology courses, humanitarian courses... bring the human aspect back into the profile of a police officer.</p>	<p>Enforce, Police, Train</p>
<p>Enforcing the laws on the books, and active policing. Not just passive.</p>	<p>Enforce, Police</p>
<p>Body cameras TURNED ON, tasers charged, officers rewarded and celebrated as hero's for non-violent de-escalation of tense situations. Officers who show a tendency towards excessive force or who receive complaints from citizens should receive additional training. Destigmatize additional training. Offer compensation/accolades/promotion opportunities for officers who voluntarily engage in additional training around power dynamics in policing. Foster an environment that values self examination and improvement. Change the culture through radical approval of desired behavior and a commitment to accountability for those who will are not responsive to change management. Creative solutions for nuisance crimes, like mail and package theft.</p>	<p>Train, Police, crime, Strong, Change, Reform, Shift</p>
<p>Actual enforcement of laws.</p>	<p>Enforce</p>
<p>I hope the leader can fire officers who exhibit poor judgement.</p>	
<p>Transparency, more community coalition/relationship building in the west and South</p>	<p>Transparent, Community</p>
<p>That police will start cracking down on violent groups like Antifa, and actually enforce laws and make arrests during unlawful protests</p>	<p>Enforce, Police</p>
<p>I would like to see a chief that is going to make change and hold his officers and staff accountable. I need you all to consider a lutino for the position one that understands the culture and is willing to work with all.</p>	<p>Change, Reform, Shift</p>

i hope the new cheif will hold officers accountbale for their actions, their mistakes, and their short comings.	
I would like to see a chief that is going to make change and hold his officers and staff accountable. I need you all to consider a lutino for the position one that understands the culture and is willing to work with all.	Change, Reform, Shift
I hope the leader revolutionizes how policing is done and work with community movements like Black Lives Matter to change things	Police, Community, Change, Reform, Shift
Police accountability, deescalation approaches to protests, additional training for officers working with homeless or mentally ill populations.	Police, HOMELESSNESS, Train
More legal action against officers who wrongfully use violence instead of using deescalation tactics	
More accountability from police officers , easier access and protection when complaints are made against offers for excessive force and misconduct.	Police
Support of their police force.	Police
Transparency and collaboration	Transparent
Black Lives Matter	
Hire more police and stand up to the city council	Police
Transparency, culture of service, giving out even more traffic violations current enforcement is a joke.	Enforce, Transparent
The idea that the community can trust the police to PROTECT and SERVE through respect for the rights of everyone.	Police, Trust, Community
Make more/all officers CIT.	
Better policing of petty/minor infractions that erode trust in police and one another.	Police, Trust
A focus on drug related crime.	crime, Strong
Tough laws. Enforcement of actual laws. Doesn't have apathy for the criminal vagrant.	Enforce
Change the culture so that the SPD doesn't attract bullies, and in fact it becomes a place where bullies and people on power trips are unable to work.	Change, Reform, Shift
Hiring good cops and firing bad cops.	
Listening to the community about what the community wants in terms of policing, and starting agendas from that perspective.	Police, Community
Less crime. Less property crime.	crime, Strong
Mandatory self-starting / continuous body cams. Harsh punishment for officers who use excessive force.	
More officers, more community policing, more patrols in neighborhoods	Police, Community
Greater police accountability while leading the way towards creative and effective solutions to help with neighborhood problems such as homelessness.	Police, HOMELESSNESS

Sever ties with the religious school Seattle University. If you need a program like this it should not be theocratic.	
Our police should NOT be endorsing religion or wearing religious symbols. Being arrested by a cop wearing a cross can be terrifying for a person of another religion or no religion. It sends the message that "members" receive preferential treatment. Religious symbols are gang symbols and not appropriate on police officers.	Police
Trustworthy change	Change, Reform, Shift
Listen to the community, remember the loudest voice doesn't always speak for the majority, then take action. And standby the consequences of those action both good and bad, learn from both mistakes and victories.	Community
Advocate for police at city level to bring more resources to police and prosecutors	Police
Not let 7 people shutdown traffic for an illegal unlicensed protest.	
More trust in law enforcement within the community	Enforce, Trust, Community
Make Seattle safe and a place people feel comfortable living. Seattle is rapidly descending into a city of crime and filth. Laws are selectively enforced. I would like to see the leader reverse the current downhill spiral of our city. We have neighborhoods hiring private security firms to keep us safe. This is an embarrassment to our city council that tax paying citizens have to hire their own police force to keep their property and families safe.	Enforce, Police, crime, Strong
social justice, racial equity, trauma informed, accountable department.	Department
Working to end police violence - Seattle can easily be on the forefront of this issue.	Police
ABSOLUTELY NO MORE SWEEPS. Get rid of the "gang unit" and back restorative and transformative justice measures that incorporate cop participation.	
I think the changes we have seen are positive	Change, Reform, Shift
A reduction in use of force incidents	
Bring back a real sense of security to citizens of Seattle. All citizens, not just minority, and fringe groups.	
Re-establish the department's ability to protect everyone in the city, without political interference. Make the mandated reforms part of the culture, instead of an appendix.	Department, Change, Reform, Shift
Bring back RULE OF LAW. I could give tons of examples, but how about allowing a handful of so-called protesters to shut down city streets-impeding those who actually work for a living-and not being arrested or moved to the PUBLIC SIDEWALK. It's against the law to impede traffic!	
Stop the heroin and meth dealers from selling drugs to the homeless.	HOMELESSNESS
Increase staffing, increase patrolling, increase crime reduction.	crime, Strong

<p>More power to police unsanctioned homeless activities.</p> <p>Influence funding for more beat cops.</p> <p>Take a hard stance on petty crime that permeates Seattle</p>	<p>Police, HOMELESSNESS, crime, Strong</p>
<p>really you just have to work on anti-racist training and de-escalation. There's no overnight solution you just gotta keep at it</p>	<p>Train</p>
<p>Stop the craziness of the injection sites which are illegal and stop attracting the homeless from other states because of all the goodies over here! do not cuddle them!</p>	<p>HOMELESSNESS</p>
<p>Visible changes to number of arrests for car prowling, car theft and car vandalism. Officers see disinterested and do little investigation on these crimes (the largest in our area). Take fingerprints, not just for murders but for all crimes. If people started being arrested, the number of these crimes would decrease.</p>	<p>crime, Strong, Change, Reform, Shift</p>
<p>Transparency, openness, fairness</p>	<p>Transparent, open</p>
<p>More community policing.</p>	<p>Police, Community</p>
<p>A renewed emphasis on harm reduction measures.</p>	
<p>Better training for officers in cultural awareness as well as an emphasis on deescalation rather than confrontation.</p>	<p>Train</p>
<p>Have the SPD be an example in the community. Officers should follow laws, on and off duty. The leader should set this example, and also bring more deescalation tactics and racial equity training to SPD.</p>	<p>Train, Community</p>
<p>property crimes are affecting Seattle and the invasion is painful. I hope these can be dealt with</p>	<p>crime, Strong</p>
<p>Enforce the law, all the laws.</p>	<p>Enforce</p>
<p>More trust between police and community. More collaboration with other city depts (such as public health), to develop comprehensive solutions to city problems.</p>	<p>Police, Trust, Community</p>
<p>curb the homelessness epidemic.</p>	<p>HOMELESSNESS</p>
<p>Increase trust (public trust in police force), which will have a positive impact on how officers feel.</p>	<p>Police, Trust</p>
<p>Actually firing problem officers without giving them golden parachutes</p>	
<p>Reduction of gender based discrimination/sexual harassment between male cops and females they encounter, both externally (subjects, civilians, witnesses) and internally (coworkers, other agencies that they work with).</p>	
<p>Containing education for officers around race, mental health, and gender</p>	
<p>Better relations with POC, a better response to the homelessness crisis, actual consequences for problem officers, diversify the force, more community engagement.</p>	<p>HOMELESSNESS, Community</p>



Open community police storefronts, to promote engagement. Fund de-escalation training. Fund AEDs in police vehicles.	Train, Police, Community, open
Stop shooting black people because you are to lazy to charge your goddamn taser and fire that killer.	
Higher accountability, less money spent, making the city safer through proactive programs	accountability
Better representation to the city so the needs of the department are met and proper resources distributed by council	Department
Holding officers accountable and treating them the way any other citizen who commits a would be treated. Increased and continued training for officers. Less use of excessive force at peaceful protests. No public service employee is above the law.	Train
Less racism. Less bias. More honest work.	bias, Racism
Please bring more police presence to Rainier Beach. It does not feel safe here. 2 elderly women have been attacked this week! Please patrol the neighborhood more.	Police
Officers must be held accountable, and the culture of routine unreasonable use of force must end.	accountability
Less police brutality and more humane and respectful treatment of all individuals in the community. More training on how to problem solve effectively without the use of aggression.	Train, Police, Community
More focus on bringing diversity to police and building relationships with communities	Police, Community
Leadership focusing on less use of force especially when dealing with people of color.	
Address the homelessness and trash that is rampant throughout this city. I moved out of Capitol Hill because it became a festering wasteland.	HOMELESSNESS
More diverse police force	Police
A commitment to end to broken windows policy, racial bias and youth incarceration. Someone who wants to reduce use of force across the board and equip police with the de-escalation skills and mental health/mindfulness training, and more resources to connect and refer individuals to services rather than fining/jailing folks for minor quality of life infractions.	bias, Police, Train
Hire more officers, and find ways to have more officers in the streets. Allow police officers to be more assertive in investigating suspicious circumstances and making arrests -- especially in the realm of drug dealing and shoplifting. Too many slippery thieves and criminals are getting away with stuff!!Posting officers at grocery stores, malls, and other high-shoplifting areas. Improving efficiency in technology to make Seattle more effective in addressing crime. Residents should be able to easily upload images and video of people engaged in criminal behavior so that officers can have better information when going to a call of who or what they're looking for. Improving technology so that more resources are going to boots on the ground, rather than boots in offices typing up reports and such. I'm not sure exactly what this looks like, but the officers and personnel probably have some ideas.	Police, crime, Strong
I hope that the leader would use national studies to inform policy changes. (S)he would use data to make informed decisions on how to lead the department	Department, Change, Reform, Shift
More accountability especially racially motivated police brutality	Police

Reduce excessive force and reform training to include unconscious bias trainings (before and during time as officer), hire officers from our community instead of from rural areas, hire officers who are people of color, address sexual violence in compassionate way to victims, embed significantly more social workers in law enforcement teams (and not just for homelessness)	Enforce, Train, bias, Community, HOMELESSNESS, Change, Reform, Shift
Embracing equity. Ensuring that all officers are educated and understand systemic and institutional racism and the role police have had in this.  Being trained in deescalation models that ensure no one is shot by a police officer  Come up with creative solutions and programs that divert people from Paul or prison.	Racism, Police, Train
Transparency and accountability.	accountability, Transparent
Fewer officer involved shootings, mandatory de-escalation trainings for folks experiencing mental health and co-occurring substance abuse disorders. lesser militarized police presence overall in communities, reduced police presence at peaceful protests, an elimination of officers participating in city-led sweeps, and a de-criminalization of homeless encampments.	Train, Police, HOMELESSNESS, Community
Better training	Train
Holding officers accountable for police-led violence against communities and people of color. Requiring training in de-escalation and diversity and racial equity for all officers.	Train, Police, Community
Transparent and equitable service to all of Seattle	Transparent
Increase in awareness of de-escalation measures in interactions with people who are homeless and/or with mental health issues	HOMELESSNESS
To hold officers accountable for use of deadly force and work with communities to repair deeply broken relationships.	Community
Racial equity training and education for police officers	Police, Train
Fair policing	Police
More kindness, within the dept and in the community	Community
I hope they will recruit more women, people of color, and LGBTQ officers; reward officers who practice deescalation and show respect toward *everyone* in the communities they police; create a police culture that accepts and values ongoing anti-bias, deescalation, and empathy training; accept - and act meaningfully on - feedback from Seattle's overpoliced populations; remove a significant number of racist, sexist, violent, abusive, and/or otherwise problematic officers from street patrol or supervisory positions; and commit to transform the police force into a positive community asset that even marginalized Seattle residents can trust calling 911 and reaching out to.	Train, bias, Police, Trust, Community
Accountability for deaths of unarmed persons.	accountability
It's absolutely critical to have a chief that will prioritize meaningful civilian disciplinary oversight.	
Improved support for mental health crises, issues that arise from homelessness and addiction. Also making sure police officers are supported in de escalation techniques.	Police, HOMELESSNESS
I don't know enough about the current SPD to provide an educated answer.	
Transparency, de-escalation training for officers, racial sensitivity training, and de-militarization	Transparent, Train
Seattle police need to have greater accountability to the public. Police who try to intimidate or otherwise violate citizen's rights, such as when Officer John Marion harassed Dominic Holden, need to be dismissed immediately. Officers also need to be encouraged to immediately report inappropriate behavior by other officers. Officers failing to do so should be held accountable and dismissed. Currently a small number of bad officers are undermining the public's trust in the entire SPD because of the "blue wall".	Police, Trust
Accountability to all the citizens for the results we pay them for. Not just the small vocal communities	Community

1. justice and equity in police interactions with the black, native american, and other marginalized members of our community.	Police, HOMELESSNESS, Community
2. teaching our officers de-escalation and rewarding them for using it as a strategy.	
3. new approach to police and youth that is not "youth jail"	
4. new approach to community engagement that is not a hardened bunker with a rain garden and a community room that they might have yoga classes in sometimes to dress up _a bunker_.	
5. community leadership on how criminalizing homelessness _is never going to work_.	
Increased transparency and more racial equity	Transparent
An end to police corruption and violence by officers.	Police
Transparency, empathy, creativity.	Transparent
Continue the improved path the dept has been on. Lead the dept into being about community support and helping people who need it. Arrest the big bad guys, but don't subscribe to "broken windows" theory.	Community
Accountability and transparency	accountability, Transparent
To instill in the department an attitude that officers are not above the law, and that they are first and foremost public servants and members of the community who they deal with on a daily basis.	Department, Community
taking stronger steps to demilitarize SPD and integrating more deescalation techniques. A leader who will support giving Seattle's civilian police oversight commission the authority and power needed to create change and reform from the people affected by police policies.	Police, Change, Reform, Shift
Stay out of Malibu Lebowski	
Stand up to SPOG so that bad cops are disciplined or fired when necessary.	
Social justice perspective.	
Accountability for officers.	accountability
I think we have a pretty good dept. Hopefully if there's any changes, they are for the better. Body cameras should be on, always. Not when the officer decides.	Change, Reform, Shift
requiring police body cams on officers to contribute to transparency	Police, Transparent
The leadership position should hire officers that reflect the neighborhood in which they are serving. Stop racial profiling and change how police are trained. De-escalation training and mental health support. Half our prisons are full of mentally unstable people, not criminals.	Police, Train, Change, Reform, Shift
A focus on equity and reducing incidents of officer involved violence and brutality	
End police brutality	Police
Collaborative work with communities to solve problems. That means learning to trust citizens' voice and input (rather than a top down defensive approach).	Trust, Community
Make Seattle safer than other cities	
Community policing	Police, Community
A more hands off, fair approach to policing that will begin to extend to law enforcement officer beneath them.	Enforce, Police
I don't know enough about SPD to answer this. In general, they are better than the police dept in the east-coast city I grew up in, but that is a really really low bar to set.	Police
Bringing community to the table. Creating an environment where individual officers do not seek to go on power trips, but rather work along side community. Additionally, someone with a strong understanding of domestic violence, substance use/behavioral health and trauma informed approaches. Racial equity and gender lenses.	Community
Reduce illegal opioid use.	

Lead by example and be fair and diverse	
A capable be leader who is up to the task of bridging police culture with Seattle's diverse population.	Police
We need our chief to be an example to other police officers - to take criticism well and adapt, to be willingly transparent, to lead by trust, not fear.	Police, Trust, Transparent
More diversity into the 911 center.	
Ability to bring more, better-trained officers in all corners of the city; particularly corners with historically low trust in police.	Police, Trust, Train
Emphasize de-escalation tactics and non-violent policing	Police
More transparency and trust with the public	Trust, Transparent
Commitment to treating all seattlites with compassion.	
#1 Increase safety	
I would like to see an increase in the number of patrol officers.	
Better police training and community work.	Train, Police, Community
Exploring new models of public safety that have community trust	Trust, Community
Better treatment of those experiencing homelessness, no more illegal sweeps, diversity and cultural humility	HOMELESSNESS
Accountability and trust across all aspects of Seattle's demographics.	Trust
I hope that the new police chief will be open to collaborating with social service agencies and vulnerable communities ( ielow income, homeless, substance users/abusers, people with mental health issues, people with disabilities, racial/ethnic minorities, LBGTQ+ people, trans people, etc.) to create systems and policies that will redirect individuals from jail and criminalization, to access the support they need. I also expect a new leader to be invested in crime prevention, training officers in working with people with disabilities/ mental illness, and exploring alternatives to deadly force. A new leader should collaborate with organizations who serve specific populations so officers can receive culturally competent training. A new police chief should also look into police accountability and be transparent in their practices.	crime, Strong, Train, Community, HOMELESSNESS, Police, Transparent, open
More transparency. Less violence.	Transparent
Clean up homeless encampments, decrease open air drug markets and less open drug use on the street	HOMELESSNESS, open
Able to hire good officers to meet demand without locking in additional "bad apples" with too much union protection. Consideration for expanding roles that do not strictly need sworn officers - such as traffic enforcement or bylaw enforcement: delegate some ticketing and reporting to unarmed personnel with a lower bar that will not be put in high risk situations.	Enforce
I hope the leader teaches their department to use violence as an absolute last resort, and to engage with the community	Department, Community
Develop means for "good cops" to whistleblow on "bad cops" without negative consequences from anyone, Collaborative policy development internally and externally.	
Eliminate racial profiling by police officers, demilitarized police, and no more paid suspension for officers who are accused of, or being tried for, a crime!	Police, crime, Strong

<p>Cultural change; police officers should view themselves as public employees rather than under siege. They should be proud of their work but not like see themselves as soldiers, with some residents as civilians and others as "the bad guys"</p> <p>More top leadership that is representative of the communities being policed</p> <p>Punishing officers who behave criminally as criminals first rather than as members of a special fraternity that deserves allowances and forgiveness</p> <p>Zero tolerance for officers who are guilty of domestic/family violence in their own lives</p> <p>Purge the department of all white supremacists who have infiltrated it.</p> <p>I don't mean this as a vague conspiracy but in response to a specific strategy of white supremacists to work in law enforcement generally.</p>	<p>Enforce, Police, Department, Community, Change, Reform, Shift</p>
<p>No more dead black and mentally ill people. Accountability for errors on the job, extensive diversity training, commitment to hiring a more diverse workforce. I hope they are a leader that police across the country can look up to.</p>	<p>Police, Train</p>
<p>Breaking the 'thin blue line'. Making officers 'own' their responsibilities to protect the rights of suspects, not just their fellow officers</p>	
<p>More mental health and crisis de-escalation training, more CIT-trained officers, significant reduction in use of deadly force</p>	<p>Train</p>
<p>Accountability for both officers and citizens. Reduction in violence related to homeless individuals (both towards and by). Actually enforcing laws- i.e. removal of rvs parked for extended periods.</p>	<p>Enforce, HOMELESSNESS</p>
<p>Community unification, identity, and spirit.</p>	<p>Community</p>
<p>The Chief should address the property crime wave, along with the enormous number of vagrants and their petty crime.</p> <p>Further, the relationship between the Police and the Black community is awful: the Chief must repair this.</p>	<p>Community, Police, crime, Strong</p>
<p>Fewer deaths of unarmed black men and boys at the hands of officers.</p>	
<p>Understand that often police make a difficult situation worse. They don't make themselves accessible because they are always inside their car looking menacing.</p>	<p>Police</p>
<p>Character-based recruiting of police officers. More intersectionality between departments and the criminal justice system as a whole.</p>	<p>Police, Department</p>
<p>I hear rumors about the influence of the "old guard" of the Police Officer's Union. I would like the new chief to bring the old guard in line or show them the door. We need accountability and the old guard needs to get with the program. I'd also really like to see better training around de-escalation tactics and mental health crisis intervention.</p>	<p>Police, Train</p>
<p>Accountability, fewer officer-involved shootings</p>	<p>accountability</p>
<p>Create better training programs for incoming and current police officers. Increase daily drive arounds and surveillance of neighborhoods to decrease thefts, dangerous situations.</p>	<p>Police, Train</p>

De-escalation training and emphasis is desperately needed.	Train
Acceptance of the policing needs of a city that is growing in population and diversity.	Police
Increased transparency, less biased policing with regard to communities of color	bias, Police, Community, Transparent
break the union, break the blue wall, drug test every officer	
More community policing and deescalation proficiency.	Police, Community
Bring a higher sense of safety	
more knowledge and awareness around implicit bias, mental health, homelessness.	bias, HOMELESSNESS
We need a culture in SPD that embraces reform and a progressive approach to policing. The city as a whole must represent the population and be committed to harm reduction and fairness, and the department is on the front lines. A collaborative and positive approach with marginalized and historically targeted communities is imperative.	Police, Department, Community, Change, Reform, Shift
I thought Chief O'Toole was a great leader. Sorry to see her go. I'd like the new chief to continue to build upon improvements in community accountability and transparency while emphasizing crime reduction.	Community, Transparent, crime, Strong
Hire more officers who live in the Seattle city limits	
Systematic advocacy for civil rights in Seattle & Sustained consent decree compliance	
Get rid of bad cops, reduce buearacy, elevate good cops	
Trainings for crisis response to decrease avoidable deaths	Train
openness, transparency, bias-related training, holding officers accountable	bias, Transparent, Train, open
More community outreach	Community
More community outreach/meet the neighbors by officers who patrol. Program to make neighborhoods and police safety teams - working together to help youth	Police, Community
From DAY ONE this new police chief should acknowledge the murder of Charleena Lyles and commit to making restitution, making reforms, bringing justice and regaining the trust of the community. Seattle is supposed to be a progressive place but we are afraid of our police department.  Also HIGH levels of accountability for any misconduct including inappropriate use of force, racial discrimination, sexual misconduct. Stop sweeping wrongdoing under the rug and create a culture of accountability instead of "police versus the community / us versus them".	Police, Department, Community, Trust, Change, Reform, Shift
Changing the dynamic of fear between officers and the people they interact with, both through increased familiarity between officers and the communities they patrol and through a mental shift that officers are not here to combat us but protect us	Community, Change, Reform, Shift
Transparency, accountability within the ranks, legitimate and decisive consequences for police corruption, advanced and ongoing training on gender/race relations.	Police, Train, Transparent
Building bridges with the community; citizens and officers are not adversaries	Community

Get rid of corrupt and abusive officers. Stop excessive use of force by Seattle police officers. Discourage use of force as an automatic, first-line response. Stop killing Seattle citizens and people of color.	Police
Stronger pushback on the union when needed to ensure highest training, transparency and accountability from all members of the force and commitment to use of and training in non-lethal force.	Transparent, Train
Continue to expand the community-based policing model. Resist militarization of the Seattle police force.	Police, Community
A focus on peacekeeping, social justice, and officer accountability.	accountability
To weed out unconscious bias in the police force. Like in Los Vegas police.	bias, Police
New to Seattle, don't know	
Less militarization of the police force. Please protect us, not attack us.	Police
To focus on enforcing the law and not on making political judgements and discrepancies based on the whims of the mayor and city council.	Enforce
Enforce laws regarding drugs, encampments and thefts that are ruining our city.	Enforce
A consistent expectation of officers' duties and responsibilities and appropriate, prompt responses when those are not met. Additionally, bringing an informed perspective of the inequities faced by people of color within the justice system to inform policy.	
I would like to see a police chief who hears what their community wants as well as someone who is dedicated to holding officers responsible for their actions.	Police, Community
Management structure.	
A reduction in crimes committed by civilians while also reducing officer misuse of force.	crime, Strong
News organizations have reported on the racist stickers and statements of officers in the SPD. We have seen multiple killings of unarmed residents in the past year. There has been resistance to DOJ reform mandates and community oversight. I would like to see all of that changed, as well as the reduction of incarceration in general.	Community, Change, Reform, Shift
Pushing the emphasis on deescalation much further, and training new & existing officers in non-violent responses to people in mental health crisis.	Train
Building anti-racism and unconscious bias training, emphasizing de-escalation techniques especially pertaining to those with mental illness.	bias, Racism, Train
A community focus, with policy working within, and with, their communities.	Community
Transparency Accountability to the public	accountability, Transparent
Shifting policing from feeling militarized and hostile, to feeling like they are there to protect and serve *everyone*. De-escalation training.	Police, Train, Change, Reform, Shift
More accountability, less sweeping issues under the rug.	accountability

Hold officers accountable for improper behavior, including inappropriate use of force and racially disparate enforcement practices.	Enforce
Encourage all officers (through training and/or ongoing workshops) to understand trauma informed care and de-escalation practices. Also, make sure no rape victim is ever re-traumatized when reporting their crime to the police.	Train, Police, crime, Strong
A vigorous defense of SPD officers until and unless discipline is warranted, and a strong stance against those who commit crimes.	crime, Strong
Implementing extensive mental health training for all officers and offering strong mental health counseling and support for the officers themselves.	Train
Reforming force to meet DOJ standards. Standing up to SPOG.	Change, Reform, Shift
More accountability for violent and/or discriminatory police behavior.	Police
Dismissal and other punishment for officers who demonstrate bias (racial, gender, etc) in their work. Return to policing where the police are advocates, not adversaries, in the communities where they work -- where cops build bridges with communities to solve problems	bias, Police, Community
Stop shooting people.	
Increase in officer morale; increase in communities seeing police as allies and protectors.	Police, Community
Accountability, advocate for more police officers to handle the rapidly growing population and to address property crimes that currently are understaffed.	Police, crime, Strong
ACCOUNTABILITY!	accountability
Improved trust and reduced institutional racism	Racism, Trust
Empowering officers to make their own decisions about sensitive situations.	
Support homeless people and teens, rather than arresting them	HOMELESSNESS
Enforce the law even if it doesn't agree with the mayor or city council's social justice	Enforce
As I selected above, we need to have someone in a leadership role that will help to foster an environment where transparency is a core value. Everyone makes mistakes, but with the role of power that police have accountability has to be present.	Police, Transparent
Less death or injuries of anyone under arrest or interacting with officers	
This new chief of police needs to set the example for policing a modern and vibrant city that is growing in diversity and wealth like Seattle is doing right now. There is no time for backpedalling. Our city is the best in the country, if not the world, and Seattle PD should reflect the best among us. Our men and women in blue enforce the laws of the city, state, and this country. They are an example to how all of us should live and conduct our best selves.	Enforce, Police
I hope the leader changes the negativity officers may feel around education and training. The leader needs to work on making it acceptable for officers to admit weakness, confusion, fault. Officers shouldn't feel like they have to be infallible; that leads to them covering up mistakes. The leader needs to change the culture to be one where "small failures" are turned into learning experiences so that the officers don't go on to commit large failures.	Train, Change, Reform, Shift
Demilitarize the department. It is a community police force, not a military organization.	Police, Department, Community



Training officers to be not racist, and not hostile to mentally ill people, to not power-trip, to see people as human beings and be actually helpful. Literally less murdering.	Train
Reducing racism and sexism within the police force, by hiring and promoting women and people of color to upper level positions. I would like to see all racist and sexist jokes, emails, comments, and actions made by law enforcement to be swiftly punished and taken seriously.	Enforce, Racism, Police
Commitment to the belief that the police department serves the people of Seattle and that officers do not have an adversarial relationship with citizens.	Police, Department
Deescalation skills, less weapons and force.	
Less White Nationalist in the force.	
Less racism and murder, more accountability and social justice education	Racism, accountability
More transparency, more accountability, racial equity	accountability, Transparent
Center service rather than solely focusing on policing.	Police
Implement the racial equity toolkit	
fix the disconnect between the public and the SPD, participate in more community events, build a trust factor, hold a non-violence gathering with food and music for the public, give out gift cards in exchange for firearms to the public	Trust, Community
I hope the new chief will emphasize more training about how to deal safely with mentally ill people who are in crisis without shooting them.	Train
Stop harassing and arresting minority youth	
I hope to see less racial profiling from our police force. Better attitudes, nicer to the community.	Police, Community
More accountability and transparency. I believe the SPD genuinely has the city's best interests at heart, but there's a great gulf forming between communities and the police around the country and those of us on this side of things need to start seeing those hired to serve and protect held accountable for discriminatory acts and abuses of power.	Police, Community, Transparent
Most importantly quality leadership, and accountability.	accountability
Bring Seattle into compliance (and hopefully above) with the Federally-mandated policy reforms, win back the public's trust by punishing bad actors, and making de-escalation and social justice routine parts of policing.	Police, Trust, Change, Reform, Shift
- Decrease the layers of management. More than half of the department never patrols the streets. That's ridiculous. (Does that happen in any other major US city?)  - Don't be afraid to discipline or fire officers for misconduct. Let the union sue. The union will still be wrong. Don't be afraid of the union so much that you let the bad apples stay on. Get rid of them!  - Stop making the police force look like a military occupying force. The previous chief (O'Toole) moved to darker uniforms and vehicles that look more like military equipment. That is the wrong message to send to Seattle residents and businesses. We want a police force that cares about the community, not looks at us like the enemy. Appearances are important.	Police, Department, Community
To find ways to publicly document complaints and responses to complaints.	
Accountability, honesty, transparency	accountability, Transparent

More productive, thoughtful, and fair policing. Active problem solving and reform involving crime or arrests associated with people suffering from mental health issues/drug addiction (they need help not imprisonment or extensive criminal records) and careful consideration when dealing with minorities and the biases that can come with that. Minimize the use of lethal weapons and discourage trigger happy officers.	bias, Police, crime, Strong, Change, Reform, Shift
The police should be part of the communities they serve, and models for the laws that they enforce. Police officers acting like they are above the law is unacceptable, whether that's in large ways by using unnecessary force or in small ways by speeding and driving aggressively even when not pursuing anyone. The mentality has to change from "us versus them", both for the police and for members of the community.	Enforce, Police, Community, Change, Reform, Shift
I would love to see Seattle leading the way anti racism efforts within law enforcement.	Enforce, Racism
I hope they will create a culture in SPD that sees people as good, and that SPD's role is to help people, not kill them.	Police
I hope they will get officers to talk to the people of Seattle and understand their policing needs.	
racial equity	
Collaborate with rank and file. Change cannot occur entirely via a top-down approach. Must be able to develop a rapport with officers to effect change.	Change, Reform, Shift
Bring back neighborhood policing! Train cops to interact with people.	Police, Train
help reduce racism within the police force.	Racism, Police
Increase foot patrols. Reduce use of deadly force. Work with city to improve passive safety features like lighting and removal of vandalism.	
I hope they'll hold officers accountable when they break the rules.	accountability
Lead the department into a community policing mindset and work with council and mayor to implement increased citizen oversight.	Police, Department, Community
Bring more diversity to the community, an open mind to new ideas and consideration of others.	Community, open
Foster a culture where police respect the community and the people within. Emphasis on harm reduction. TRAIN POLICE ON DE-ESCALATION TACTICS.	Train, Police, Community
Better police-community relations. Better police training re: use of deadly force and nonlethal methods. Have new officers patrol on foot so they know who lives in our city. Citizens who walk in the city encounter many people with mental health issues; we are unarmed. Police officers should recognize people with these behaviors and call for backup instead of using deadly force.	Train, Police, Community
More transparency and accountability- negative and positive.	accountability, Transparent
Greater accountability, effective de-escalation training and implementation for officers, integration of social workers and mental health professions when working with individuals who may benefit from their involvement. Hold officers accountable when they use excessive force (meaning they lose their job and go to trial). Treat the homeless with more respect.	HOMELESSNESS, Train
Not bending over to the agenda and false narrative of left leaning politics and the disgraceful city council.	
Train police officers to be less biased towards all ethnic groups, educate ALL areas of Seattle about diversity and the issue with the concept of race	bias, Police, Train
More focus on community policing, restorative justice, and holding police officers ACCOUNTABLE (i.e. when they kill someone, don't just put them on paid administrative leave -- they need to be on trial for the possibly unjust murder of a civilian, and at the very least fired and stripped of their right to be a police officer who can use deadly force against community members).	Police, Community
true to values, stands up to mayor if needed (the handling of the unpermitted protest 3/2 was ridiculous, and a big fuck you to those of us who work at Harborview)	

Willingness to consider reform re fatal shootings and support training for de-escalation and alternatives to deadly force	Train, Change, Reform, Shift
More willingness to punish bad officers.	
More accountability for police, bodycams for all police on duty, more collaboration and input from marginalized communities/homeless/people of color	Police, HOMELESSNESS, Community
Actual enforcement	Enforce
Nixing police violence/abuse of minorities; getting proper crime/theft under control.	Police, crime, Strong
Emphasis on de-escalation and decreasing violence that is committed by police officers.	Police
Anti-racism and de-escalation training that is mandatory and extensive for every officer.	Racism, Train
More attention on the crime levels in south Seattle. Residents should not be afraid of being shot while walking their dog. If the people in laurelhurst had these issues you bet someone would care.	crime, Strong
More police officers, lower crime, more accountability for officer conduct	Police, crime, Strong
To change the culture of the seattle police department to one which is less defensive and adversarial towards detractors.	Police, Department, Change, Reform, Shift
Police accountability (ie not murdering innocent people)	Police
Respond to property crime and patrol so it's just not accepted that it just happens.	crime, Strong
racial equity	
Trust with the community Accountability Ability to build partnerships with community and community organizations	Trust, Community
I want the leader to bring a de-escalation culture to the SPD.	
Commitment to reducing police shootings and over-policing in communities of color. Prioritizes community-based policing and police as helper not as adversary.	Police, Community
That the SPD stop shooting unarmed people?	
Community engagement	Community
Decipline. Accountability, responsibility. Understanding the social, economical, infact the unemployment impact.	accountability

mandate deescalation training for ALL officers; on-going (annual?) training on bias, racism, sexism, mental health issues; get rid of bad cops.	bias, Racism, Train
All the officers to enforce the law, and not back away from their duties just because the media and politicians don't like it.	Enforce
More accountability, more integration with the community - willing to break down the toxic "us vs them" police culture to facilitate sense of community belonging and guardianship.	Police, Community
I'd love to see even more diversity in the police department.	Police, Department
Being open and transparent about processes is very helpful, but I don't think the public truly understands the working pieces of police employment, and termination.	Police, Transparent, open
Greater training on how to interact with individuals who struggle with mental illness	Train
More people of color and women in management and oversight positions.	
A department that does not let a few bad apples spoil the bunch. A department can be respected if it deals appropriately with the officers who abuse their power or act in their, rather than the public's, best interests. A department that realizes that protecting bad officers devalues the service and the uniform of the good officers	Department
More community policing efforts	Police, Community
Transparency is the most important issue to me in a new police chief. De-escalation training is also paramount to moving out police force into modernity.	Police, Train, Transparent
The leader needs to be more visible and engage with the public. Chief O'Toole hid herself up in her tower. Leader needs to address the rampant porch pirating happening all over our city. Isn't it a felony to steal someones mail?	
While I don't believe most of the recent deaths of innocent Seattlites were the result of wanton disregard for life, i do think they are a result of a police mentality where they are trained to shoot at the slightest feeling of nervousness. We are training cops to be cowards with guns, and that has to change.	Police, Train, Change, Reform, Shift
Helping the homeless. End the war on drugs.	HOMELESSNESS
Enforcement for all crimes, even petty ones. Frequently, "petty" crimes like burglary and vandalism are not followed up on.	Enforce, crime, Strong
Better crime enforcement and response time	Enforce, crime, Strong
A focus on working with communities of color and building a better relationship between them and law enforcement.	Enforce, Community
A focus on eliminating bias and racism in the system.	bias, Racism
COMMUNICATION. Accountability. Respect.	accountability
He or she should place a greater emphasis on accountability in use of force situations, require implicit bias and de-escalation training.	bias, Train
Draconian punishment for officers that fail their community.	Community

The ability to deal with the current issues (not just here but across the country) relating to racially disproportionate responses (i.e. Less shooting of unarmed brown people) an interest in getting the department more training in de-escalation (i.e. Not shooting mentally disturbed people when called to help them)	Department, Train
Retraining officers not to be aggressive and firing ones who can't be retrained	
Criminal justice reform	Change, Reform, Shift
Reel in, control, reform the police union	Police, Change, Reform, Shift
I live in the Columbia City neighborhood so This is important to me: an understanding of the root cause of shootings and violence in South Seattle and a serious plan and dedication to enact this plan.	
A less aggressive approach to policing communities.	Police, Community
Greater community involvement	Community
Ability to convince Seattle local government to add more experienced police officers to cover the city, specifically Magnolia & Queen Anne.	Police
More officers, more presence, better response times	
Reduce the rate of incarceration. More people going to jail does not mean less crime and it does not make our community safer nor healthier.	Community, crime, Strong
Focus on reducing violent crime. Willingness to work with schools to address violent students regardless of political ideology.	crime, Strong
Reduce police shootings	Police
Put an end to the depolicing. Make police officers start enforcing the law.	Enforce, Police
Increased awareness of mental health issues and compassion in policing those suffering. Less shoot first ask questions later attitudes. Implement community ambassadors or liaisons to regain trust. HIRE MORE POLICE!	Police, Trust, Community
I hope the new leader will be able to continue bringing necessary changes to the departments uses of force and be able to push the department to take public stands on issues and stand up for Seattle values and residents.	Department, Change, Reform, Shift
Mental health first aid & de-escalation training experience and mandates. Listens to community members. Holds officers accountable for bad behavior, unnecessary use of force, unnecessary use of firearms, discrimination, and profiling.	Train, Community
More of a boots on the ground approach. Community officers could have a lager relationship with the changing city skyline.	Community, Change, Reform, Shift
Increase percentage of officers who live in Seattle. Our police need to be members of our community first.	Police, Community
I would like the new chief to continue the process of reform, take a strong stand when it comes to officers with records of excessive force and lead from a stance of police as helpers and community members - certainly enforcing the law but with justice. I would like her or him to move away from the increasing militarization of our local police.	Enforce, Police, Community, Change, Reform, Shift
Police will not break the laws, will be held accountable for choices, will not harm law abiding citizens	Police

I want police officers to make the community feel safe, not scared. I think it's important to intervene when things get out of hand downtown, and that isn't always the case unless it is a scheduled demonstration.	Police, Community
Focusing more on safety and collaborative community policing in lower-income and often ignored neighborhoods. I don't want a police department that just caters to requests and complaints from wealthier neighborhoods where people have the ability and time to send in more complaints and requests. I want a police department that is willing to go the extra mile to hear from people that aren't used to interacting with police or unable to send in requests through the usual channels.	Police, Department, Community
Shift the violent culture of our police department and weed out large portions of officers who behave inappropriately. Prioritize anti bias, deescalation, and mental health intervention training for ALL officers as well as support for the mental health of officers. Work for the elimination incarceration of minors and support restorative justice approach. Prioritize	bias, Police, Department, Train, Change, Reform, Shift
Increased training on community engagement and deescalation, increased accountability and transparency for officer-involved shootings	Community, Transparent, Train
I hope the leader will engage with the community and work to fix systemic problems like racism and bias.	bias, Racism, Community
Accountability and organization in officers.	accountability
Department needs to be more aggressive combating property crime.	Department, crime, Strong
Community led practices and deescalation practices	Community
Systemic change of SPD; community policing approach; not criminalize PIC, not enable SPD to side with white supremacists, like SPD did in 2017 when white supremacist groups rallied in Seattle. Hiring reform to recruit POC and women, and people that live within the City limits.	Police, Community, Change, Reform, Shift
Stronger enforcement over homeless population.	Enforce, HOMELESSNESS
Encourage cops to live where they police instead of driving in from the sub/exurbs. If police feel a part of the community, they may be less prone to violence against it or feel scared of the other.  End the acquisition of military-style gear and weapons from the feds. This isn't Falluja.	Police, Community
Safer neighborhoods, especially in South Seattle. Rainier Beach is scary as hell now. And I shouldn't have to be afraid to walk the three blocks to Pike Place Market.	
Compassionate approaches to homelessness, zero tolerance for police brutality.	Police, HOMELESSNESS
holding officers accountable!	accountability
More accountability for officers using force. No new youth jail. More equitable policing.	Police
more training in diffusing situations without lethal force	Train
More willingness to punish bad officers.	
Dealing with the rape culture that dominates our SPD. RAPE KITS and the lack of effort to prosecuting these crimes.	crime, Strong
More de-escalation training for police, more knowledge of how to disarm hostile suspects without using lethal force.	Police, Train
I hope that the SPD can be seen as an example for other departments in their commitment to community service, equality, and problem solving. I think we should strive to have a police department that is there to protect, not incarcerate. To be a resource, not an enemy. I hope that the new Chief can rebuild community trust in the SPD.	Police, Department, Community, Trust
Real, tangible accountability for officer misconduct.	accountability
I want to see something more community based. I want to be able to walk around and see officers out in public and not be afraid of them. I want a police force that uses force as an absolutely last resort. I want to get to know a set of cops on my beat. I want to see constant, thorough and comprehensive education on how to deal with mentally disabled and general deescalation tactics.	Police, Community
The new leader should continue to build trust with communities, particularly those that have been the targets of racial bias, and hire/train SPD officers to be more approachable and responsive to community members.	Train, bias, Trust, Community
I want them to marginalize the police unions to the maximum extent possible. I want them to stop the practice of homeless encampment sweeps. I want them to demilitarize.	Police, HOMELESSNESS

I hope to see resources used to investigate and solve crimes where there has been a victim, such as B&E at small businesses, sexual assaults... instead of victimless crime that is used as a source of revenue, such as possession of drugs, loitering, jwalking...	crime, Strong
I am hoping to see a leader that leads by example, is compassionate, honest, and is willing to go against the thin blue line to do what is right for the citizens of Seattle (if that is what a situation requires). I want to see more community outreach, especially to the large homeless population in Seattle.	HOMELESSNESS, Community
1. Fire the officers who filed the lawsuit against use of force policies. 2. Require a bachelors degree or better from a real university, and encourage higher education for leaders. 3. Support changes to policies and laws to hold officers accountable. 4. Require officers to de escalate and use non-lethal tools for policing, and gradually abandon weapons.	Police, Change, Reform, Shift
*Community-based policing approach, including training/accountability/partnerships to deal with people experiencing mental health crises  * Alternatives to using deadly force and other violent means	Train, Police, Community
I hope the leader will reduce bias and police brutality and hold officers accountable. I hope the leader will recognize racial profiling and take actions to transform SPD by decreasing racial disparities of arrests.	bias, Police
Ensure SPD officers are not above the law, eliminate excessive force.	
Better response time, not just relying on quantity of calls made in an area to determine priority.	
Clear goals and process for communicating with the city. I'd love a "State of the Seattle Cops" yearly speech. Inform, brag, talk about set backs.	
Eliminate police brutality.	Police
Changes to the currently extremely biased and one-sided Inquest process (for officer-involved shootings)	bias, Change, Reform, Shift
Reducing or eliminating officer-involved shootings, continuing Seattle's work to enact common-sense drug policy, advocating for the rights and dignity of Seattle's homeless and indigent population	HOMELESSNESS
I hope the new leader will continue to lead the department to be more inclusive, more cultural competent and humble, and to hire a greater diversity of officers in race, gender, and background.	Department
A strong understanding of the community, with a local connection, and a commitment to continuing police reform	Police, Community, Change, Reform, Shift
Training officers not to panic and use too much force.	Train
Real change in use of de-escalation techniques in all cases, and in particular, training and techniques when facing people with mental illness with demonstrable results	Train, Change, Reform, Shift
Getting officers out policing, caring about victims of crime both minor and major. Not tolerating a slow slide into anarchy.	Police, crime, Strong
Transparency and accountability	accountability, Transparent

Trust from the rank-and-file to engage the hard issues of latent bias, especially when the stakes are high (life threatening) for police and community.	bias, Police, Trust, Community
Holds all police staff and management accountable for protecting and serving ALL people in the community. Those who primarily serve themselves and the police union will be managed to focus on the true purpose of police. The police are a function of the city. As such they are primarily accountable to citizens, not to the union and not to each other. When police are found protecting each other over protecting people in the community they will face significant consequences. Deadly force is extremely rare. People of color are treated with great respect in all instances. Off-color, racist, sexist, and disparaging jokes, comments, and assumptions between police are never allowed. The police culture will change to reflect this. The city's police force is not a right wing organization, it is a service organization primarily to protect & serve, and secondarily to help serve justice. If police officers are unwilling to set aside political hatred in their role, then they will be fired.	Police, Community, Change, Reform, Shift
Accountability for officer indiscretions -- willing to impose jail sentences upon officers who abuse their position.	accountability
Commitment to de-escalation training. Hold police to same laws they enforce- don't re-hire police convicted of crimes. Transparency. Reduce arrests/arrest incentives and focus on mitigation.	Enforce, Train, crime, Strong, Police, Transparent
I'd like to see SPD take more accountability for their failures and focus on protecting the cities vulnerable residents.	accountability
I hope there is a shift to more transparency in the Seattle police department, more training for officers regarding de escalation, as well as respecting underprivileged community members.	Train, Community, Change, Reform, Shift, Police, Department, Transparent
I hope the new leader will demonstrate integrity by proving awareness of the current political state between police and marginalized communities, and by acting openly and compassionately to grow trust between those groups.	Police, Trust, Community, open
Decreases in police brutality and unfair treatment based on race, class and homelessness.	Police, HOMELESSNESS
Attracting better applicants for police department jobs.	Police, Department
Greater transparency, accountability of officers, work to build greater trust of officers in the community.	Transparent, Trust, Community
I hope this leader will collaborate with non-profit leaders, work towards community policing, and improve relations between those experiencing homeless (more outreach, less penalizing).	Police, HOMELESSNESS, Community
Transparency, collaboration, more integration with the communities the PD serve	Transparent, Community
I hope that they can connect with the youth of our city.	
Compassion towards the homeless community and those displaced by the changing neighborhoods.	HOMELESSNESS, Community, Change, Reform, Shift
I hope less people will be shot or murdered at the hands of police officers. I hope I won't be afraid of police someday.	Police



A willingness to put public safety above police officer's feelings.	Police
Zero tolerance for racism inside the locker room and out.	Racism
reduce racial disparities in policing	Police
Training officers to use appropriate force, and sensitivity training for dealing with sexual assault cases.	Train
At the political level, I want them to better deal with bias in policing. At the policing level, something must be done about property crime.	bias, Police, crime, Strong
anti-racism training, de-escalation training	Racism, Train
Put an emphasis on implementing The Law by the book and without politics.	
Bringing unity between the police force and community.	Police, Community
Stop tolerating drug abuse and vagrant. Process criminals.	
Following Salt Lake City's example and eliminating civilian deaths by police, making it easier to prosecute racist officers who use excessive force, and be committed to eliminating white supremacy from within the force.	Police
Drug tests for officers. Put an end to hostile posturing between officers and the community. This city is pretty safe in comparison to other cities. YOU are not at war with anyone. You are not a soldier in a warzone, period.	Community
More community-based outreach and engagement to keep Seattle safe and prosperous. Less violence on the police force would also be incredible.	Police, Community
More de-escalation, less racism.	Racism
Transparency, bias an non lethal training—cops carry tasers for a reason, no “blue lives matter” bullshit	bias, Transparent, Train
Ensure all officers receive training relating to de-escalation strategies especially with regard to mental health issues and diversity, and hold police accountable.	Police, Train
Balance transparency and reform with crime reduction— ideally using innovative recruitment to find local members of community who live here.	Community, Transparent, crime, Strong, Change, Reform, Shift
A focus on collaboration with the communities they serve and a real commitment to non violent de escalation techniques.	Community
The Seattle Police Department has an unacceptable history of use of force. I hope the new Chief of Police requires de-escalation training for all officers, and enforces punishments for officers who violate this training.	Enforce, Police, Department, Train
More transparency and more support to make officers feel proud to be part of SPD	Transparent
A focus on building relationships with all communities, an effort to hire from the communities in Seattle who are least likely to be represented in the force, more focus on De escalation training and anti bias training.	Community, bias, Train
Safer streets	

Inclusion, openness, transparency. Someone willing to stand up to the guild, which seems too influential.	Transparent, open
Holding officers accountable for their actions when they behaving inappropriately or break the law (ie Alex Randall case). More training for deescalation without deadly force.	Train
Crack down on vagrancy, tent cities, homeless in general. Put an end to unpermitted protests that block traffic.	HOMELESSNESS
Better prepared and more professional officers. Expand the use of mental health professionals in addition to traditional policing.	Police
A focus on de-escalation and constructive collaboration with diverse communities	Community
Any ability at all to dismantle the 'boys club' atmosphere that SPD had cultivated, accidentally or not, in the eyes of much of the city it serves. O'Toole started, but perhaps she's leaving because she could only get so far?	
An understanding that there cannot be "bad apples" in the department. Officers who behave negatively are a threat to true officers and should be treated as such.	Department
Shoot to kill is not the mentality police officer should have	Police
Focus on quality of life for the tax paying residents of Seattle.	
Stop ignoring laws, why can a homeless person, who's camping illegally in front of my house in their broken down truck with expired tags, sell and use heroin, dump their urine and feces in my yard - somehow all of that is ignored, but if I drive 10 mph over the speed limit on I5, i'm ticketed. Why selective enforcement? Laws are laws, it's not the executive branch's right to choose which laws they like and which they don't. We need a chief to enforce ALL of the laws, whether or not Kshama Sawant agrees with them or not.	Enforce, HOMELESSNESS
More compassion, less bigotry.	
Increased accountability and transparency to the citizens; strong leadership in partnership with the people of Seattle; strong and decisive action when police officers are out of line (such as Cynthia Whitlatch;) promotion of non-violent policing approaches including de-escalation, mental health, and implicit bias training (no more cases like Charleena Lyles)	bias, Police, Train, Transparent
Continue the good work that the last chief was doing.	
End the gang activity in South Park neighborhood. Implement a mobile gang unit in South Park neighborhood.	
Sense of trust within the city and community.	Trust, Community
Zero tolerance of racism and bigotry and total accountability	Racism, accountability
Stop the violence to the mentally ill, and people of color by police officers. Officers should rarely draw their weapons.	Police
cyanide pills for all pigs	
Incorporating training for officers encountering those with with mental-health issues and diffusing situations without resorting to violence on impulse	Police, Train
Expansion of police force so officers are not stretched so thin.	
Reform the procedures that police are trained to follow to ensure that racist policing and use of force ends. Protecting people first instead of property first.	Police, Train, Change, Reform, Shift
Equality in policing. Advocating community-led, problem-solving and transparency in department plans.	Police, Department, Community, Transparent

Reduce crime in the city. Restore order to our streets and public spaces. Property crime is out of control. There is too much social chaos and disorder on our streets.	crime, Strong
Educating the community on officers job	Community
Support and provide more funding for SPD Twitter for real-time reporting and keeping main website updated.	
An innovator: Somebody who will try different means of fighting crime, e.g., bait cars in neighborhoods with high rates of car break-ins and theft. An emphasis on police physically walking their beat while on patrol wherever it is doable.	Police, crime, Strong
Clean out the racist and/or corrupt cops. Transparency. De-militarize police.	Police, Transparent
Has a proven track record for improving morale, listening to and building bridges with diverse communities.	Community
Better accountability, emphasis on de-escalation and nonviolent conflict resolution tactics, more compassionate towards homelessness issues	HOMELESSNESS
More neighborhood policing.	Police
Do a better job in helping the officers understand why we need to make a change when it comes to policing in our disadvantaged communities. The divisiveness that exists between the sworn population and civilians seems to encourage the officers to feel like everyone who believes that Black Lives Matter (for example) are against them, against what they believe in and what they do for a living. Believe me, my father is a retired SPD officer - we have had many conversations about what Black Lives Matter means and why it is important. It can be hard for officers to not be defensive when it comes to examining their behavior, like we all do, but it is so much more important for our officers to regularly examine their behavior - they represent our city. We need someone who will be able to communicate with officers about how important it is to maintain a positive relationship with EVERYONE in our community but with more impact this time.	Police, Community, Change, Reform, Shift
Change the us vs. them culture that keeps many officers angry and fearful.	Change, Reform, Shift
Allie or a Person of color that has done the work to dismantle racism within the Police Department	Racism, Police, Department
Stop filling our prisons with black and brown people, particularly youth. Focus on community building and rehabilitation. Decrease police violence and help change the laws to allow proper prosecution of police officers who shoot people.	Police, Community, Change, Reform, Shift
Standing up to the police union and making contract negotiations open and transparent.	Police, Transparent, open
Encouraging more recruitment of diverse police candidates who represent and live in the city they help police.	
Officers need access to mental health services as a regular part of their continued training. Police are only human, and subject to PTSD, stress, and the danger of the job every day. Eradicating the stigma of being affected by these things should be a top priority.	Police, Train
Less divisiveness in the city overall	
Significant decrease in the use of deadly force.	
More transparent oversight. Hold officers accountable. Implement comprehensive, mandatory racial bias and de-escalation training. Fire officers who abuse their power or act in ways that are racist or overly hostile/aggressive. Welcome community feedback and oversight.	Community, bias, Transparent, Train
Better follow through on property crime	crime, Strong
Proactive approach to crime and safety. Prepare people and give tools to succeed	crime, Strong

More emphasis on reducing traffic deaths. Focus on enforcing speed laws.	Enforce
Stop the sweeps!	
I hope that there will be increased internal oversight with regard to abuse of police power, especially towards minorities. This is probably the single greatest thing that would contribute to building police trust.	Police, Trust
Help reduce property crimes.	crime, Strong
Full transparency, removal of toxic officers, and standing up to SPOG.	Transparent
* defeat the union's history of protecting bad police and policing, and support it in being a _labor_ union only (ie: negotiating _fair_ wages, and reasonably-safe-for-a-known-dangerous-job working conditions), not a violence cartel.  * crack down on side jobs - no wearing the uniform, or otherwise "impersonating a police officer" when off duty.  * meaningful and powerful community oversight  * constant reminders of the _SERVANT_ part of public servant. The committee would be well reminded of this themselves.	Police, Community
Stop killing black and brown people; stop locking up black and brown kids	
Mandatory body and car cameras for every officer and car - it helps everyone.	
Get bad cops out, listen to good cops and the community, reduce juvenile detention esp of young black men, make it legal to be homeless. Stop the sweeps.	HOMELESSNESS, Community
Breaking the police union. It's far too powerful, and always seems to oppose any meaningful reform	Police, Change, Reform, Shift
Prosecution of killer cops to include reopening all officer involved shootings of last 25 years	
Make the police force reflect the city in terms of its diversity of gender, race, sexuality; drive an equity-focused approach to policing so that our communities feel respected and supported, not threatened.	Police, Community
Control over their force, responsibility for their actions.  Actual training.  Deescalation training.  Intolerance for unnecessary, gratuitous violence perpetrated onto the citizenry.	Train
I would like to see the new police chief be proactive about communicating their plans to the community.	Police, Community
Tougher on crime.	crime, Strong
Enforce the laws not matter what	Enforce
Ending Systematic racist policing, from the top/down.	Police
Address issues with ICE and minority communities that have arisen in our city. Deal with property crime in a community centric plan.	Community, crime, Strong
More accountability, compassion and mindfulness training, inclusivity	Train

Hiring more Officers of color.	
I want Seattle PD to lead the nation as the most compassionate, transparent, cooperative and respectful policing organization.	Police, Transparent
Enhanced buy-in from the community. Mandatory ongoing Domestic Violence training, implicit bias training, training on working with lgbtq folks.	Community, bias, Train
More equitable, community-based policing that supports our most vulnerable communities	Police, Community
Destroy SPOG	
disciplining, firing, and prosecuting officer's who murder the citizenry of their jurisdiction in racially motivated shootings	
I hope the next Chief of Police will be able to be a significant leader in terms of changing the property crime, illegal homeless encampments and drug abuse rates.	Police, HOMELESSNESS, crime, Strong, Change, Reform, Shift
More partnering with social services - so many addicted, mentally ill folks in my neighborhood who need help and cause public safety/health problems	
Less use of force, training for inherent bias and mental health issues, reduction in enforcement of non-violent crimes (specifically sex workers).	Train, Enforce, bias, crime, Strong
Better training, transparency, and accountability. Better training for non-violent deescalation	Transparent, Train
Transparency, accountability, commitment to a diverse city.	accountability, Transparent
More crime prevention.	crime, Strong
Fitness requirements for all personnel. Successful prosecution of police who break the law. Universal body cameras, with film available to the public. Civilian majority on all oversight boards. No military grade equipment. Training in De-escalation.	Police, Train
Improved policies for equitable, non-violent policing	Police
Increased focus on reducing crime rates, including pervasive non-violent crimes like auto/bike theft, petty theft, property damage, and public drunkenness	crime, Strong
Deal with excessive use of force and police brutality.	Police
STOP KILLING PEOPLE OF COLOR.	
Reducing crime.	crime, Strong
Accountability. Community engagement and interaction.	Community
I would like to see an SPD residency requirement.	
Better community development, developing safety plans in neighborhoods that are high in crime and facilitating conversations about safety.	Community, crime, Strong

Creating a policing culture of deference and service to the people where officers serve public safety by demonstrating compassion for our neighbors, friends, and family members who are suffering. As a community member, I perceive a culture within law enforcement of "us versus them," where white male officers are opposed to people of color, people living in poverty, women, and people living with mental illness and substance use disorders. Police are public servants - serving the people, all of us. Transforming the rank and file culture, especially within the police union, to emphasize public service is key.	Enforce, Police, Community
Stop killing black people and harassing the homeless.	HOMELESSNESS
Fire the bad cops	
More transparency, holding officers accountable for their actions	accountability, Transparent
Data-driven focus on property crime and quality-of-life issues.	crime, Strong
Hiring more officers to match the figures of comparable sized cities. Right now our force is nearly half the size.	
Reduce bias against communities of color and people in poverty; develop a community advisory board that has young people of color as members and gives them a voice/access to the SPD leadership	bias, Community
Innovation and expansion of diversionary programs like LEED. Commitment to protecting and cooperating with undocumented communities.	Community
Stop letting bad cops off the hook.	
Police should use force only as a last resort and should focus on prevention and de-escalation. The police force is not a military strike force and shouldn't act or look like one. The police shouldn't be wearing riot gear to routine minor protests, road closures, etc. The new black uniforms are awful: they make the police look like members of a paramilitary group, villains, or terrorists. Police should be accessible, but these black uniforms make them frightening. Change all that - make the police accessible to the public, not terrifying.	Police, Change, Reform, Shift
Continue the process of reform. Ability to stand up to SPOG.	Change, Reform, Shift
Improved relationships with communities in the South End, through very careful consideration of how the community perceives them and how to improve that.	Community
I think greater accountability when things go wrong, would be a great start. In cases where the actions of the police adversely affect the community, the new leader should take sick if how we get there and take remedial action to see that it doesn't happen again, whether with the individual officer, it more systemically.	Police, Community
Police as part of the community rather than in opposition	Police, Community
I hope the leader will encourage more officers to actually live in the City of Seattle, that they are sworn to protect, and commit to reforms to bridge the divide between the officers and the citizens in Seattle - all citizens.	Change, Reform, Shift
Transparency, accountability, and a renewed trust in the department.	Trust, Department, Transparent
Change the racist/classist culture of the SPD	Change, Reform, Shift
Bring more professionalism to the department by holding officers accountable. Do something to reign in the union.	Department
Make Seattle safer. Crime is out of control.	crime, Strong
Continue to progress the department's development towards transparency and diversity.	Department, Transparent

We need more police officers!	Police
Working with city leadership to increase the overall size of the dept to address our exploding population growth. Expand community service officers.	Community
Changes to police culture, getting all officers to buy into accountability	Police, Change, Reform, Shift
Less political activism. The new Chief should act with regard to existing laws and NOT the current political climate of the Seattle.	
Consistency equality and integrity	
A focus on creating positive outcomes that address systemic racism and lack of police accountability to recognize and address internal personal issues and policies.	Racism, Police
Contract with cops, better communication between police and citizens	Police
Tough love. Let officers actually do their jobs. It seems that the officers are not allowed to enforce the laws and the folks vandalizing neighborhoods and stealing cars know that.	Enforce
Hiring police officers that live inside Seattle with better pay. Diversity outreach and relationships!	Police
Less homeless	HOMELESSNESS
Higher expectations for accountability and transparency, including making sure it is Not ok to have body cameras off or mysteriously malfunctioning, ensuring modern, comprehensive and Minority Led sensitivity training with an actual expectation of engagement and testing on information presented to flag officers who are just going through the motions for further intervention. Seeing (and sharing) consequences for officers after they betrayed the trust of the community. Tell us if it's a union issue so we know to address them, tell us if it was internal or altered their career trajectory, tell us more than 'suspended with pay and then reinstated' or 'early retirement'. Stop wasting money on fare enforcement, and stop endangering sex workers by using stings for easy money at the expense of their ability to find safe, identifiable, and vettable clients.	Train, Enforce, Transparent, Trust, Community
I hope you dig into the tensions between people of color and the police and work towards relieving them through getting your officers involved in Black, Latino, and Native communities on a very regular basis and go through diversity consciousness training in addition to changing response regulations so that police officers are forced to use measures other than guns to deal with suspects who haven't fired at them.	Train, Police, Community, Change, Reform, Shift
Ensure that his staff knows that if a police officer commits murder or manslaughter, they will be tried for that crime, not fired or "disciplined".	Police, crime, Strong
Strong proponent for de-escalation training.	Train
Determination to enforce the laws.	Enforce
That they will insist upon enforcing the law.	Enforce
Do what is needed to fix the police shortage. Address issues of rudeness & burn out attitudes of some police, expect them to be civil and courteous to the public who pays their wages.	Police
A distinct DECREASE in the SPD. Funding needs to be directed AWAY from law enforcement and towards education, social services, housing, and social justice programs. We need to DIVEST.	Enforce
A reduction in racism in how the department deals with people of color.	Racism, Department

Community outreach and community involvement in problem solving. Community and neighborhoods are not an enemy. It shouldn't be the police against the citizens. It should be the police with the citizens. And de-escalation training needs to be immediately implemented for all cops.	Train, Police, Community
Building a stronger relationship with discomfort diverse communities	Community
Anti-bias, anti-racist policing	bias, Police
Recognition of the biases SPD officers have against homeless and Native people in this city. Working with members of Native communities to heal wounds.	bias, HOMELESSNESS, Community
We need a Chief that will stem the tide of illegal activity in our city.	
Reduce crime	crime, Strong
I hope the police department gets tough on crime.	Police, Department, crime, Strong
Alternatives to deadly force. De-escalation. Work with other city departments to reduce causes of crime, e.g. poverty, homelessness, unemployment.	HOMELESSNESS, Department, crime, Strong
Decreasing race based bias.	bias
Cultural changes within the department - less bureaucracy, more efficiency, a humility about working with other departments and not always having to be the alpha dog	Department, Change, Reform, Shift
Accountability for performance and for cases of excessive force and abuse	accountability
More officer training- role playing/ modeling ways to deal with the mentally ill/developmentally delayed /people of different cultures/. How to talk people down/no shooting whenever possible.	Train
I would like to see a police chief that can effectively bridge the gap between PD leadership, line level officers, and the community.	Police, Community
Convince the city that we need more officers out in the neighborhoods.	
Hold officers accountable for killing civilians. Fully investigate officers shooting civilians. Putting those officers on unpaid leave during investigations.	accountability
less excessive force incidents	
Convincing the mayor and city council to provide more funds to the SPD so that additional officers can be hired. Establish good rapport with department staff, while holding officers to a high level of conduct.	Department
Less fear about police brutality. Open dialogue with communities of color.	Police, Community, open
Hire more police officers to patrol our neighborhoods and provide deterrent to crime.	Police, crime, Strong
Higher quality policing, more accountability. Addressing the complex needs of a growing city in a humane way.	Police



Devote appropriate resources to areas experiencing highest crime rates. Collaboration with King County and community coalitions. Highly visible presence in high crime areas.	Community, crime, Strong
Policing for all, including those who pay the bills.	Police
Policing for all, including those who pay the bills.	Police
Build a safer community for all.	Community
enforce the LAW	Enforce
Enable officers to actually enforce laws, in order to decrease rampant theft, car prowls, continuous RV camping on city streets, dumping, etc.	Enforce
Better policing.	Police
Bring more officers to Seattle and have them enforce more laws. Seattle has turned into a sanctuary for criminals.	Enforce
Addressing the ways racism and bias have become part of policing culture.	bias, Racism, Police
Tougher on crime, not as lenient to homeless.	HOMELESSNESS, crime, Strong
Change. What is happening now is not working. Having questions asking if I am gay or lesbian should not have any criteria for submitting my feedback. Stop being so politically correct. I am a citizen. Does not matter my color, gender, or sexual orientation.	Change, Reform, Shift
Reduce the influence of overbearing police union.	Police
the ability to clean up this , what once was a clean city and is now ravaged with crime, homelessness, and utter disregard for the police	Police, HOMELESSNESS, crime, Strong
I hope the leader will enforce the laws instead of standing down and allowing the desires of the few to usurp the needs of the many.	Enforce
to use non-violent methods of peace-keeping. guns should never be the first choice. tazer someone instead for example. also stop using violence against peaceful protestors, it only deepens the divide between police and their/our communities.	Police, Community
Enforce laws, reduce crime, support tax paying citizens in the fight against lawlessness and homelessness in our city	Enforce, HOMELESSNESS, crime, Strong
Clean up the old boys network.	
Improve the ability for all people to report crime, not just on a difficult to use website. Reduce crime. Find a solution to the drug and homeless impact to our city.	HOMELESSNESS, crime, Strong

I hope this leader will free up SPD to enforce the laws as written and stop the blatant descrimination I see in law enforcement in Seattle. If I break the law I pay. If I were homeless I would be exempt.	Enforce, HOMELESSNESS
I have no known issues with the current department.	Department
See above. Most citizens hold police in low regard and most of them (80%) live outside the city - also a problem.	Police
Lower crime rates	crime, Strong
More accountability, especially in cases of use of deadly force.	accountability
We've come a long way in a few years from what seemed like a dark time in the Department's history. I sincerely hope the new Chief will continue his or her predecessor's work to improve co-operation and trust between law enforcement and the public it serves.	Enforce, Trust, Department
Stop harassing tax paying citizens by extorting dollars through red light cameras. Stop the illegal collection of residents data and likeness through the use of cameras and stingray devices.	
Actual make officers accountable to fully investigate circumstances when citizens call 911. I thought my home was being robbed when I was out of town and the police said they would drive by my property and never did. We have called for gunfire in South Park and the police just don't come down here and if they do they aren't really doing anything. It's feels like they are scared.	Police
Officers motivated to do their jobs without fear of repercussion.	
Make Seattle less of a crime ridden ceasepool.	crime, Strong
Tear down the wall between police and citizens. In my experience, the police seem to live in an intentionally "gated" society. I don't mean this to be hyperbole, just a way to think about police-community relations. The police often interact with the community in a way that sets them apart as alien -- whether by dint of attitude, or uniform (do they always have to wear sunglasses?), or show of weaponry, or over-the-top military-style equipment, or "show-of-force" numbers... I understand that some situations might call for any of these things, but many do not, and if the prime directive is to work with the community, then more attention should be given to real and symbolic messaging, i.e., how can members of the Seattle police force remind citizens that they (the police) are more like US than THEM?.	Police, Community
Ongoing focus on shifting towards a community-based policing model that emphasizes avoiding conflict, de-escalating situations, and increasing public safety for both citizens and officers during incidents. I want to see our city police force look like our community - more women, more people of color, more LGBT officers. I want more trust, openness, and transparency. I'd like to see more collaboration between Seattle police, city agencies, and community organizations in taking holistic approaches to solving problems impacting our quality of life and safety, including: drug abuse and related crime, homelessness, sexual assaults, and property crimes.	crime, Strong, Community, HOMELESSNESS, Change, Reform, Shift, Police, Trust, Transparent, open
compassion for neighborhoods overrun with tents and junk campers and open drug use and dealing everywhere	open
Getting things done in an expedient manner without endless tasks forces, meetings, and blah blah blah. In other words, in the style of Mayor Durkan.	

Consistency of community-centered policing.	Police, Community
Eliminate bias, corruption and racism. Purge force of violent mentally unfit members.	bias, Racism
An ability to bring folks of different philosophies and backgrounds together for the common good of the city. That sound political but does not have to be. Convince the populace that the loudest voice isn't always the smartest person in the room.	
Enforce the law perhaps?	Enforce
reduce crime, reestablish public trust in and respect of officers, ENFORCE EXISTING LAWS AGAINST NON-RECREATIONAL TENT AND RV CAMPERS (aka "homeless") who contribute to trash and crime	Enforce, HOMELESSNESS, Trust, crime, Strong
Actually start policing!! Patrol the neighborhoods! People are robbed every night, they have the criminals on video. Police don't care about petty crime!!	Police, crime, Strong
ability to enforce laws to keep our neighborhoods safe and not allow camping, parking, drug use everywhere	Enforce
uphold the laws of our city and make Seattle a safer place to live and work by increasing accountability in all areas	accountability
Continued compliance with the justice department changes that have been ongoing.	Department, Change, Reform, Shift
An increase in police officers so that crimes against people and property will decrease.	Police, crime, Strong
I want a police chief who will take on the issue of property crime and unsafe, illegal encampments and make progress resolving those problems.	Police, crime, Strong
An emphasis on reducing property crime and assaults, placing emphasis on hot-spot neighborhoods that have been experiencing very large increases in crime, largely due to the City's welcoming homeless posture which has invited criminally minded transients to set up shop in the city.	HOMELESSNESS, crime, Strong
Actual enforcement of ANY of Seattle's existing laws. Stop the excuses, stop the lies about understaffed, under funded, and all officers busy with 'important' issues. If there was ANY enforcement of 'lesser' crimes, there would not be so much of a city sponsored incentive for more crime.	Enforce, crime, Strong
Clean up downtown.	
Better relations with neighborhoods	
I would like to see laws enforced! Especially focus on reducing property crime and getting the drug addicted and homeless off our streets.	Enforce, HOMELESSNESS, crime, Strong
Stand up and follow the laws in place	
1) Increase number of police. 2) Reduce the level of property crime in the City. 3) More rigorous enforcement of laws already on the books, including laws against public camping. 4) Get the new North Precinct Facility built. 5) Divide the North Seattle Precinct in half - one west of I-5, the other east of I-5.	Enforce, Police, crime, Strong

Enforcing laws & street-level problem solving.	Enforce
A new northend precinct. Return of the community service officers.	Community
We need the officers to wear body cameras. Despite what the ACLU says. It is not a matter of privacy. It's a matter of police accountability.	Police
Trust that people will be treated fairly and safely by the police, no matter situation arises.	Police, Trust
I want to see more of a police presence in my neighborhood. I very rarely see officers patrolling my neighborhood streets and theft has become the norm around here.	Police
More police hired and a new North Precinct HQ built.	Police
Stop crime.	crime, Strong
Transparency in policies and ability to build trust within the residents of Seattle.	Trust, Transparent
Reform policing practices by investing in de-escalation, hiring and promoting officers of color into leadership positions and holding accountable officers that use excessive force and abuse power.	Police, Change, Reform, Shift
More property crime enforcement, greater enforcement overall. Greater emphasis on law and order, less focus on improving relations with "under represented" groups.	Enforce, crime, Strong
Arrest the criminals and prosecute the ones to the fullest extent of the Law	
Safer neighborhoods	
Fair and levelheadedness.	
Less fear of troubled neighborhoods stronger presence	
Proactive in the community	Community
Actually enforcing of laws. Property crimes are through the roof. I'm tired of my car getting broken into or my package being stolen from my porch.	Enforce, crime, Strong
Stop racial profiling; respects diversity and takes actions against officers that do not.	
Better policing of neighborhoods especially property crime which is stagnant at the moment! They do fine with murders BUT decidedly not with property crimes	Police, crime, Strong
Attract new officers so that precincts can be fully staffed.	crime, Strong
Understand the importance of dealing with property crimes and crimes that impact the quality of life in Seattle.	
Compassion over militarization. Understanding of how criminalization of homelessness is real, how bias is real, and how the police were created and actively harm communities. More support for communities of color and the LGBTQIA community, and to have someone other than Jim Ritter being the LGBTQ liason as he has no idea what he's doing and his safe space program is actively harmful.	bias, Police, HOMELESSNESS, Community
Strong leadership in making real progress on the opioid crisis and not just putting another band aide on the problem. Actively moving people out of encampments and into housing of some sort and enforcing behavior expectations. This means getting tough on people who do not want to move forward to curing the situation.	Enforce
1. Strong leadership that does not succumb to finicky public opinion. 2. A tangible plan with attainable tollgates in order to display actual change to citizens of this city. 3. Police response time to meet and exceed national standards (As a victim of property crime and burglary in this city; I expect police response time to better than 5 hours after report of an incident )	Police, crime, Strong, Change, Reform, Shift

More community focused policing. Ideally officers should live in the city they are policing.	Police, Community
Help police officers do their jobs more effectively.	Police
To run a tight ship and help reduce the influx of crime that is happening in all neighborhoods.	crime, Strong
Transparency, routine presence in the community AS A POLICE OFFICER. I think leaders loose connection to the hard work of the rank and file. For exampke, I believe principals should work one full week a year as a teacher to reconnect...."experience" and "I remembef" is not enough. Police cheif should do the same. I hope the new chief focus on drug use and crimes committed to support it. E.g. drug sales, prostitution....and not just in the CD and poor neighborhoods. No tolerance, 3 strikes etc.	Community, Transparent, Police, crime, Strong
Build the wall	
Build more trust with minority communities. Increased use of community people in making decisions.	Trust, Community
Action for those making drug deals publicly. Addressing in greater ways the sex slavery and other slavery issues in Seattle.	
Responce times and taking action once on the scen	
Change the culture of the police department to hold officers accountable for reducing racial bias, eliminating excessive use of force, using de-escalation techniques, and collaborating with communities of color.	bias, Police, Department, Community, Change, Reform, Shift
More conservative hardline proactive policing that helps lower crime rates. Supports officers instead of constantly trying to find fault with them.	Police, crime, Strong
Reduce crime & remove drug addicts from our population. Increase public safety & limit protesters from blocking streets. Require all bicycles to be licensed & owners to have accident insurance.	crime, Strong
Fewer deaths of citizens at hands of police to help generate trust in all of our communities; non-lethal solutions; more transparency (body cameras)	Police, Trust, Community, Transparent
Get rid of the "bad eggs."	Police, Community
Return to community policing (Norm Stamper).	
Ensuring well trained and well supported police.	Police, Train
additional personnel, neighborhood policing	Police
More police, more patrols	Police
I am dismayed by the rampant petty crime in our neighborhoods and lack of police enforcement to keep this activity under control. I want the new police chief to be able to increase the department's ability to have officers respond to calls quickly and effectively, so that criminal activity is reduced. I also would like there to be a specific police unit assigned to address homeless issues, with officers trained to address mental health and addiction problems.	Enforce, Train, crime, Strong, HOMELESSNESS, Police, Department
Enforcing laws and dealing with the drug and substance abusing using elements of the homeless - and safe injection sites are NOT a part of this change.	Enforce, HOMELESSNESS, Change, Reform, Shift
Close property crime cases. Improve police response times to property crime incidents	Police, crime, Strong
Actually dealing with crime in Seattle, including property crimes, gangs, and drugs.	crime, Strong

Enforcement of existing laws i.e. not ignoring the heroin users shooting up in public, cracking down on property crime and illegal camping in our public spaces	Enforce, crime, Strong
Lower crime!!!! No Homeless camps!!!! Drug enforcement!!! Faster response time!!!!	HOMELESSNESS, crime, Strong
I want a serious police officer, not a fawning politician.	Police
A department that will do it job and police all crimes	Police, Department, crime, Strong
Push back against city council so that our police force can actually enforce laws on the books.	Enforce, Police
A renewed sense of trust and justice to police force.	Police, Trust
Less property crime. Fewer officer involved ed shootings	crime, Strong
Cracking down on drugs and crime. Keeping our neighborhoods safe and not allowing people to camp and trash our parks and public spaces!	crime, Strong
See above. Enforce the law on the homeless as we are held to: not the family out on the street...but the druggies/thieves hiding "undercover" of homelessness.	Enforce, HOMELESSNESS
Make Seattle a city people want to live in again. I have lived in Seattle my entire life (58 years) and used to be proud of Seattle - now I am not. I will now say I am from Washington State because Seattle is a joke.	
Actually enforce the law instead of overlooking many crimes. (This is probably more a consequence of the city council and city attorney's policies).	Enforce, crime, Strong
Accountability.	accountability
Less militaristic policing, more community based policing	Police, Community
More policing in the north end. I am tired of the constant car riffling, car stealing, trespassing, stealing from backyards, and burglaries.	Police
Focus on enforcing laws to improve personal safety in all neighborhoods.	Enforce
A sense of fairness toward staff, and citizens regardless of gender, race, religion.	
Articulates need for neighborhoods to create caring environments from within, with support from the larger community of city and county.	Community
Fewer incidents involving excessive force, more community-building, and reduced crime (specifically car prowls and property theft)	Community, crime, Strong

I think it would be a hard job, someone would really have to want to do it for personal growth reasons rather than seeing it as a stepping stone to something else.	
Transparency, safer downtown	Transparent
More community events that are collaborative in nature and can bring police officers and those they protect 'in theory' together so the community actually is protected and held accountable with strength, grace & wisdom not just policed (bullied with negative, arrogant, fear based abuse of power)	Police, Community
Better and quicker response to citizens that report crimes in progress or just committed.	crime, Strong
Lock criminals up. Stop it with the politically correct bullshit and the catch and release tactics and get bad people off the streets. Conduct property theft sting operations. Arresting a black person does not mean that the cop is racist. A cop shooting a crazy person threatening him with a knife is NOT police brutality - it's self defense.	Police
The public usage of illegal drugs openly in downtown, leading to other criminal activity.	open
I hope for real accountability. If an officer makes a mistake, causing injury or death to anyone else, we need to see that not only a full investigation occurs, but that serious consequences are seen, not just a note in their file.	accountability
Enforces laws especially when it comes to drugs, vagrancy and parking violations. Work with prosecutors to bring convictions. Protect the tax paying families.	Enforce
Just the fact that this survey is being offered to community members is a big improvement over the past. There is a huge need for hate crime reporting & prevention, given our current political situation.	Community, crime, Strong
We need someone who understands that property crime is not petty. Many Seattle residents feel terrorized by all the crime going on here: prowlers, burglars, drugs addicts, trespassers. And lesser crimes that go unpunished lead to bigger crimes. Crime is out of control in Seattle. Something needs to be done about this.	crime, Strong
REDUCE CRIME, MURDERS, DRUG PROBLEMS, GUN VIOLENCE, GANGS IN A CITY THAT DID NOT HAVE MAJOR PROBLEMS LIKE THIS A DECADE AGO. OUR NEIGHBORHOOD IS NO LONGER SAFE AND WE SELDOM SEE POLICE PATROLS! THIS IS NOT THE CITY I MOVED TO IN 1986.	Police, crime, Strong
Active law enforcement	Enforce
Toughness, but fairness. Non racist, but not afraid to treat crime regardless of race.	crime, Strong
Recruiting and hiring many more well-qualified officers. Willing to advocate for this priority with the city council and mayor. Seattle is in an emergency situation which has not been acknowledged by the power-that-be.	
More police on patrols - especially either walking or biking. Cars glassed-in windows create a "us vs them" barrier. Seeing and knowing a face on the street can break down barriers	Police
Less focus and resources on nominal stuff like handing out speeding tickets on 15th	
Better accountability. Promote good relations with the community. Especially people of color, the lgbtq community, and immigrants.	Community
That they can coerce the council and mayor to properly fund the police department so they're not 20% understaffed with patrol officers. Seattle should have another 5 officers per 10k people on patrol.	Police, Department
Be fair and committed to keeping the city safe	
they will enforce the law	Enforce
Improved hiring procedures to better weed out "bad apples" before they've graduated. Better and less fatal handling of people having mental health crises. Streamline crime reporting processes so that members of the public are not discouraged from reporting minor nuisance crimes such as package thefts. Reduce administrative burdens on patrol officers to make better use of their time.	crime, Strong
I read yet another piece today on increased rates of domestic violence in police households. I would like to see someone who is committed to addressing the needs of police officers and their families, as well as those of the general public, including marginalized communities.	Police, Community

Allow the police officers to enforce the laws of the city and state rather than making them into mental health professionals or social services.	Enforce, Police
Less officer involved shootings and deaths. Less overtly obvious racism in arrests, deaths, and jail time.	Racism
Bringing additional officers, decreasing the size of North precinct, dealing with property crimes and decreasing police response times.	Police, crime, Strong
Bringing additional officers, decreasing the size of North precinct, dealing with property crimes and decreasing police response times.	Police, crime, Strong
More intensive diversity training	Train
Great visibility of police force and responsiveness.	Police
The department is already successful at understanding what is happening with crime in our city; a new leader needs to understand why crime is happening when and where it does, and identify solutions that work.	Department, crime, Strong
Less gang activity	
Tolerance (no more ICE bs), crime prevention (overrun with property crimes these days), and something that deals with homeless issue (and public health and safety issues that arise from it)	HOMELESSNESS, crime, Strong
Hold criminals(of all types of crime) accountable. Don't look the other way. A crime is a crime. Laws are in place for a reason.	crime, Strong
Leading the City of Seattle in disrupting the school to prison pipeline, implementing strong unbiased policing and de-escalation techniques.	Police
Modernization of technology for officer training with an emphasis on high pay and highly trained officers.	Train
I hope to see the police department start enforcing the laws pertaining to use/possession/trafficking of illegal drugs, illegal vehicle camping, camping in parks, public defecation, littering, property crime.	Enforce, Police, Department, crime, Strong
Commitment to actually ENFORCING existing laws. Advocate for supporting and expanding police force.	Enforce, Police
Clean up encampments, filth, shit, and urine and still be sensitive to homeless needs.	HOMELESSNESS
Actively target property and violent crimes, and to hold the Prosecutor's Office accountable for successfully prosecuting those arrested for what that office currently considers "minor" offenses.	crime, Strong
Innovative approaches and proven methods for engaging community and officers to build trust, community and problem solving solutions together.	Trust, Community
trust builder	Trust
decrease in property crimes	crime, Strong



More involvement/enforcement in the ever growing homeless problems around the city, and the accompanying drug problem and gun problem and general safety concerns across Seattle neighborhoods.	Enforce, HOMELESSNESS
Complete the survey with a simple choice of asking the police chief just to follow the law	Police
Local who knoes the community	Community
working will all members not just those who are loud but all members of the community	Community
More accountability. Listening to communities about what they need.	Community
Clear direction with increased confidence in policedepartment.	
Better police-community relationships and partnerships.	Police, Community
To not be a puppet of the mayor's office and the liberal socialist agenda in Seattle. I expect the police force to enforce the law. I'm so tired of seeing Seattle go down the tubes.	Enforce, Police
Take the needs of the many over the few as in traffic	
Emphasizes that in order to facilitate democracy, the police need to seek to treat protesters less like criminals and more like concerned members of the community whom should be interfaced with and heard. Property damage is, of course, unacceptable, but so is tear gassing or using riot control techniques on people that are upset at the state of affairs. Seattle is not the worst at this, but we are also not the best.	Police, Community
I hope that the future police chief will bring transparency to the department, as well as create more community involvement regarding what police officers do. I think that it is imperative to humanize police officers and their duties to the public.	Police, Department, Community, Transparent
Eschew political correctness and implement empiricism throughout the department.	Department
I hope that the new Police Chief gains trust of both the community and their fellow peers. If you have happy employees/ coworkers then that will reflect directly through their work. I think being approachable, transparent and supportive of your peers (who have a VERY TOUGH job) is REALLY important.	Police, Trust, Community, Transparent
Increased officer and department accountability, address issues with bias, improve training to reduce officer-involved shootings while keeping officers safe, and add mental health professional co-response to the department.	bias, Department, Train
reduce use of force and deadly force, education and review mechanism to address bias, racism, and overpolicing	bias, Racism
A deepening of relationships between SPD and the communities it serves.	Community
I hope the leader will bring a comprehensive community policing strategy to the department.	Police, Department, Community

Faster police response times, more aggressive enforcement against opioid and meth traffickers, reduction in property crime, significant reduction or elimination of undancioned encampments	Enforce, Police, crime, Strong
Restore morale and public confidence.	
Give officers what they need to do their jobs - resources, hire more officers and enforce the laws that have been neglected for years.	Enforce
Follow the rule of law. Support the officers in the field.	
Persuading the city council to stop starving the SPD of funding and thereby enabling the department to be brought up to the staffing levels needed in this city. The SPD is woefully under-staffed.	Department
I wish to see strategies to minimize violent approaches to perceived hostility among the officers.	
reduce crime	crime, Strong
Enforcement against property crime; working with city prosecutor to ensure tracking/prosecution of repeat offenders; solving egregious crimes (e.g., incident involving Christopher Burrus allegedly setting someone on fire) quickly.	Enforce, crime, Strong
Faster police response times, more aggressive enforcement against opioid and meth traffickers, reduction in property crime, significant reduction or elimination of undancioned encampments	Enforce, Police, crime, Strong
See above. Enforce the law.	Enforce
Will begin assisting the federal government in enforcing immigration laws. Help deport illegal aliens. Crack down on people camping on public land (sidewalks, streets, parks, playgrounds, schools).	Enforce
More police presence in neighborhoods	Police
Police officers need to respond to calls more quickly and protect the victims not the criminals. Property crime has increased dramatically in Seattle and taxpayers and families don't feel safe at all.	Police, crime, Strong
More patrol infractions to improve safety within traffic.	
I would like to see an organized PR plan and then systemic change. The Expectations placed upon our officers os not sustainable. There is a lack of accountability on our political/government leaders and not enough accountability to upholding the law- i.e., illegal camping, panhandling, criminal activity due to high influx of people who are choosing a life on the streets. Availability of long term housing for the mentally ill needs to be created and then panhandling laws and illegal camping laws need to be upheld. The choices need to be: go to the housing provided or go to jail. Let's make it less hospitable. Come on people!	Change, Reform, Shift
true change that is consistently applied at all levels of the organization	Change, Reform, Shift
That people will respect and trust the police again.	Police, Trust
Trauma informed training and de-escalation	Train
Less us versus them mentality. Well, a girl can hope.	

See above. Additionally, Seattle residents want to see radical changes to the larger issues within the police force. The inequities present in today's police are dangerous and scary.	Police, Change, Reform, Shift
I hope the leader will bring a strong value that our police officers should have community connections, including hiring officers that live in City of Seattle and uses data to measure improvements toward the City's public safety goals.	Police, Community
Make police unions responsible and accountable to have their OWN insurance to pay civil lawsuits when they are directly responsible for such lawsuits. Then maybe things will change.	Police, Change, Reform, Shift
Better interaction with minorities and other citizens. Openness and officer accountability.	accountability, open
A shift from police as all-powerful to police as part of the community fabric.	Police, Community, Change, Reform, Shift
More training and testing for officers.	Train
Spearheading deescalation training and ability to build cooperation with community	Train, Community
I would like to see officers "strongly" encouraged to get out of their cars and militaristic-looking jeeps to walk the streets of the neighborhood. I want to see them walking and interacting with the community --- not just during community events or demonstrations. Get out and get to know the people whose houses you drive by everyday!	Community
Initiate the needed culture change at SPD, that assumes cops are always right; and that fails to recognize inherent biases that put our communities of color at risk for mistreatment.	bias, Community, Change, Reform, Shift
POC willingly calling police in emergencies. Most don't now for fear of being harmed.	Police
No more excessive force incidences. Make training in deescalation techniques a priority. Training must keep officers as safe as possible.	Train
Increased emphasis on public order.	
Hire someone who will arrest the idiots who block 4th and Jackson.	
Protect and serve. Not standby and watch lawlessness like they did letting the protestors sit in the intersection. I take it there will not be any jaywalking tickets ever again or is that just for children.	
Reform and break down the system of racism that exist within the police department and policing practices within Seattle.	Racism, Police, Department, Change, Reform, Shift
Fire everyone. You are all fucking incompetent.	
Very thorough training on unlearning internalized racial bias, ending the over policing of low income, POC neighborhoods, not building a new youth jail, ended quotas that encourage over policing. Also, your "protection" of queer communities is useless if it predominantly protects queer people like me - white, cis-presenting, neurotypical and financially stable. Protect QTPOC, poor and homeless queer people, queer people with disabilities. Protect trans people.	Train, bias, Police, HOMELESSNESS, Community
Fewer shootings. Better training for officers to deal with mentally unstable suspects.	Train
Although a massive undertaking, law enforcement needs to be restructured in such a way that it serves justice. This may require cooperation with social movements and initiatives for the greater good. The way that law enforcement in the US, and even in the generally progressive hive that is Seattle, has been allowed and encouraged to enforce the law is not at the standard that it should or could be and the next chief of police needs to be committed to rectifying the inherent faults in the system.	Enforce, Police

Come down hard on drug addicts and dealers--get them off the street, out of our parks, away from our kids. Make it hard to be an addict or dealer in Seattle!	
Bring them into the present day without stifling their every day police work.	Police
More equitable and sensitive treatment of homeless Seattle residents and a much tougher stance on police violence	Police, HOMELESSNESS
Boost moral by being a transformational leader who empowers officers to do their jobs of upholding the laws.	
Transparency; accountability; layoffs of the racists still on the force; better training;	Transparent, Train
Emphasis on De-Escalate skills	
Lead the SPD into a new era as an example for the nation: a city where bias based on race, sex, sexuality, etc. is not supported, where diversity rules and new ideas about law enforcement (e.g., decriminalizing many drugs, recognizing impact of social/economic inequality as causes for many "crimes," being a force for reform in the community). Eliminate psychotic male macho role-playing cops who smack of white supremacy, male domination, unlistening, uncaring, insensitive brutes -- they are not strong, they are a sick force in society not to be esteemed).	Enforce, crime, Strong, bias, Community, Change, Reform, Shift
creating an atmosphere/taking actions that will cause the public to respect police (as much as I do)	Police
Transparency, end to racism and bias	bias, Racism, Transparent
Anti-racist practices, stronger accountability to marginalized communities, de-militarization, treating people with respect	Community
Better trust in the community and a "clean" organization	Trust, Community
Bring back the 'nice' community policeman figure. Seattle police are scary and heavy handed.	Police, Community
Great use of Broken-windows policing to bring immediate relief to taxpayers who can't walk our neighborhood without tripping over needles and beggars. <a href="https://en.wikipedia.org/wiki/Broken_windows_theory">https://en.wikipedia.org/wiki/Broken_windows_theory</a>	Police
Enforcement of the laws.	Enforce
End police shootings	Police
Secure enough officers to effectively police the City of Seattle  Increased neighborhood safety: traffic patrols, property crimes,  Eliminate "means testing" for enforcement decisions - the law must apply to all  Enforce existing laws that apply to camping on public property	Enforce, Police, crime, Strong
Growth. It's clear our police force isn't large enough for the size of this city.	Police
Enforcement of illegal public camping laws.	Enforce

<p>Improve relations with minority communities.</p> <p>Increase the amount of local policing on foot or on bicycle, so that we see police even when there is no crime being investigated.</p>	<p>Community, Police, crime, Strong</p>
<p>Accountability and de-escalation are important factors in effective policing. I'd like to see someone who advocates for de-escalation over excessive force. Open and honest communication within and outside the department. Also, probably most importantly, intolerance towards racism, discrimination, and bias.</p>	<p>bias, Racism, Police, Department, open</p>
<p>Focus on crime</p>	<p>crime, Strong</p>
<p>More training on de-escalation techniques, more positive community involvement, zero tolerance for bias behavior (e.g. racism, LGBTQ stereotyping)</p>	<p>Community, bias, Racism, Train</p>
<p>Stop police murders of Black and brown people!</p>	<p>Police</p>
<p>Successfully teaches the department staff that public safety applies to everyone. Youth are not "punks". People are not divided into the "good guys" and the "bad guys". People were not born with the attitude that has developed as part of them.</p>	<p>Department</p>
<p>Demilitarization of SPD, stop shooting to kill, dealing with racism on the force.</p>	<p>Racism</p>
<p>Use the RSJI Toolkit and partner with SOCR staff to evaluate the entire police department and OPA. Create an independent group to oversee necessary reforms.</p>	<p>Police, Department, Change, Reform, Shift</p>
<p>Enforcement of existing drug, theft, etc laws</p>	<p>Enforce</p>
<p>Major effort to bring police and communities together to build trust on both sides.</p>	<p>Police, Trust, Community</p>
<p>Less pleasing the mayor and not policing as he or she is trained to do. It shouldn't be about politics. It should be about leading men and women who love their job and their communities.</p>	<p>Train, Police, Community</p>
<p>Build more community trust in police and more community-police collaborations.</p>	<p>Police, Trust, Community</p>
<p>Community education and outreach to better understand police work, when and why force is necessary and resource needs of the department.</p>	<p>Police, Department, Community</p>
<p>To hold everybody accountable for their "part" in making all communities functional.</p>	<p>Community</p>
<p>He/She would be a leader not a doormat for the city council and mayor. Hope that the new chief can stop the departure of so many qualified officers to other departments because of the city's political agenda.</p>	<p>Department</p>
<p>Friendlier policing of protests, equitable policing across neighborhoods</p>	<p>Police</p>
<p>I would like some of the power returned to the SPD. I work with them and the officers have their hands tied as to what they can do in the community. It is very frustrating as I am trying to get help for the mentally ill. Patients are left without getting help unless they agree. I am involved because they can't agree.</p>	<p>Community</p>
<p>Arresting all criminals!! Protect the city's residents!! That is the job of the SPD after all.</p>	
<p>Accountability</p> <p>Responsible use of weapons</p>	<p>Community</p>

Accessibility to diverse communities	
Stronger missing persons department.and the importance of time is valuable as soon as possible to begin searching.	Department
Respond to property crime in a timely fashion. Car thefts and break ins are common in my neighborhood, but many residents report late or no response at all.	crime, Strong
Compliance with federal mandates. Holding staff accountable...standing up to Union. Positive relationship-building with communities, especially POC.	Community
I was a marcher at the first Patriot Prayer and have marched in the Women's Marches - at the P.P march, the police were militaristic, angry and spoiling for a fight. I hope the new leadership will protect my civil right to confront and protest hatred and bigotry.	Police
Continue what we have with emphasis in high crime areas. If the person commits crime arrest them regardless of race. The action opens the door to jail not the color of their skin. All of us need to be safe. Many more blacks die due to guns than the average of other races. They need this safety.	open, crime, Strong
Fresh ideas on how to reduce crime in our neighborhoods.	crime, Strong
Less use of force, more involment eith local communities	Community
Many fewer citizen deaths at the hands of police.	Police
I hope the new leader will re-establish the rule of law. I remember when I would call the SPD about a property crime and an officer would be there right away. Now, the focus is on touchy-feely, groover, what-color-is-your-skin nonsense. Support our police force and allow them to fight crime.	Police, crime, Strong
I hope that this leader will damand that officer treat all people with dignity and respect. Clear the department of officers who engage in racial profiling,and violence or aggression to the people of color, lgbtq, homeless and mentally ill.	HOMELESSNESS, Department
More responsive, more diverse approaches to problematic areas, more specialized approaches to crime by the homeless, crime by gangs, by teens	HOMELESSNESS, crime, Strong
Add training to police persons to deal better with mental health issues and angry people with the public. Training in dealing and getting to know the people in the community by talking and interacting with the community so that people in the community feel like they have advocates that they can trust and want to communicate with to express their fears about someone having difficulty and not feel like the person they are talking about will be killed when confronted	Train, Police, Trust, Community
Emphasis on De-Escalate skills	
1. De-escalation training; training in handling mental health problems; regular training on diversity; accountability for excess force and review of how police handle minority and marginalized persons.	Police, Train

OFFICERS that are compromised in dealing with the citizens petitions , to be FIRED because they have no more CREDIBILITY to remain in the SPD. I have my own experience where DETECTIVE and other OFFICER refused to do a FAIR INVESTIGATION. In addition they DISTORTED the case. Finally, they refused to cooperate and release the INFORMATION about the incident and VIDEO COPY. They refused any cooperation with me or to have a meeting with me. They released FALSE VIDEO COPY. These kind of OFFICERS must not to be in the POLICE. CHANGE. Of course that a public worker should be an example in his or her attitude with the public that serve. They get salary from our TAXES, but they are working against us. Out with them for ever. THIS IS CHANGE THAT SPD needs.	Police, Change, Reform, Shift
More visible police presence in our neighborhoods	Police
The department is on the right track. Continued open leadership and community involvement along with transparency of operation is critical.	Transparent, Department, Community, open
strong advocacy with the City leaders to obtain the necessary funds to have an effective force for our growing City	
Work to restore trust among People of Color and other historically disenfranchised communities.	Trust, Community
A return to polite, friendly Seattle cops. I am a resident since 1977, and in the last ten years have been yelled at, roughly addressed, even accosted verging on assault by SPD officers. I am middle-aged, professional, law-abiding, and not a member of a traditionally profiled ethnic group. This is a profoundly disturbing trend for any Seattle citizen regardless of ethnicity, social, or economic status.	
See above. We need to get the criminals off the street and protect the citizens.	
Encourage his officers to de-escalate situations prior to physical violence and learn to listen to the community where needed. Also, pay attention to neighborhoods that need it as well (we live in South Seattle, I feel there's a lack of police presence here unless it's needed in serious situations). Would like to see more patrols as well.	Police, Community
Safer neighborhoods. Bring back pro-active beat policing and enforce the laws of the city	Enforce, Police
Focus on patrolling and reducing property crime	crime, Strong
I hope he/she brings swift discipline to officers who commit heinous acts. I hope he/she focuses on creating public safety solutions that are based on de-escalation, officer training, community-officer training, transparency, and officer accountability.	Community, Transparent, Train
Being supportive of people of different ethnicities, colors, genders, gender orientation, sexual orientation, religion and so on.	
Find a way to increase staffing & explore non-lethal training for all officers	Train
ZERO POLICE SHOOTINGS holding Police more accountable for their actions	Police
Eliminate unnecessary use of force. Stop clearing homeless camps; you're not actually fixing anything because they don't have a home to go to. Prioritize people over property; don't escalate protests into violent confrontations.	HOMELESSNESS
Improve morale and improve relationships between the community and the department	Department, Community

More transparency and accountability. Continues to hire and promote women, LBGTQ and POCs into position of power and promote a pipeline to promote policework among diverse youth.	accountability, Transparent
Do a better job of standing up for officers when a the small but loud crazies are mad that they defended themselves. The police here have an image problem, not a conduct problem.	Police
More "beat" walking: getting out of the cars and the horribly off-putting stations and officers actually meeting the people they serve.	
More officers! Continue creating a positive police experience for officers and communities. Someone dedicated and is an example of commitment, loyalty and connection to Seattle so that officers will feel the same for communities they serve this creating a relationship.	Police, Community
MORE POLICE OFFICERS. And retain existing officers to slow the rising tide of property crimes in our neighborhoods.	Police, crime, Strong
I hope the new police chief will increase the department's ability to do more community based policing. I hope they are some who can lead all officers in approaching their work with safety and connection with community members at the forefront, instead of approaching the work from a punitive place.	Police, Department, Community
Accountability.	accountability
I would like to see a refocus on actual policing - walking the beat, answering when called to respond to crime, example: theft, burglary.	Police, crime, Strong
I'd like officers to be trained to safely respond to situations involving people with mental illness or disabilities and I'd like officers to be weeded out who show negative bias towards POC or queer folks or disabled folks or other marginalized groups. I'm an autistic queer adult and I don't feel comfortable interacting with the police for fear that they will think that my autistic stress reactions are dangerous, I know that if I was a POC my discomfort would be fear.	bias, Police, Train
figuring out how to both earn the trust of the line officers and at the same time the trust of the community. no small task.. but critical to the success of the department.	Trust, Department, Community
Reduce killing of people by police, increase ability of people to trust police	Police, Trust
Rid the department of excuses. There are so few people of colour in Seattle, so the continuous use of excessive violence can only stem from complacency at all levels of government-especially at the leadership level.	Department
transparency and attention to officer training and safety via community policing strategies for crime prevention and de-escalation with training in mindfulness	crime, Strong, Train, Community, Police, Transparent
I would sure like it if the chief can get us a new labor agreement that includes sensible ways to ensure officers build trust with the community so we all are safer. I would also like more officers working a beat or being more on the street. Maybe walking is not feasible, but I used to see police cruising more. Not too much, not a police state type of thing. Maybe more community service officers with a space to work out of in the n'hood.	Police, Trust, Community
Seattle's property crime rate is one of the very worst among large cities in the USA. I want our next police chief to sharply reduce our high property crime rate. I am repeating the same thing four times because I believe it is very important, and we need results, not more Seattle Process.	Police, crime, Strong
Openness and willingness to listen and change. Prioritize people of color led solutions.	open, Change, Reform, Shift



See above	
<p>I hope the new police chief will work on de-escalation tactics. Unnecessary shooting of civilians needs to stop. Police officers need to be trained in restraint, and disciplined when they lose their temper.</p> <p>I would also like to see a leader who thinks creatively. For example:</p> <p>I would also like to see some emphasis on small crimes-especially when there is a pattern. Packages being stolen from doorsteps is epidemic in South Seattle. Car break-ins are also a way of life. Is there a way to have some flexible task forces that approach these nagging issues and minimize them?</p>	Train, Police, crime, Strong
<p>I want someone who is more interested in protecting the most marginalized in our community instead of protecting police officers. And I'd like to see that attitude at all levels of the department. I'd like him or her to implement innovative programs for restorative justice.</p>	Police, Department, Community
<p>stabilization to the South Precinct. It's a revolving door for precinct Captains.</p>	
<p>Better perception of SPD by the community, through transparency and clear agenda.</p> <p>Clarify to the public the reason for perceived shortcomings and provide clear examples to resolve issues, whether fixes require council help or voter support.</p>	Transparent, Community
<p>Diversity, recruitment of more officers, better communication between officers and public, a strong hand on dealing with "quality of life" issues (camping, theft, vandalism) combined with a practical willingness to look for innovative solutions.</p>	
<p>Make the department something Seattle can be proud of; set great examples for other urban centers.</p>	Department
<p>I personally would like this city not be a sanctuary city, and deal honestly with all levels of our government to work in the best interest of all Americans that are here legally.</p>	
<p>Eliminate cronyism and favoritism and increase fair treatment of all officers.</p>	
<p>Less bias in arresting black men</p>	bias
<p>Bridging relationship between officers and citizens.</p>	
<p>officer accountability - O'Toole started good work in this area</p>	accountability
<p>Transparency</p>	Transparent
<p>Accountability at sr level for actions of all. Continue SPD ability to handle demonstrations like a modern org without militarization.</p>	accountability
<p>accountability, leadership and compassion</p>	accountability
<p>A strong level of understand, compassion, empathy and an ability to recognize the struggles of vulnerable populations and have officers who violate the rights of people to be punished appropriately. offer better training to officers that involve mediation, counseling, and community building that is not frightening and automatically reduce to violence.</p>	Train, Community
<p>a. Ensuring that officers have the support they need to process vicarious trauma. b. Supporting Seattle PD to continue the the volunteer program to work with survivors of sexual assault and domestic violence. c. More responsiveness to the concerns and fears of communities of color, particularly related to officer-involved shootings.</p>	Community
<p>Bring the crime rate down.</p>	crime, Strong
<p>an understanding that racism has a real impact on some policing and willingness to create change as well learning opportunities</p>	Racism, Police, Change, Reform, Shift
<p>Leadership stability to the South Precinct. It has been a revolving door, and so no incumbent has spent enough time there to get to know the problems and solve them.</p>	

Triple the amount of police on our streets by 2020. Reduce muggings and personal property theft significantly. Bring more LGBTQ and people of color onto the force.	Police
Training officers on how to be mediators and how to handle mentally ill individuals, to overall reduce the # of individuals placed in prison	Train
Consistency and understanding of how the varying neighborhoods in Seattle are policed.	Police
More transparency and holding people to higher expectations and standards	Transparent
Many	
No more killing citizens.	
Transparency, accountability, action to address inequities and make neighborhoods safer	accountability, Transparent
Work with city attorney to figure out better enforcement of property crimes.	Enforce, crime, Strong
openness; community minded; back to street policing	Police, Community, open
I hope the new chief will understand racism, bias, and disproportionality and apply that understanding to changing the culture of SPD to be more just and compassionate. In a culture of anti-bias, officers should be allowed to do their jobs effectively without being hamstrung by hair-triggered use of force rules. If officers are better trained on deescalation and held accountable for their actions, let them decide what the most effective action to take is for the situation. And PLEASE, institute more and better training for officers. What exists now is a pittance that does not adequately prepare them for the high expectations we hold them to.	bias, Racism, Train, Change, Reform, Shift
I would hope for culture change. I believe the fastest way is through peer accountability, meaning, if one officer screws up, then all salaries are collectively docked, whatever it takes to ensure culture change.	Change, Reform, Shift
Dismissal of personnel who do not exhibit high standards of antiracism & antibias aptitude and a track record in these arenas.	
Continue on the road of making SPD a less racist force by rewarding those officers doing their jobs with fullest respect for the communities they serve.	Community
Return to true community policing and reaching out people to people and not just social media.	Police, Community
to continue the work of Chief o'Toole	
More safety in neighborhoods - "petty" crimes such as car and home break ins are not petty, and are rampant.	crime, Strong
A willingness to confront the police union on issues like body cameras, transparency, and officer discipline.	Police, Transparent
faith by the community in it's police	Police, Community
Have a police department that will ENFORCE existing laws.	Enforce, Police, Department
No tolerance for racism, no support for killer cops	Racism

Someone who is willing to build a department that reflects the values of the people of Seattle, and to teach deescalation when met with aggression.	Department
More direct community accountability, breaking the toxic 'fraternity' culture within the police force where officers strongly feel the need to support another officer even when they know they are in the wrong, Bringing a lot more womxn in to the department and gender-equity in roles, reducing militarism in the police force, Making sure officers have many ways to deal with a situation in their tool box and arms, if used at all, is the last of the last resort, Ongoing training on racism, unconscious bias, actively creating friendly relationships with immigrant and refugee populations -- showing up at events without arms or threatening demeanor.	Racism, Train, bias, Community, Police, Department
Increased officer accountability and more training on deescalating conflict without the use of deadly force.	Train
Fire Adrian Diaz and Carmen Best	
Increased employee morale and accountability.	accountability
Seattle has far too high a rate of police violence. I have low hopes and expectations, given that it's largely an institutional problem, but I would hope for a strong commitment (with follow-through) to anti-bias work, a reduction in officer-involved shootings, and a greater focus on the community instead of quotas.	bias, Police, Community
Progress on stemming the gun violence that seems to be plaguing the city, especially the CD.	
Collaboration and greater understanding between both SPD and community; accountability for officers as well as training and support for those who do a good job	Community, Train
Make the police treat all fairly and equally	Police
Ending negative impact of mass incarceration and police killings of civilians	Police
Better community relations, improved training for officers	Community, Train
Ending police culture.	Police
Racial diversity education	
Decreasing property crime.	crime, Strong
More diversity and tolerance (except for those who continue to text and drive or make wide turns!)	
Decreased militarization of the SPD. Investment in community partnerships.	Community
The agreed changes agreed to by the Federal review process	Change, Reform, Shift
Fire racist police No new youth jail shift to restorative justice and investing in social services that will cut down crime long-term	Police, crime, Strong, Change, Reform, Shift
Cracking down on neighborhood crime by making an example of the people committing the crimes by enforcing the law to the full extent.	Enforce, crime, Strong
*Have officers better anticipate potentially challenging interracial and mental health situations and respond in new ways to them.  *Improve officers' capabilities to recognize and respond to people with developmental disabilities.  *Improve community officers' ability to recognize and label stalking for what it is (as opposed to endlessly trying to resolve issues between neighbors).	Community

Strong advocate for visible police presence in communities	Police, Community
Treat all Seattle citizens the same, regardless of race, gender, etc.	
Argue effectively for more officers - and get them hired and deployed	
Effective leadership for all officers and to mend the fracture existing between SPD and communities of color.	Community
Mandatory implicit-bias testing through Harvard Implicit Association Test (IAT) website.  <a href="https://implicit.harvard.edu/implicit/Study?tid=-1">https://implicit.harvard.edu/implicit/Study?tid=-1</a>  Police officers who patrol in their respective communities  Minimum of 2 non-lethal means of deescalation.	bias, Police, Community
Trust.	Trust
Safer schools using tech to protect students.	
address the 'bro-type' mentality of the position, making the profession more accessible and supportive of officers who are not white hetero males	
I hope s/he focuses on undoing institutionalized racism in police officers personally and policing practices in general.	Racism, Police
Staying in town as a leader. Not leading other states or countries. Supporting staff in every situation until all the facts in any situation are available.	
Stop the homeless sweeps, find paths for young people who are in trouble other than incarceration, listen to and seek input from communities that have been harmed by racist police tactics	Police, HOMELESSNESS, Community
Complete cultural shift away from criminalizing poverty	Change, Reform, Shift
The next leader should NOT hide from the public whenever officers gun down citizens. Be genuinely concerned and publicly show it.	
Seattle police are still too violent. I know 2 people (young black men) who've been beaten by SPD, and successfully sued.	Police
I hope the new head of the department will bring a new trend of discontinuing the employment of dishonest and abusive staff and of recommending decertification of those former employees by the WSCJTC. He or she should fire bad cops and ensure they will not get jobs elsewhere with guns and badges.	Department
I hope the leader focuses on building a collaborative working relationship between the citizens and police - that working together, we can make our community safer and reduce crime together.	Community, Police, crime, Strong
Positive Community involvement	
Allow the Officers to Police, mistakes will happen and they need to know that the Chief and Department has their back.	Police, Department
Encourage greater community and police engagement on both sides.	Police, Community

Enforcement of existing laws!	Enforce
Increased community involvement of officers: less of a soldier attitude.	Community
Passion. Interaction and clear communication between precincts	
Focus on community led policing - active listening to formulate strategy and tactics based on learnings from the community.	Police, Community
Quicker access to 911/non-emergency line. More officers walking a beat CSOs	
Non lethal problem solving	
Willing to take on Police Union and get them to bargain for more accountability, discipline, and training.	Police, Train
Root out racist cops in the Northend. Develop mental health programs for PTSD and change the climate so that there is no shame in employees seeking help. Insist upon an open & inclusive employment climate. Be open to acknowledging department weaknesses while keeping officers feeling supported and safe. Strong understanding of mental illness & crisis deescalation. No more Charleena Lyles.	Department, open, Change, Reform, Shift
Being able to lead out of love.	
To address the opioid crisis, we need to provide opportunities to lift people up, AND strictly enforce no camping, stealing and anti-social behavior that is hurting businesses, ruining the city's livability, and making the city an embarrassment. No other cities rich and poor around the world tolerate such a shitshow. Our response as a city is abnormal and very destructive. Clean it up now!	Enforce
More open communications with communities. A police department that looks more like the communities it serves. Police officers living in the communities they serve.	Police, Department, Community, open
In my neighborhood, Capital Hill/First Hill, when I have an issue with homeless, drug addicts, and mentally ill people destroying my property and have called the police nothing has been done to help me. I want to help these groups of people but also have rights as a property owner. The current police force and how it dealing with these problems makes me feel like I don't have any recourse when issues arise on my property. I want safety and protection of property along with timely responses to calls.	Police, HOMELESSNESS
Consistency, better support for South Precinct	
A focus on rebuilding vulnerable communities while coming down hard on crimes being ignored, such as theft and reckless driving.	Community, crime, Strong
Set the example of backing up the beat cop and creating relationships within the community. But also create a sense of community and protection within the police department.	Police, Department, Community
the kind of policing that took place in the past in cities like Baltimore for example. traditionally, workers would have legal alcoholic beverages after work. Minority workers, didn't make enough to drink at the bar and chat, they would buy beer in the bottle, and sit on the stoops outside their brownstones, and chat. City ordinance said that drinking in public was outlawed, the police chief, decided "hey, let's find a way to make this work, new rule, if the beer is in a paper bag, it's not in the public.  If they could do this kind of thing in the 70's, certainly we can do it in 2018.	Police

A stronger relationship between the department and diverse communities including the LGBT, POC, disabled, etc.	Department, Community
Officer accountability; willingness to work across a variety of constituencies to find problem-solving paths; departmental transparency; enforcement of training for non-lethal options	Enforce, Transparent, Train
Encourage officers to get tough on crime. Arrest people for littering, stealing shopping carts. urinating in public. Etc.	crime, Strong
Continue with, and firmly entrench reforms enacted through the DOJ process, recruit more police from diverse communities, deepen cultural shifts within the department (see below).	Police, Department, Community, Change, Reform, Shift
A strong interest in tacking gender-based crimes of all types, eg., DV, sexual assault, commercial sexual exploitation of boys, girls and women, stalking, revenge porn, and DV cyber crime, etc.	crime, Strong
The ability to hold officers of all colors accountable for there actions	
Having police actually respond to and follow up on property crime, holding violent and racist officers accountable, more police from within the communities they patrol.	Community, Police, crime, Strong
More training on how to approach Deaf people for all police	Police, Train
Less police brutality	Police
It would be great to see reduce mistake to arrest the deaf individual which it is more often because of communication access barrier when it comes to hearing person and deaf person - the police often arrest the deaf person even though the deaf person who call 911.	Police
Someone to stand up to our ridiculous city council	
I hope for improvement in hate crimes-improve on training	Train, crime, Strong
I hope the next Police Chief will engage meaningfully to make reforms to aspects of the Police Contract that shield the police department from accountability, at the expense of the community.	Police, Department, Community, Change, Reform, Shift
Fight the City to allow Officers to do their job. Fight for the officers to be respected by the City. And recruit more officers so we have a sufficient work force.	
I hope that the new leader will bring an emphasis on community policing that restores trust in the department.	Police, Department, Community, Trust
Ending police brutality	Police
Equal treatment for anti-rascism and pro-rascism protestors.	
Reduce use of force, focus on de-escalation, improve ability of officers to interact with people in mental-health crisis and disabled people	
Providing de-escalation training, including psychological support, ending Washington's regressive laws re: policing that make 'malice' necessary to pursue criminal charges, and doing whatever it takes to stop the murder of people like Charleena Lyles.	Police, Train
Stop murdering People of Color! And people with mental illness, stop murdering them too. Stop protecting White Supremacists with massive force.	

More accountability and transparency, especially around use of force.	accountability, Transparent
Reduction in incarceration rates, with particular focus on youth and people of color. Treatment-first handling of drug users. No more homeless sweeps.	HOMELESSNESS
A genuine focus on building community.	Community
Inculcate an attitude that non-violent, non-lethal approaches to citizens have the highest priority.  Instill in patrolmen an understanding of the horrific mistreatment of blacks by all authorities since the Civil War.	
Change that demonstrates fairness	Change, Reform, Shift
Culture that community members are not afraid of seeking help from police; greater racial equity and social justice within police department and in Seattle community.	Police, Department, Community
Pay attention to neighborhood and property crime. Reduce response times.	crime, Strong
Increases use of stings, bait cars, bait packages, etc. so property crime perpetrators don't feel they can act with impunity. More enforcement of speeding, red light running, bus lane violations that should increase safety and be revenue neutral.	Enforce, crime, Strong
Improve the city's handling of sexual assault, including improving how crimes can be reported and having officers take the matter seriously and follow up with the victims, and make the resources (for health, safety, protection orders, legal counsel, mental health counseling) the city offers known to the victims, or make the information easily found and plainly stated online.	crime, Strong
The acknowledgement that the current system doesn't work and the necessary changes will not be simple nor immediate but can no longer be neglected.	Change, Reform, Shift
Enforcement of existing laws. Being able to anticipate issues, get ahead, stop management by crisis and be proactive at identifying and addressing root causes.	Enforce
transparency	Transparent
I see the police in Seattle as a source of fear over one of help. I expect any situation involving the police will result in violence because they will be the ones to escalate the situation.  Most of the police I've seen on patrol are aggressive and antagonistic of people. It feels like walking past a bully looking for a fight.	Police
return to enforcing the law	Enforce
Remove from the force any officer who has connections to white supremacist groups or has abused a partner.  Disarm police by default except in rare dangerous situations.	Police
Remove the "Sworn community" is better than everyone else culture ("sworn" vs "civilians" vernacular and accompanying hierarchy has to go!). Remove the "old boy network". Wipe out the slightest hint of sexism or racism. Eliminate promotion of mean-spirited, self promoting sworn that strategize and work hard to exclude others. Replace it with a community service-oriented, guardian of the constitution and defender of the value that every person is born with dignity and promise - and that every person deserves respect and real opportunity.  Of course, be a skilled warrior when engaged with a TRUE violent criminal wreaking harm on the community. But most engagement is not that. Most engagement is with people in need - mental health issues, race/low income constraints biasing their world, victim of the opioid epidemic/alcoholism. Change the police culture in Seattle to not look down on those around them. We need police that care and uplift those around them.	bias, Racism, Police, Community, Change, Reform, Shift

Reduce the use of deadly force; lead organizational culture change around officer accountability and bias	bias, Change, Reform, Shift
Fostering trust between various communities and the police. Host meeting with police and community members to discuss issues.	Police, Trust, Community
eliminate police brutality of minorities. bring safety to people who are living in fear of being shot or beat by the police due to their race. If SPD is fearful of black people they should be fired.	Police
There is a culture of disdain for the public in the Seattle Police force that definitely needs to be addressed.	Police
- More officers, law enforcement bicycles and vehicles- Every officer receives crisis intervention training - At least 50% of patrol officers certified to use a long gun on duty / minimum 2 long guns on duty every watch, every precinct- Every watch, every precinct needs at least two canine units available- Every precinct hosts a monthly "Coffee with a Cop"- "Coffee with a cop" alerts go out over the city alert system (email, text msg etc)- Relentlessly, doggedly seek, research, deploy and train officers with the most cutting-edge safety equipment to promote officer safety- Monthly community meetings to address concerns, learn about issues and community priorities	Train, Enforce, Community
I like the fact that we have had Women leading the way. It shows that we are the progressive city we say we are and that their is equity across the board for our city. The women who are leading the way, have shown strength, fairness and community collaboration.	Community
See the above wish-list of characteristics. I want all of them, not just three. I want someone with the strength and commitment to make real change in the face of serious, systemic objections from their force. A focus on COMMUNITY POLICING, fighting systemic bias.	bias, Police, Community, Change, Reform, Shift
An increased sensitivity to the intersection of race and socioeconomic status and how people of color and poor people have been disproportionately targeted, mistrusted, prosecuted, and incarcerated. A commitment to dismantling the systems in place which perpetuate these issues.	
Continue to support people and communication skills, increase awareness of and removal historical bias and improve our community safety. Continue the work and precedent set by CH O'Toole.	bias, Community
I hope they will bring a department which is stricter on police who themselves violate the law via police brutality or unnecessary shootings.	Police, Department
Continuing the path of reform, though with more individual officer accountability for actions. Continued focus on the LEAD program. To not order officers to displace homeless people by clearing camps	HOMELESSNESS, Change, Reform, Shift
Continue the DOJ reforms; emphasize police "service", police "force". Persuade Seattle City Council to allow laws to be enforced and to fully fund SPD.	Enforce, Police, Change, Reform, Shift
Holding all members of the police force accountable and building trust with all communities in Seattle especially racial minorities and LGBTQ	Police, Trust, Community
Stronger ethical standards for policing that will encourage officers to work with individuals and communities, that will hold officers accountable for bias, racist, sexist, and bigoted actions. That mental health situations that could be of danger to the officer or the individual are taken seriously and not rushed into without non-life threatening de-escalation tools.	bias, Police, Community
Less homeless! Need to be stricter with the homeless. For past 12 years have had to deal with them right in front of my school.	HOMELESSNESS
I hope that new leadership works to strengthen bonds between the public and the police, to humanize the badge.	Police
Continued reform of department culture	Department, Change, Reform, Shift



Continue training & reforms. Increase recruitment of women & people of color.	Train, Change, Reform, Shift
An ability to admit fault as a way to better the department.	Department
have officer use of force investigations conducted by an outside source, not the SPD.	
Better training for de-escalating dangerous situations in a non-violent manner. Reduction in police brutality and abuse of power. Accountability through EVERY officer ALWAYS wearing body cameras that are ALWAYS on and are public record.	Police, Train
Focus on enforcement of current laws. Address illegal encampments and heroin users and dealers. Reduce property crime.	Enforce, crime, Strong
The people of Seattle should never again fear that the cops meant to serve and protect them might actually kill them. The next Chief of Police should strongly believe that Charleena Lyles' murderer should have been immediately fired without pay and should now be in jail. They should also have a plan in place to make sure that racist cops with itchy fingers are never again on the force.	Police
Continue to build trust between community and SPD and clean up the downtown core (it is disgraceful and a poor reflection on the city for any and all people visiting).	Trust, Community
Holding officers accountable for shootings	accountability
Carmen Best should be disqualified from consideration given that under her watch the officer who killed Charleena Lyles was only given a 2 day suspension.	
PEACE OFFICERS. Less Lethal means. Lowest gun pulls from a holster. More beat cops knowin folks.	
Reduce violence initiated by police	Police
Work towards and expand on community policing models. Work directly with minority populations and hold officers accountable when their actions are unjustified.	Police, Community
I hope the leader will prioritize communities of color by changing the way policing is done to people of color. I hope there is a clear and direct communication to officers and community that the department will stay committed to developing an anti-bias police force in Seattle. I hope this leader will bring methods used in other departments to make major police reforms so that our children and families of color can start to feel true protection by police rather than live in fear of the police.	bias, Police, Department, Community, Change, Reform, Shift
Reduction in force and reinvestment in community	Community
Integrity.	
Reexamining the process that sends nonviolent offenders to prison for drug charges and mental illness, etc	

<p>Reports of misconduct need to be highly praised and rewarded. Misconduct needs to be genuinely addressed. No more 'administrative leave' or paid vacations. Cops that do bad things, should be treated like any other citizen. There should be no 'internal reviews' because that is just a vague term to cover up a biased trial. When cops make 'mistakes' they should be treated like the crimes that they are. Cops should undergo significant training to know what laws are in place so they don't just guess. Cops should prioritize helping people than punishing people. Cops should act like nurses and pro-bono lawyers and guides and advocates and a crisis center and be HELPERS more than anything. Cops should help and never ever hurt. Abolish quotas of any kind. Prioritize helping people in crisis over everything. Stop using dehumanizing terms. Make cops harmless. Make cops safe. Save lives, not end them. De-militarize police. Prioritize getting rid of fascism and hate speech. Stop sending cops in riot gear ready for a fight to leftist protests. Start policing white supremacists and radical reactionaries in a way that actually prevents those hate groups from doing harm.</p> <p>Officers should be more like 'community helpers' than a proto-military made up of people who didn't cut it as soldiers. They should be expected to be educated and have at least 1.5 years of training not just on the physical things (which should be expected, but secondary), but also on what the laws and ordinances are, what racism and profiling and sexism and transphobia and classism and terrorism are, and what the real history of policing has been and why people can not trust the police.</p> <p>I want there to be 0 tolerance for people being murdered by cops. That should straight-up literally not ever happen at all. Nurses get by without shooting violent or 'scary' or difficult patients. Everyone else in society is getting by just fine without killing the people they're supposedly protecting and serving, and I think we all expect cops to at least meet that! It's not unreasonable to ask cops to stop killing people.</p> <p>Cops should see their job as a JOB and not as some special elevation, or that they're somehow above all other citizens. They should be citizens with a job and a duty. They should be professional and honest and transparent with the public. They should not be scary and honestly, should knock it off with that weird masculinity puffing up the chest stuff.</p> <p>I'm not even sure if it's possible to make any significant changes or improvements to a police force (what a terrible name) by just installing a new Chief and not paying any attention to the entire rest of the staff.</p> <p>I don't want to see just positive PR media nice-cop propaganda stuff. That's not what I'm interested in. I don't care how many nice good deeds cops do, what matters is the crimes they commit. And those crimes need to stop. And justice needs to be brought to those who have committed crimes. If something Bad happened, and if a regular citizen had committed it and it would be considered a crime, it should be considered a crime if a cop does it. It's infuriating that I even need to say that and that that's radical. If a cop does something that would be considered a crime if anyone else does it, it's still a crime when a cop does it. Plain and simple. All people want is justice to be made for those who commit crimes, and when the public sees police go unpunished for crimes, it's very bad.</p> <p>Maybe consider some kind of system where people who come into contact with cops can review their experience. Write a review of how the service was and add comments so that there is feedback for as many interactions as possible. This would need to be sent to a separate 'citizens review board' or HR type of group that processes these comments, so that they stay confidential.</p>	<p>Racism, crime, Strong, Train, bias, Community, Change, Reform, Shift, Police, Trust, Transparent</p>
<p>Police accountability, eliminating the gang/brotherhood/protecting-each-other-at-all-costs mentality.</p>	<p>Police</p>
<p>More chili.</p>	
<p>Stop killing people</p>	
<p>Emphasizing the importance of deescalation and building more trust with low income and non-white communities.</p>	<p>Trust, Community</p>
<p>more crisis training</p>	<p>Train</p>
<p>Stop profiling and police brutality</p>	<p>Police</p>
<p>much more accountability and less violence from cops, less racism in cops, make cops trustworthy again</p>	<p>Racism, accountability</p>
<p>Transparency. I want a police chief who calls unjust violence by its name. I want a police chief who recognizes that criminals have not right to enforce the law, and thus ensures that there are no criminals in the SPD.</p>	<p>Enforce, Police, Transparent</p>
<p>The SPD has a serious racial bias problem. We need to reach out to minority communities, gain their trust, and bring them into our shared enterprise.</p>	<p>bias, Trust, Community</p>
<p>I hope that people will be able to trust the police more.</p>	<p>Police, Trust</p>
<p>Trust, accountability, acknowledgement of the duty, (protect, serve, rather than bully and intimidate) I would like to see less of a revenue generating tool, more of a community leadership.</p>	<p>Trust, Community</p>

Bring an ongoing training program to help the police force recognize non lethal alternatives to conflict resolution. Build interaction with the community so that citizens see the police as members of their community with a common goal for a safe community with respect for the police and citizens.	Train, Police, Community
Stop the youth jail.	
Demilitarize police.	Police
the 'us against them' ideology. Every police member has a responsibility to be a leader and an example. Right now they are far from being that. Blind support just because they are a fellow officer nullifies the obligation to justice and serving the public. Just because they become officers does not mean that are not people with bias and prejudice.	bias, Police
Fewer homicides.	
Increase the number of cops on patrol, stop tolerating homeless squatting and drugs	HOMELESSNESS
I hope the new chief leads the department towards de-escalation and that she renews a responsiveness of the department to calls.	Department
Nonviolence accountably and action; racial and gender equity. Structural changes to the racism/sexism that exists.	Racism, Change, Reform, Shift
Increase diversity of police officers. Hold officers accountable for biased policing. Support officers to do the right thing as they perform a difficult job.	bias, Police
Reduce focus on substance users. Emphasizing treatment over incarceration. Reduction in use of lethal force. Ongoing regular Training on white privilege, white supremacy and implicit bias for all officers. Transparency and accountability for officers at all levels. Also no youth jails!! This new leader will understand the bias that leads black and brown children to be seen as more problematic in schools, leading to greater rates of expulsion and detention, leading to dejection, leading to the school to prison pipeline. Also a focus on criminalizing hate crimes. Protecting vulnerable populations such as gay and transgender, POC, youth	Train, bias, Transparent, crime, Strong
I would like to see high standards for officer conduct and to see officers held accountable for bad actions. I feel that there's a lack of accountability for police misbehavior and violence. I'd like to see these high standards and accountability coupled with investment in officer training and development. I want our police to be set up for success and I'm not unsympathetic to the challenges they face in their jobs. I'm not an expert in police training, but I want SPD to be at the cutting edge of officer training and preparedness in principles of deescalation, community engagement, building relationships, etc.	Train, Police, Community
Non lethal methods and holding officers accountable for the use of extreme force and lethal methods.	accountability
Any helpful changes to make things safer for our community	Community, Change, Reform, Shift
An even greater deemphasizing of the necessity of force.	
Pride and resilience amongst the ranks of the officers.	
see above	
More efficiency.	
A renewed emphasis on simple, time tested policing strategies and support of police officers.	Police
No racial bias and no witnessing racial bias in the police force without reporting it.	bias, Police
More police presence. I feel like our officers only react to problems and/or come when there is a problem. How about a police presence around places and parks that are a continued problem for car thefts, drugs, home invasions, etc.	Police
More police presence. I feel like our officers only react to problems and/or come when there is a problem. How about a police presence around places and parks that are a continued problem for car thefts, drugs, home invasions, etc.	Police
I would like to see officers who reflect the communities they serve and a focus on relationship building with communities. I would also like to see a reduction in the military style vehicles and weapons.	Community
I hope the next chief will shed light that the police are not evil and out to murder blacks or people of color. The police work for everyone and people need to know that.	Police
Greater transparency, reducing racial profiling to 0.	Transparent

My hope is the new leader will be committed to seeing all residents of Seattle as individuals, as humans. This includes homeless, criminals, and other disenfranchised peoples. I hope they will lead their team of police officers to be slow to pull a trigger, slower to make an assessment that someone is committing a crime. I want a thoughtful individual who understands racism and other kinds of bias and is committed to helping other police officers to understanding how these things impact the decisions they themselves make. I am a white teacher and thus make unfair mistakes with my students of color at times. I have a leader who is honest about their own mistakes and hold themselves and me accountable. We need a police force that operates the same way.	Racism, crime, Strong, bias, HOMELESSNESS, Police
Performance based, not union mandated, pay raises	
I would hope that ticketing quotas would be lifted or altered to prevent policemen from having to resort to unjust means to fulfill their quotas.  Also, and I've been thinking about this for a while, what if police couldn't use deadly force anymore?  Apparently, we can't figure out how to make tranquilizer darts work, but why isn't there more effort going into it?	Police
Increased drug enforcement/prevention and enforcement of vice crimes .	Enforce, crime, Strong
Honesty and an overall opinion change from the city	Change, Reform, Shift
A sense of community involvement and leadership.	Community
I would hope they could hold police accountable to the rules as well as take some of their social work responsibilities away.	Police
Strengthen strategies involving non-traditional policing/police services (e.g. CPT, CSO)	Police
More transparency on how Officers are held accountable in upholding the highest standards that the people, City, and uniform respect.	accountability, Transparent
Openness to criticism and accountability for their employees actions	accountability, open
A reduction in arrest for non-violent crimes, centering of community led solutions to community issues. Transparency.	Community, Transparent, crime, Strong
Support for I-940	
Reversing over-policing, eliminating police violence against communities of color, having a zero tolerance policy for racism and police violence, and changing the culture of policing	Racism, Police, Community, Change, Reform, Shift
disarming the police	Police
The population of the city has increase greatly. We need mores officers on the street. Especially downtown walking beats and building relationships with people.	
An ability to support officers. an ability to maintain staffing levels	
I hope they will work to solve issues around the prison industrial complex, build trust, and include communities of color	Trust, Community

Direct community oversight and control. Drastic change in entire philosophy of policing; use only evidence-based solutions to root problems leading to crime (not just law enforcement and prosecution). De-escalation must become the paramount duty of officers in tense situations.	Enforce, crime, Strong, Community, Change, Reform, Shift, Police
A permanent agreement to create a board for police discipline and oversight that includes at least 25% civilian members, civilian members who have equal voting and decision making power to the other members of the board.	Police
Get input from the officers in the Dept. on what they are facing out in our communities every day and give them the tools that they need to help them do their jobs well.  The Chief must be able to bridge the gap between the Dept. and the City Council, Mayor, and prosecuting attorney's offices by communicating effectively what is going on and be able to negotiate effectively with those above them to get what the Dept. needs to get successful results for everyone. The Chief needs to make officer/staff compensation a priority to keep our officers motivated. How can we expect an officer to go out every day and risk their lives and not get a pay raise in 3 years as it is currently? Inexcusable for the amount of revenue this city brings in.	Community
accountability and getting rid of bad apples	accountability
I hope the leader will create a police force that doubles as community members. I hope this leader will encourage our officers to make deep connections to the communities in which they serve.	Police, Community
Actual reform instead of just lip service while defending officers who should be punished.  Full investigation into all reports of police misconduct.  Actual punishment for cops found to be out of line, not just two day suspensions.  Deescalation of police, disarming cops who have no business being lethally armed in the first place.  The firing of all police who are domestic abusers  An independent oversight committee with the ability to reprimand or even fire officers	Police, Change, Reform, Shift
Friendship between top to bottom and the community	Community
hopefully stop your racist officers from murdering whoever they feel like with no consequences	
Continue the cultural changes already begun, nothing radical is needed.	Change, Reform, Shift
Coalition building with individuals facing disproportionate criminalization (folks who are racialized, gendered, esp queer/trans, undocumented poor, homeless, chronic substance users, mentally ill, etc.). There needs to be a way to address behaviors that does not criminalize people. I highly recommend doing this through centering, trusting, and enfranchising individuals who are most targeted by the police.	Police, Trust, HOMELESSNESS
I hope the individual provides opportunities for community outreach training, diversity and equity training, and the ability to lead reform when needed.	Train, Community, Change, Reform, Shift
Better response times to crimes in neighborhoods. more and better policing of city parks, adding more patrol officers.	Police, crime, Strong
Personal accountability for officer's conduct. Raise the bar for fatal shootings. De-escalate, not shoot first then say "I was frightened". Hire officers whose 1st qualification is to want to serve the public good, not familiarity with firearms; military, hunting, etc. You can be taught to shoot a gun, but mental instability and poor judgement tougher to correct. You can't fix stupid or laziness or dishonesty.	accountability
Recognize that we have an issue with police brutality in Seattle and take steps to fix those issues. Have real honest conversations with the community about how to fix the issues in our police department, and admiring that some police officers are not good and are a danger to our citizens and communities and that those officers will not be protected but will be released from their positions.	Police, Department, Community

More training to reduce police shooting. Police should not use guns unless they are shot	Police, Train
Department morale is at an all-time low. Officers feel unsupported. Frankly speaking, the department does not have a lot of leaders. Administrators, yes. Leaders, not so much. The new Chief needs to lead from the front, stand up to political bullies, defend their officers when they do right, and judiciously levy sanctions when they are wrong. Own everything.	Department
more accountability for officers, no overturning sustained OPA violations, honesty with the public about what the chief will actually do (and it should be something other than 'tow the line') the people of this City deserve better.	accountability
Direct community oversight and control. Drastic change in entire philosophy of policing; use only evidence-based solutions to root problems leading to crime (not just law enforcement and prosecution). De-escalation must become the paramount duty of officers in tense situations.	Enforce, crime, Strong, Community, Change, Reform, Shift, Police
The ability to teach other officers the art of Deescalating a dangerous situation without the use of force or violence	
Many people I know do not feel comfortable to call the police because of fear of police violence towards themselves or others. It would be nice to build that trust.	Police, Trust
Direct community oversight and control. Drastic change in entire philosophy of policing; use only evidence-based solutions to root problems leading to crime (not just law enforcement and prosecution). De-escalation must become the paramount duty of officers in tense situations.	Enforce, crime, Strong, Community, Change, Reform, Shift, Police
Use talking circles. Restorative circles for justice and healing.	
Ability to rebuild trust between communities (particularly those of color) and law enforcement.	Enforce, Trust, Community
End union filibustering against reform.	Change, Reform, Shift
Greater accountability for police violence and crime and direct policy change related to that accountability. Greater emphasis on de-escalation tactics. Greater emphasis on mental health support both for police and for citizens frequently in contact with the police.	Police, crime, Strong, Change, Reform, Shift
Greater focus on de-escalation training. Leader in understanding the history of racial bias in policing, and a focus on unwinding implicit bias, in communication with and cooperation with the community.	Train, bias, Police, Community
A new path towards more justice policing, including how to de-escalate potentially violent situations rather than escalating them. More transparency and diversity.	Police, Transparent
less murders and targeting of black people and other people of color, trans people, queer people, homeless people, disabled people	HOMELESSNESS
Be more supportive of their officers.	
Greater focus on de-escalation training. Leader in understanding the history of racial bias in policing, and a focus on unwinding implicit bias, in communication with and cooperation with the community.	Train, bias, Police, Community
Enforce Racial equity in response to people of color And sensitivity in procedures for responding to the mentally ill	Enforce
Complete overhaul of the police department, including firing officers who have shot unarmed civilians; serious commitment to using deescalation tactics in all policing situations; zero tolerance for officers attacking unarmed civilians; commitment to racial equity.	Police, Department
I hope the new chief will move toward disarming and demilitarizing Seattle's police force.	Police
Letting the officers enforce the laws. Especially as it relates to drugs, crime and homelessness. Have them spend more time on the streets vs. paperwork.	Enforce, HOMELESSNESS, crime, Strong
Diversity, responsibility/accountability, effective change for the entire community: protect & serve all equally.	Community, Change, Reform, Shift

<p>Align with the Mayor's office, rebuild trust, be engaged with the community (all), and respond, show-up, and stop crime as it's happening. It's pretty common knowledge among criminals in Ballard that "nobody is going to show up." They are running the streets. Law enforcement must be empowered to enforce the law. Just yesterday someone on Next Door posted a photo of a hooded character holding a rifle in the street. And another of a guy wearing a rubber elephant mask/pajama bottoms casing houses in the middle of the day. (That's stuff out of a movie!) Police need to show up and be ready to disarm the person, even if that means shooting them in the leg. (You cringed, right? That's because Seattlites would be up in arms. Until -- the tipping point, when a child is harmed, more people are assaulted, or lit on fire, or stabbed. Not just meth heads. We are a dense urban environment that's growing and has a drug, homeless, vagrant, crime, tent problem. And we're a rich, progressive city. What do YOU think is going to happen next? You can't hug your way out of this.</p>	<p>Enforce, crime, Strong, Community, HOMELESSNESS, Police, Trust</p>
<p>better treatment of homeless people, ending sweeps of their camps and instead implementing nonviolent ways to help them</p>	<p>HOMELESSNESS</p>
<p>I would like greater emphasis on de-escalation training, and less emphasis on policing the homeless.</p>	<p>Police, HOMELESSNESS, Train</p>
<p>I hope our new leader will make a commitment to re-engage in community policing. I hope our new leader will take under advisement the recommendations of the DOJ (under Holder) and the consultants used after SPD was called out for racial injustice and responding with defense to rapidly. I would love to see officers walking the neighborhoods and engaging with the community.</p>	<p>Police, Community</p>
<p>Holding officers to account, and tackling institutionalized racism and prejudices.</p>	<p>Racism, accountability</p>
<p>1. In recent years, a culture of cronyism and favoritism has been introduced to the organization, similar to such cultures frequently found in large east coast police departments. A culture of integrity is sorely needed. Seek applicants who have demonstrated integrity as a fundamental foundation of their careers. Seek leaders who are competent, responsible for their decisions and actions, are motivated by public service, are not shameless self-promoters, and who will be forthright, thoughtful, and service-oriented.</p> <p>2. In recent years, the leadership of the department has been devalued, mistreated, and scrambled; a comprehensive evaluation of the leadership of the department is necessary, including the development of a leadership succession plan. It is evident that many in leadership roles are woefully ill-prepared for the responsibilities of the positions they hold. Good people unprepared and inexperienced. This unfortunately creates an environment of fear, insecurity, avoidance of responsibility, opacity, disingenuousness, that contributes to management that is not confident but is insecure, and when mixed in a soup of ignorance, arrogance, and self-doubt can create "leaders" who may create and promote a narrative that does not reflect reality and may leave elected officials blind to the possible dry rot developing in a significant city department.</p> <p>3. The department is hemorrhaging overtime and this issue needs to be thoroughly reviewed. In recent years, there have been too many promotions for positions not budgeted; too many employees have been placed in "acting" positions, often as a reward for misguided "loyalty" to upper leadership; and the overall financial and staffing structure of the department needs assessment and realignment with budget and city priorities.</p> <p>4. The hiring and promotional processes need to be evaluated and likely overhauled.</p> <p>5. Seek applicants who are open and conversant with the discussion of staffing police departments according to "tiered policing" models, i.e., those that recognize that traditional sworn officers are not necessarily needed to perform many of the functions in the department and non-sworn personnel possessing the skills and education needed for 21st century policing.</p> <p>6. The department needs to re-establish a sincere and meaningful relationships with the many components of the Seattle community. Trust is a pillar upon which successful policing rests. Trust evolves from a relationship built over time, through shared failures and successes, and the department doesn't need an "outreach unit"; it needs a culture of community engagement involving every member of the department.</p> <p>7. The department's buildings and facilities would benefit from an evaluation of their current functionality and anticipation of future needs before such costs "sneak up" in a future year leaving elected officials in an awkward position of being unprepared for a significant expenditure.</p>	<p>open, Police, Department, Community, Trust</p>
<p>More police, right now</p>	<p>Police</p>
<p>I hope a new police chief will seek to demilitarize the SPD, investigate and offer restorative justice and reparations for past instances of deadly force, and serve as a guiding light for national police reform.</p>	<p>Police, Change, Reform, Shift</p>

I would like the department to have greater awareness of the different ways various communities are impacted by crime and to be much more responsive the varying needs of different communities.	Community, Department, crime, Strong
Move SPD to the forefront of national policing discussion - use of technology, orientation on community, engagement with broad set of stakeholders, while still delivering on core mission of crime reduction and public safety.	Community, Police, crime, Strong
More transparency.	Transparent
Shift the police away from being Amazon's personal army and instead focus on things that help the actual residents of the city. Stop the sweeps and stop racial discrimination. Stop the excessive use of force (stop all force, honestly) and prosecute cops who hurt people.	Police, Change, Reform, Shift
More consistent enforcement of laws, clean up the drug infested homeless camps, and clamp down on the minds of violations that affect most citizens like property crimes and theft.	Enforce, HOMELESSNESS, crime, Strong
Culture change of de-escalation and communication over adverse action	Change, Reform, Shift
I hope the new police chief works with community leaders and pushes mental health awareness training for officers.	Train, Police, Community
Accountability of police officers	Police
Not mislead with statistic. A lot of laws are not enforced or investigated like smaller thieves, shop-liftings, robbery break-ins, mail thieves, road-side harassment and in public area like park etc.  The lack of enforcement does not mean Seattle is getting safer. Tired of police chief / city council equaling those lack of enforcement as Seattle being safer. It isn't.  Seattle is becoming a place where breaking the laws or public being threatened by small crimes does not matter. It must be changed.	Enforce, Police, crime, Strong, Change, Reform, Shift
Quicker response times, focus on reduction of gang activity. Creation of a robust, effective police force.	Police
Improved community relations and increased budget for police department.	Police, Department, Community
I hope that the dynamic of implicit bias across marginalized identities are addressed, and a divestment from more puritan and quality-of-life crimes occur.	bias, crime, Strong
I hope the new Chief will support the officers, who are doing a very difficult job, while creating a culture of accountability and trust. I hope the Chief will not bow to fringe groups on the right OR left, who hijack the agenda with issues that fall outside the purpose of a city police force. I would like to hear less "resist Trump" propaganda-- we all may agree, but that's political speech that takes away from focusing on important local problems. No grandstanding, please. I want my local officials to focus on local problems and local solutions.	Police, Trust
Continue the current course of the department by complying with justice department guidelines for bias-free policing.	bias, Police, Department
Restore the morale of the patrol officers, Enforce the existing law uniformly.	Enforce
Intensive de-escalation, mental health and racial bias trainings to keep people like Charleena Lyles safe in their homes.	bias, Train
We need better community/police relations, especially in this volatile political climate.	Police, Community
Take back SPD from the city and manage it like a police dept should be run. Get rid of the mentality "police are guilty until proven innocent."	Police
Cultural transformation to be held accountable not just to the community but to each other. Create a healthy work environment encouraging views as a standard the rest of the nation can strive to be.	Community
a voice that represents the people	
More honesty about racism in the police force. More focus on building community ties.	Racism, Police, Community



Less targeting of people of color. Intervention with youth before they are criminalized.	
I hope that the leader well invest in educating and training Seattle's police force in de-escalation. I hope that police officers will seek to build relationships with the communities that they serve by talking with individuals from the neighborhoods that they serve about the issues facing their communities.	Train, Police, Community
Higher standard training	Train
I would like to see improved relations between the police and communities of color	Police, Community
De-militarize the Seattle Police Department	Police, Department
Rebuild trust between disenfranchised communities and the police.	Police, Trust, Community
POC concerns listened to and acted upon. Openness re plans to make police accountable to citizens. All citizen review board.	Police, open
Accountability and true community policing.	Police, Community
De-escalation trainingDiversity training - it is proven black men are treated more poorly than any group, regardless of innocence.	Train
Replace Toxic Masculinity With Mindfulness	
Abolish Black Tactical Gear: Dress Civilly	
Dismantling historic systems that hold power for white men and reinforce systemic racism.	Racism
Support for patrol level officers.	
Better enforcement of our current laws	Enforce
Anti bias training.	bias, Train
Reforming a bureaucracy that seems more interested in protecting officers' rights and benefits that actual policing.	Police, Change, Reform, Shift
Clear leadership and collaboration with city officials	
To bring a hard-line approach to the scourge of homelessness.	HOMELESSNESS
Stability and trust.	Trust
Advance deescalation techniques over those of force.	
I would like them to focus on enforcing existing laws and parking regulations. Ballard has become a sh!thole as Frump might say!	Enforce
Better de-escalation and non-lethal training. Reduce the amount of militarization of the force. Actual community engagement instead of sporadic listening sessions that amount to little.	Community, Train
Fewer shootings of people of color.	
Repair the disconnect between the brass, officers, and the community.	Community
Less racism, less attacks on homeless encampments, teaching officers better de-escalation techniques than shoot first, ask questions if the person is still alive. Make an effort against bigoted attacks on LGBTQ residents on the hill. Take the concerns of the community more seriously than the concerns of corporations.	Racism, HOMELESSNESS, Community

More diversity, less targeting of communities of color for aggressive law enforcement.	Enforce, Community
Returning law to Seattle instead of making it a safe haven for criminals. Cooperating with ice regarding people with detainers of criminal nature.	
Seattle specific ethos and interaction	
Less tolerance to protesters. Stand up for taxpayers and help stop the crime that the city council wants to encourage.	crime, Strong
I hope that the Seattle Police Department can become a shining example and trend setter for the country around unbiased policing and department policies, protecting all lives (but especially black lives), and finding innovative ways to connect and respond to community needs. The department needs to be accountable to the WHOLE community. Also, ensuring that youth are listened to and valued, instead of locked up and forgotten.	Police, Department, Community
Ability to standup to the city councils bullying of the police department. Increase homeless camp / rv lots sweeps.	Police, Department, HOMELESSNESS
De-escalation taining for all officers. Mental health training. First aid training and a REQUIREMENT to provide aid to the injured when it is safe to do so. Willingness to negotiate the standard for justifiable use of force.	Train
An ability to stand up for officers when they make good legal and moral policing decisions as week as hold accountable those who don't. A leader that will not pander to the out of touch city council.	Police
Locally based safety and accountability for civilians and those on the force	accountability
Refuse to cooperate with ICE. Actively work to thwart ICE's activities in Seattle.	
Racial equity and social justice within the juvenile and adult law enforcement practices	Enforce
Reversing unnecessary changes by the DOJ. Streamlining only essential changes that were needed (i.e. Removing pointless type 1 UoF's). Willing to implement changes in policing regarding the homeless. They just keep getting arrested for violent crimes/property crimes and are kicked out the next day. The businesses and homeowners of Seattle are sick and tired of it and won't put up with it much longer. If we want Seattle's revenue to increase or at the very least stay the same, something needs to be done ASAP.	Police, HOMELESSNESS, crime, Strong, Change, Reform, Shift
Increased deescalation training for all officials	Train
Less racial bias, more equitable treatment of all Seattlites, stopping harassment of our homeless communities.	bias, HOMELESSNESS, Community
I hope to see more compassionate, community-focused department that responds to crime and crises with collaborative, de-escalative, and humane solutions.	Community, Department, crime, Strong
Community led policing that is truly sensitive to the needs of the most vulnerable in the community and does not rely on old models that actively surveill and disrupt communities of color.	Police, Community
Reduce crime in my neighborhood. Hire more police.	Police, crime, Strong
Having a command staff that exhibits integrity, develops leaders in each of their bureaus, & shows respect to the chief.	
Stop the crime that is plaguing our city, especially in North neighborhoods where burglaries are the norm and the homeless are never held accountable for their crimes.	HOMELESSNESS, crime, Strong
Support for the officers	
down.	
More officers, higher staffing levels	
Professional development for officers to build skills in verbal de-escalation and raise conscious re: their own implicit racial bias.	bias

Teach de-escalation skills to officers. If force must be used, use non-lethal force.	
More community oriented policing	Police, Community
I-940 hits all the big ones: mandatory and ongoing deescalation training; first aid training and the requirement to use it in the case of a shooting, etc.	Train
Ability to remove officers who are "problem officers".	
institute better training in deescalation methods instead of use of force/weapons, training about mental health issues	Train
Take the absurd restraints from the Holder DOJ off the Officers so they are not afraid to act and police the community.	Police, Community
reform	Change, Reform, Shift
A restorative justice steeped approach, a deep understanding of the history of racism, white supremacy and oppression in this country. I'd hope this person would bring a desire to actively develop change strategies and implement changes to disrupt historic oppression, especially with youth and the criminal justice system. Someone who will uphold the commitment to being a sanctuary city. Someone who is committed to protecting the community and building trust and relationships with communities most impacted by the criminal justice system. Accountability and transparency. I want this person to develop key performance measures for the dept. Make the kpms transparent to the public. Develop methodology to grade the department and officers and make that transparent to the public. I want to see a person who will hold the dept accountable to attending undoing institutionalized racism trainings and using the rsji toolkit and reporting back to council on their equity goals. The public wants to see reports or proof of this work.	Racism, Train, Department, Community, Change, Reform, Shift, Trust, Transparent
More swashbuckling, less yo-ho	
Increasing pay and training for officers while also holding officers accountable for excessive force, which includes charging officers with crimes when they commit them.	Train, crime, Strong
Stop killing unarmed minorities.	
For starters, not use their position to push gun control, that they should stop letting the socialist riot every year. My car was destroyed last may day and the police did nothing when I called.	Police
Less racism and a new approach to policing POC and low income neighborhoods (accountability and awareness)	Racism, Police
Accountability: bad cops don't need suspensions, bad cops need to be fired, period. The new chief needs to support a zero tolerance policy for lying and overuse of force.	accountability
Improve morale; change current culture of complete apathy; facilitate a contract for union	Change, Reform, Shift
The new City of Seattle Police Chief has to change the policing mentality that is forced on the African American communities based on historical practices and a white male oppressive lens.	Police, Community, Change, Reform, Shift
Improve morale among the police department, diminish anti government sentiment, tackle antifa and the threats they continually bring to the public and the city.	Police, Department

<p>Strong community partnerships, ability to have authentic, cross-cultural relationships and someone who will continue the reform work that has been going on for the past several years.</p> <p>I also hope that the leader will think of new ways to engage the community in the department work and find new, innovative ways to hire, especially officers of color, who are underrepresented in the department.</p>	<p>Department, Community, Change, Reform, Shift</p>
<p>Cut down on crime, urban camping, and open drug use.</p>	<p>open, crime, Strong</p>
<p>change the culture- from the prevailing police culture of violence, racism and over-reaction to one where negotiation is a priority over violence whenever possible</p>	<p>Racism, Police, Change, Reform, Shift</p>
<p>More engagement with local community members on how to improve police and public relationships. Increase the diversity of the police force to include folks of color. Women, and queer individuals. While also considering the patriarchal structures built into the police system from the start.</p>	<p>Police, Community</p>
<p>A focus on de-escalation techniques, a determination to use less force and more problem-solving tools, a commitment to training all officers in the history of racism and the present-day impacts of continued racism, and a determination to hold officers accountable for their actions.</p>	<p>Racism, Train</p>
<p>No harassment of black people. Finally address corruption. Stop harassing homeless people and stop buying off cops like what's her face, who sued to get her job back after harassing an elderly black man and lying about him.</p> <p>Also as a mental health therapist, I'm telling you the ability to de escalate a situation should be a focus. How many people have officers shot unnecessarily? Why does the dept not support I 940?</p>	<p>HOMELESSNESS</p>
<p>supporter of civil liberties, continued support and expansion of beat officers</p>	
<p>More and better interactions with community groups and a good handle on de escalation techniques.</p>	<p>Community</p>
<p>Deescalation as the focus of the department. No more attempts to further militarize the force.</p>	<p>Department</p>
<p>Obey the letter of the law, as a professional not political BS from the mayor and council.</p>	

improved buy-in to police reform; professional outlook and behavior across the board, including raising educational standards for working as a police officer.	Police, Change, Reform, Shift
<p>Maybe get rid of the ridiculous black uniforms and return to something we can point to with pride. They are the thin BLUE line, not the black line.</p> <p>While the "homeless" do need certain types of assistance, they also need to obey the laws. The Chief needs to assure the Seattle residents and taxpayers that no one is exempt from the laws, homeless or not.</p>	HOMELESSNESS
Safer neighborhoods (increased presence & community policing); commonsense, compassionate approach to drug crimes; commitment to pursuing sex crimes.	Community, Police, crime, Strong
Disarm the force. Justice for Charlena Lyles and all individuals killed by police violence and reparations for all their families. Zero tolerance for police violence. Zero tolerance for racism.	Racism, Police
Begin a standard of community policing	Police, Community
Lead the department, not kowtow to the special interests groups who will never be happy with police anyway.	Police, Department
Allow officers to be officers and not have to hide everything they do in order that they might offend everyone. Give the officers authority to enforce the law.	Enforce
Truthful education, to let the people they serve know about the reality of Seattle. Someone louder AND more eloquent (classier) than Sawant- to tell the TRUTH! Not the weird twisted hate speech we are inundated with from our poorly selected counsel members.	
Less killing and incarceration of Native's and other POC.	
Enforcement and proactive patrols to reduce property crime.	Enforce, crime, Strong
Continued cooperative, realistic reforms, without interruption with to many changes and using existing staff that has been involved, knows the process and will carry on with the current momentum	Change, Reform, Shift
Racial justice	
More police walking around, training officers in de escalation and mental health preparedness	Police, Train
Enforcement of laws.	Enforce
I think Chief O'Toole did a marvelous job and I hope the next Chief continues her work.	

Transparency, accountability and a demonstrated, quantifiable reduction in police bias	bias, Police, Transparent
Open contact negotiations with union. Change use of force training and policy to prioritize citizen safety over officer safety.	Train, open, Change, Reform, Shift
Dismantling of the police union, and intense advocacy for citizen oversight as well as support for reforms to Washington's laws protecting police after they injure or kill a citizen.	Police, Change, Reform, Shift
More training in deescalation and Crime reduction in gentrifying neighborhoods	Train, crime, Strong
More of a police presence and involvement in community life.	Police, Community
Fewer deaths of people of color and other minorities	
More officers, accountability, diversity.	accountability
Moral builder. There are way to many supervisors on the department who could careless about the officers and who should not be supervising in the first place	Department
More police walking around, training officers in de escalation and mental health preparedness	Police, Train
A police chief that actually attends public forums and community events.	Police, Community
No new youth jail, no giant police bunker, regular training on deescalation tactics and handling of mental health issues,	Police, Train
ensuring we are following the Federal mandates for proper police behavior	Police
Body cam for police officers and resignation for officer misconduct trainings on racial and gender justice about cultural competency.	Police, Train
Balance, accountability and racial equity lense with community engagement focus	Community
A sense of community and visibility. Someone who is trusted by us.	Trust, Community
Value officers and increase within the community	Community
Civilianize administrative and management positions in the department to better utilize sworn officer resources. Expand technological advancements. Bring a higher more professional level of service to the community.	Department, Community
Continue to hold officers accountable, by providing training and support.	Train
Increased focus on the role and effectiveness of community policing.	Police, Community

Shrink the total size of the police force by at least 75%, dismantle and destroy all military surplus weapons, vehicles, and equipment ever purchased by the police department, and pay reparations to families of those murdered by SPD officers.	Police, Department
Stop killing Black people. Stop criminalizing the poor and homeless, stop the encampment raids. Fund Black communities excessively, not the the police.	Police, HOMELESSNESS, Community
I would like the department to stop shooting at people and flashbombing peaceful protesters.	Department
Less officer-involved shootings, especially of the unarmed and non-white.	
Focusing on safety. Reducing police violence and demilitarizing law enforcement. Respect for people of color, and all marginalized communities. Decriminalizing homelessness	Enforce, Police, HOMELESSNESS, Community
I hope the new leader will be able to continue building on reform within the police department in terms of stopping biased policing and focusing on de escalation tactics.	bias, Police, Department, Change, Reform, Shift
Simple: A reduction in crime of all types.	crime, Strong
Bring back following the law	
The Chief of police will run the department not the Mayor, City Attorney or King county executive	Police, Department
Crack down on the rampant property crime and vagrancy occurring throughout the city including illegal camping. Hard crack down on crime, drug dealing, vagrancy and loitering downtown.	crime, Strong
To tear it down	
A serious focus on drugs and drug related crime.	crime, Strong
Better relationships with communities of color, particularly immigrant and undocumented communities who are particularly fearful of police right now. Transparency. Knowledge of and ability to lead the force and City deal compassionately with homeless people.	Police, HOMELESSNESS, Community, Transparent
Law and order. Shipping all the transients out!	
Accountability for police violence, particularly against black, disabled, and homeless citizens. In addition, law enforcement must be taught empathy in the face of disadvantaged folks (discontinuing violence against peaceful protesters and kindness for those who aren't able to pay bus fare, for instance)	Enforce, Police, HOMELESSNESS
Enforcement of existing laws	Enforce

Trust back between the LE community and the people of Seattle.	Trust, Community
The dismantling of policing entirely	Police
I hope the leader will make our community safer for ALL residents while simultaneously ensuring that all officers adhere to appropriate conduct and do not use excessive force. I'd like to see someone who can be creative about solving the policing issues our city faces.	Police, Community
Police force accountability, and positive change in the department.	Police, Department, Change, Reform, Shift
Community Building, Equity Awareness, Compassion, accountability to "bad cops"	Community
help police officers view the guns as an absolute last resort when dealing with any civilians, but especially with those experiencing a mental health crisis.	Police
Proactive trainings that will help officers better serve the community (including bringing in outside resources to successfully respond to homeless individuals.	HOMELESSNESS, Train
Disarm the cops, quit killing minorities, quit harassing minorities	
Establish values of fairness and transparency and hold officers to those values.	Transparent
Crime is so bad in Seattle. Let officers do their jobs.	crime, Strong
Racial bias training, deescalation training, mental health intervention training, better community collaboration. Stop militarizing presence at protests, intimidating BLM organizers.	Community, bias, Train
Reducing bias in policing, holding officers accountable for use of deadly force, reducing use of deadly force overall	bias, Police
Increased racial justice.	
The police department should be one of the checks on power that protects the peoples rights. The next police chief should make sure laws are enforced regardless of how the legislative or executive bodies of this state feel/believe. Up until new laws are passed with the approval of the people. I want the leader of this branch to be a actual check on power and not a person who will allow the other bodies to remain unchecked.	Enforce, Police, Department
More community oversight of police. A change in policies for heavy handed responses to protests. A complete end to police brutality in Seattle through removing problem officers from the force and a change in culture.	Police, Community, Change, Reform, Shift
Closer ties to the community. Police still feel alien/hostile, not like members of the community.	Police, Community



Please prioritize de-escalation training and techniques. Wrap those hooligans up like a burrito like they do in Japan. (Google "Wrapping people in futons: how the Japanese police confront violence") Please don't kill people.	Police, Train
Better, department-wide, mandatory training and re-trainings about the use of violence. Absolute gear shift on how SPD approaches homelessness.	HOMELESSNESS, Department, Train, Change, Reform, Shift
Emphasis on community led policing efforts. Requiring police officers to have resident in precincts they live in. Disarming police (or requiring most on duty officers to not carry lethal sidearms). Demilitarization and better branding of officers (e.g. reduce weapons, less intimidating uniforms/vehicles, etc).	Police, Community
Greater police accountability, less officer involved shootings.	Police
I sincerely hope that the new chief continues the positive changes implemented under Chief O'Toole and I hope that she will continue to develop strong relationships with Seattle's communities of color and the LGBTQ+ communities through ongoing outreach efforts and active recruitment in a sustained effort to diversify the police force.	Police, Community, Change, Reform, Shift
I hope that the leader will bring an increased understanding of providing trauma informed services to a community and recognize the affects that police have on communities of color. I also hope that they will require that police officers receive additional training around de-escalating situations, how to interact with diverse communities, and how to provide trauma informed services.	Train, Police, Community
I do not see any need for change. We have one of the finest police departments in the nation.	Police, Department, Change, Reform, Shift
Enforce the law	Enforce
Unite their hands, and let police do their jobs.	Police
Increase in number of arrests and charges filed for violating the existing laws.	
Leading a department that all people in Seattle can feel safe calling for assistance, emphasis on prevention (working with city for housing first programs, safe injection sites, streets that reduce speeding) and restorative justice	Department
Acknowledge that it is currently not safe for people of color and other underrepresented groups to interact with police and actively work to change that.	Police, Change, Reform, Shift
Greater accountability when officers behave recklessly, engagement with the community and a reduction in officer involved shootings.	Community
Emphasize deescalation	
Actually uphold the law.	
inclusiveness of all officers in the process	
Push for more Officers. SPD is woefully understaffed.	
Less punitive approach to homelessness; abolishing practice of homeless "sweeps", abolishing practice of officers destroying or taking homeless peoples' belongings	HOMELESSNESS
An uncompromising attitude towards combatting racism, police brutality, and excess force. An understanding of how to center communities, especially those that are disenfranchised and marginalized.	Racism, Police, Community
Higher expectations for officers in showing respect to the Seattle community, especially people of color. "Training" is not enough!	Community, Train
Reducing racism and bias, implementing de-escation policy and training, creating more diversion programs for misdemeanor offenses.	bias, Racism, Train

Changes the focus from bettering/enhancing/growing our jails to rehabilitating and preventing the needs of jails in the first place -- especially for Youth and Homeless and POC populations	HOMELESSNESS, Change, Reform, Shift
Start backing up the civilian workers as their voices are not being heard. Meaning the staff on the 5th floor of HQ. The workers there are the backbone of the department and are constantly micro-managed by the Chief Administrative Officer. The department needs to look deep into that floor and bring the morale up on that floor. There are plenty of hard workers there that are not compensated or even given compliments.	Department
Actually enforce the law	Enforce
Accountability on the part of police officers and the ability to rebuild the fractured trust with marginalized communities.	Police, Trust, Community
Justice through strong leadership	
Anti-racist and pro-LGBTQIA experience, focus on youth voices. De-escalation first, second, and third. No police shootings of unarmed people EVER.	Police
Demilitarize our police department. Remove racist police officers. Stand against the bunker at the North Precinct.	Police, Department
I want them to vastly change our current system that prioritizes the comfort of white people and their fellow officers over the lives of people of color. I cannot feel protected by the people if I think they unfairly treating people who don't look like me.	Change, Reform, Shift
To develop actionable plans to repair and restore trust between citizens, especially the disenfranchised, and the police force.	Police, Trust
Less use of force, accountability of the police when force is used, improved deescalation training.	Police, Train
Dismantling of white supremacy culture as it manifests in departmental policies and actions.	
Stronger emphasis on arresting lawbreakers	
Shutting down the whole department.	Department
Understands genuine outreach and engagement.	
Bring back proactive policing and encourage officers to get out and look for crime. The SPD officers have de-policed due to the stringent and outlandish requirements of the consent decree. The new chief needs to bring some good morale back to the department.	Police, Department, crime, Strong
Transparency. Pro-active policies around body camera use, data collection and data use.	Transparent
Pro-actively focused on hiring officers who have the capacity for de-escalation and empathy for all people, not just those that look like them or live in their neighborhood.	
ACCOUNTABILITY OF OFFICERS'S Actions and behaviors.	accountability
Will stop listening exclusively to activists in the community and actually engage with the average Seattleite.	Community

Less time wasted on social engineering and more time spent on dealing with the ever-growing crime in our city.	crime, Strong
correcting biased policing and excessive force in the department.	bias, Police, Department
Learn from other countries that have far lower officer shooting statistics, employing harm reduction strategies so that dangerous suspects can be apprehended without first resorting to deadly force.	
Lead a department that law abiding citizens trust for fairness.	Trust, Department
Commitment to de-escalating police violence on community members and ensuring non-lethal interventions are mandated by policy, trained, and actually used in the day-to-day operations of the force are crucial criteria. The Chief cannot be someone who condones officers who can't find ways to manage even challenging situations without killing someone. The Chief should also be someone who recognizes SPD's historic application of violence to people of color and who desires to eradicate racial disparities in police treatment of community members.	Train, Police, Community
Defensive Tactics training for reducing the violence used against citizens even in clear instances of crime	Train, crime, Strong
arrest junkies	
Community based policing , officers that know and embrace the assets of the community served by the officer	Police, Community
I just don't want to see any news stories about Seattle police killing unarmed citizens ever again please.	Police
Additional interaction with the community - whatever positive form that may take!	Community
Minimize use of force by the police and increase community-led solutions to the problems our city faces.	Police, Community
Fire the "bad apples" who do the majority of the extrajudicial execution of people of color. Create a culture within the police department that encourages peaceful resolution of problems as opposed to a "license to kill."	Police, Department
Diversity in staff to reflect the community served.  Training for police on deescalating volatile situations without the use of deadly force.  Technology resources to document interactions with the public.  Community advisory board in police investigations.	Train, Police, Community
I would like to see changes in how the police department deploy officers. It seems like there are not enough officers actually out in the community helping to build relationships, walking/monitoring a beat, and helping create a more preventative culture. I only see cops when they've been called to the scene.	Police, Department, Community, Change, Reform, Shift
Empowering the officers to proactively enforce existing laws and to re instill the pride and beauty our city streets used to have.	Enforce
Intentional racial equity work in all aspects of the work. Commitment to understanding systems and how to effectively work with communities of color at all levels. Even if the leader understands these things, there needs to be action that shows understanding throughout the entire department, not just the front-facing head.	Department, Community
More focus on non-violent techniques, a willingness to work with and for the homeless population instead of against them, active knowledge of racial bias/sexism/ableism/xenophobia and how it plays into policing	bias, Police, HOMELESSNESS

No more deaths of unarmed civilians. Community lead juvenile justice Police living in the neighborhoods they police Accountability, not just lip service	Police, Community
Fire police officers and stop shooting people	Police
Arrest the Mayor and City Council.	
Movement toward resolving distrust of police among poor and communities of color in this city.	Police, Community
Changing the department from thinking of the police as enforcers to thinking of themselves as helpers.	Enforce, Police, Department, Change, Reform, Shift
One that is aware of systemic problems, and that jail time isn't always the answer	
Better/more deescalation and non-lethal force training for officers. The gun should not be the "go to" problem solver.	Train
That the police will stop killing black people	Police
Ensure the department is focused on enforcing laws and cracking down on crime.	Enforce, Department, crime, Strong
Transparency, strong ethics, and honesty.	Transparent
Enforcing ALL existing laws on the books	Enforce
I would like to see more radical reform that the community has been asking for. Including but not limited to a vast decrease in use of violence and increase in de-escalation.	Community, Change, Reform, Shift
De-escalation. Enough killings already!!	
A new kind of leadership that is fearless yet humble. Someone who is keen on community policing and building bridges within the community is ultimately important. The Seattle Police Department has felt out of touch with the community since Gil left. He displayed a sense of genuine caring that the new chief, who I hope will be Carmen Best, must employ if we are to move forward together!	Police, Department, Community
Greater connection to community, commitment to de-escalation and community policing.	Police, Community
Accountability to communities most impacted by police violence	Police, Community
Accountability for institutional racism, profiling, and police shootings in the community. Setting a new standard for transformational change and transparency in policing.	Racism, Police, Community, Transparent, Change, Reform, Shift
Select, train, and supervise officers to be a nonviolent conflict de-escalation team, and fire violent officers.	Train
empower police to enforce the law as it is written, not turn a blind eye toward injustice,  collaboration with city but strength to have a different opinion	Enforce, Police

To actually fight crime	crime, Strong
I hope the new chief will encourage officers being proactive and community engagement.	Community
I would like to see the SPD officers allowed to actually police crime without fear of political blow back.	Police, crime, Strong
Emphasis on community policing. I want to see police officers in my neighborhood (Upper Fremont) getting to know neighbors, responding to property crime incidences, updating the neighborhood on SPD initiatives, and addressing neighborhood concerns.  Emphasis on building trust and respect in POC communities and amongst POC folks in across the city. I think this goes back to community policing, but it can't be said enough how important it is for Law Enforcement to understand the historical weight between police and POC communities and the fact the it must continued to be addressed and positively changed.  Focus on reducing property/petty crimes.	Enforce, crime, Strong, Community, Change, Reform, Shift, Police, Trust
Enforce the laws and keep out of politics	Enforce
Focus on protecting law abiding citizens that pay all the taxes rather than protecting law breakers that are a detriment to society.	
Following the actual laws, not ideas by city leadership (ie, drug enforcement, urban camping enforcement)	Enforce
will return to law enforcement	Enforce
Upholding property laws. Removing squatters and campers and homeless illegally on city or others property.	HOMELESSNESS
More compassionate treatment of the mentally ill, homeless, and youth.	HOMELESSNESS
I hope the new police chief will fully staff the SPD and encourage and enable all its officers to enforce the laws of Seattle. I want to see drug dealing stopped, homeless camps cleaned up, jaywalkers told to cross in a safe manner, and stoned drivers ticketed. I want attention paid to property crimes.	Enforce, Police, HOMELESSNESS, crime, Strong
Clamp down on property crime	crime, Strong
Demilitarization of tactics and equipment. Work on bias.	bias
Reducing the insane homeless population to reduce crime.  Stopping the heroin death sites.	HOMELESSNESS, crime, Strong
Support the police and lobby for more police. Do not hire a "politician" for this job.	Police
Enforce the law for EVERYONE.	Enforce
Protection	
Political correctness will never enter into any decision making. Including the fact that there are only two genders.	
Trust and integrity	Trust
I think police officers should be part of the community they serve.	Police, Community

Following progressive trends.	
Increased trust and collaboration with the community, change in hiring and performance standards, reduced police shootings	Police, Trust, Community, Change, Reform, Shift
I hope they revamp the police department. The police officers need better and more rigorous training i.e. requiring a college degree; taking a bias test and digging deeper into racism, sexism, and homophobia; training on deescalation and finding alternatives to immediately shooting a suspect; recruiting from the community; training on domestic violence and human trafficking; prioritizing keeping communities safe more than speeding tickets and filling a quota; respond to 911 calls by showing p and coming quicker; finding solutions to high levels of drug dealing, petty theft, and car prowls; and and continuously weeding out problematic officers.	Racism, Train, bias, Community, Police, Department
Better ways of dealing with the homelessness not letting them camp just anywhere.	HOMELESSNESS
I would like the new chief to build bridges between police and communities, both those communities whose priority is reduction in property crime, and those whose priority is safety for people of color and other marginalized people.	Community, Police, crime, Strong
Let's have a department that leads the nation in de-escalation. One where there aren't any extra-judicial killings. One that vulnerable people feel safe to call. One that applauds community involvement and doesn't protect nazis.	Department, Community
More police coverage.	Police
Give the officers the support they need to enforce the law.	Enforce
None, really. Seattle is still a socialist craphole	
The organizational skills that Kathleen O'Toole showed us were extraordinary! I watched in awe as the police herded protesters on May Day (her first year) into a space where they couldn't steal or vandalize like they did in past protests. Great! Too bad she's leaving.	Police
make streets safer to walk at night and approaches to bring gun violence levels down, especially in the south Seattle region	
More personal approach and connections with low income and poc communities	Community
Forced retirement of all police.	Police
Continuing the deep cultural change/reform that the police department is working on. Also, honesty, accountability, and focus on protecting and serving ALL regardless of race, socioeconomic, etc.	Police, Department, Change, Reform, Shift
Increased trainings around trauma, bias.	bias, Train
Keep us safe, de-emphasize the social engineering.	
To be able to balance community sensitivities, concerns, with fairly enforcing the law. Example: When a homeless person breaks into a car and are caught in the act, they should be arrested (this happened in SoDo and they were not). Cops should have a method of handling the specific needs of the homeless when this happens without letting them off the hook.	Enforce, HOMELESSNESS, Community
I hope the new chief will fight to increase the staffing levels of SPD and encourage the Officers to be more proactive. Crime is rampant in this city and Officers are hesitate to do their jobs because the feel as if everyone is against them.	crime, Strong
Transparency, Accountability, Minority recruitment	accountability, Transparent
More dead hood rats, clean out the commies running this city, drive out the cadres of human debris living in homeless encampments, invite ICE into the jail to eliminate the criminal illegal aliens.	HOMELESSNESS
Fix the problems identified here -- <a href="https://www.reddit.com/r/SeattleWA/comments/722gmn/why_dont_the_police_do_anything_about_property/Our_car_prowlers_are_shooting_at_cops_now._We_need_our_laws_enforced_-_all_of_them.">https://www.reddit.com/r/SeattleWA/comments/722gmn/why_dont_the_police_do_anything_about_property/Our car prowlers are shooting at cops now. We need our laws enforced - all of them.</a>	Enforce

Transparency, accountability, recruit more minorities	accountability, Transparent
Actually enforce laws - especially those infractions that cause a public nuisance like camping/defecating/urinating in public, using pot in public and crack down on lawless cyclists who believe they are above the law and don't stop for stop signs or traffic lights.	Enforce
Willingness to uphold the law despite political pressure to do otherwise.	
Increased staffing.	
Actually letting officers enforce the laws that are already on the books instead of tying their hands.	Enforce
Increased transparency and a focus on community engagement and relationship building. Intentional relationship building with community members, not just leaders.	Transparent, Community
Empower officers to enforce the laws on the books and increase morale.	Enforce
increased advocacy, community development, collaboration, and incorporating the concerns of all members of the city not just the wealthy and white	Community
I would like to be able to respect the police.	Police
sorry, see box above	
Our police should be here to help the community. The community includes all people - even perpetrators of crimes. All need to be kept safe, be treated within their rights, be offered the help they need to live a safe and productive life. Our city should be a model of community interaction and respect and the police need to be part of that fabric.	Community, Police, crime, Strong
I believe it is important that the next leader of the Seattle Police Department be a woman of color with the skills, knowledge and confidence to build a police force that can both dismantle systemic bias within its own organization and work to dismantle systemic bias in all of the communities in the city.	bias, Police, Department, Community
Reduce crime	crime, Strong
I hope there will be more compassion used towards people who may not be following rules but who aren't an active danger (especially homeless).	HOMELESSNESS
Ensuring laws that are on the books are followed. Get rid of the junkies that have taken over parks, clean up the tents and garbage on city streets, get rid of aggressive homeless panhandling, remove the massive amounts of graffiti. absolutely ensuring that legal heroine sites don't become a reality. The biggest change I hope happens is that the city returns to following the rule of law.	HOMELESSNESS, Change, Reform, Shift
The leader must be given authority to be the leader, not subject to every whim of the populace. However, there must also be transparency and responsibility so the community is informed and can understand why unpopular actions are taken.	Transparent, Community
Focus on the low-level crime in neighborhoods, more patrols, root out the small offenses before they become big ones.	crime, Strong
City needs to provide smaller, satellite policing that ties officers to neighborhoods. Our communities feel powerless in lieu of property crimes and the unsheltered mentally ill or addicted persons who seem unburdened by the laws of civility that engender safety and community in our neighborhoods. We can't have two sets of laws that apply differently to unsheltered vs sheltered. It leads to resentment and taxpayers will become less sympathetic to helping those in need many who don't appear to care about their neighbors, property or civil discourse in public places. It's a tall order but officers dedicated to neighborhoods could assist in the feeling of SPD visibility and/or accountability. Neighbors are tired of calling 911 for street assaults, B&Es, property crime etc and having to wait for hours - or worse yet not even bothering to call - because the officers do not show. It makes people feel frustrated and powerless in their communities.	Community, Police, crime, Strong
Training Officers to not be so quick to shoot when taking a little time may save the persons life! Some people have mental problems and that needs to be taken into account. I know it is not a perfect situation!	Train
I want stronger enforcement of laws. I want larger police presents on the streets. I want a force that will clean up the streets. I want a force that ignores the talk of politicians or "activists" using the police to advance their careers. The passed was the past and the force should move forward. Preferential hiring practices are in themselves racist, gender and sexual inequality and bias at the fundamental core. All hiring should be equal and the best qualified officers should be hired. I like a force to enforce all laws. I want a larger police force.	Enforce, Police, bias

i hope that the next leader of SPD will consider to teach officers not to fire a gun unless they must, and if they do, it should be a warning shot. after that, a non-fatal shot.	
Greater reliance on deescalation and non lethal methods of incident response. Increased focus on following up aggressively on incidents of hate and bias.	bias
Increased involvement in underserved/non-white populations. More training and support for de-escalation techniques instead of force.	Train
A culture of de-escalation. An increase in the overall police force, especially in the North end of Seattle, where support is lacking. A greater positive visible presence in the neighborhoods.	Police
I hope our new police chief will be able to protect the jobs of police officers when the police officers enforce the laws. It is common knowledge that if police officers enforce the laws pertaining to vagrancy, drugs, property crimes, unauthorized camping, their jobs may be in jeopardy.	Enforce, Police, crime, Strong
The police should be part of the community-that means getting out and engaging in a positive way with the homeless, marginalized communities and communities of color - they are the community that has been over looked. The affluent people have chosen to hire their own officers - the police need to engage with them to make sure that are not overstepping their bounds.	Police, HOMELESSNESS, Community
More training.	Train
Settle the contract.	
Let the officers do their jobs	
ReconciliationCulture shift/change	Change, Reform, Shift
No blue wall of silence.	
I hope that this leader does not disproportionately target minority groups for crimes and I hope that this leader brings actual justice over biased treatment of our citizens.	bias, crime, Strong
More pro-active community safety, child safety, traffic safety, homeless intervention, and clean the city up...its filthy with garbage and homeless refuse.	HOMELESSNESS, Community
Cooperation with ICE and other Federal agencies	
Make seattle safer. More officers fighting crime .	crime, Strong
Someone who will not let the city council hijack the department so the police can do their job	Police, Department
Increases officer morale. Clean up the shitshow of homeless junkies that are ruining the city.	HOMELESSNESS
I hope that the next chief will grow a backbone and stand up for the patrol officers as they continually show up day after day to a thankless job and are let down time and again by the leadership. The next chief needs to be elected from within by the officers themselves.	
Return to public safety and not empty appeasement as the priority.	
Do what they say - not lip service - but action and follow through with Openness and Accountability.	accountability, open
Better police community relations by backing the officers too.	Police, Community
Full accountability for all officers in the force. Eliminate the 'blue wall of silence' and encourage officers to report ethics and legal violations without fear of reprisal from fellow officers.	accountability
No one (including the Mayor & Council) knows exactly where police officers are supposed to be (or when). Spot checks should be done of officers to see that they are actually where they should be (and not in out-of-the-way coffeeshops or parking lots).	Police



A vision for less police force and less equipment budget.	Police
Provide more Officer time by increasing the dollar amount of crimes reported online from \$500 to \$5000	crime, Strong
Have them catch bad guys	
Refocus on making the community a safer and more pleasant place to live work or visit. Actually reduce crime and disorder rather than allowing it to fester.	Community, crime, Strong
I hope they completely stamp political correctness and dismiss all Social Justice Warrior BS. Hold each and EVERY resident accountable for their infractions or crimes. Put all political bs aside. Enforce laws as written. Bring back the rule of law and stop protecting law breakers in our great city. We need a police chief who will push back and defend good officers who do their jobs.	Enforce, Police, crime, Strong
Reduce police shootings and violence committed by police officers. True civilian review of citizen complaints and investigations into police misconduct. Not afraid to get tough and stand up to the police unions, which fight change. Zero tolerance for racism and racial profiling among all Seattle police officers. Zero tolerance for police brutality.	Racism, Police, Change, Reform, Shift
Accountability for training officers to deescalate situations.	Train
Refocus on lowering crime and away from feel-good political pandering	crime, Strong
Allow Police to do their job again and protect our city with less "after the fact" criticism	Police
Transparency and accountability to the public.	Transparent
Clean up the idiotic PC culture	
Hiring enough police to make Seattle safe and orderly again	Police
More transparency, for such a progressive city we have way to many regressive officers drunk with power. We need less bias in policing. We also need less low quality policing, hassling kids on skate boards, writing parking tickets, enforcing carpool lane violations. This all should be secondary to homes broken into in neighborhoods and car prowls plus drugs in our family neighborhoods. The police should support the tax payers more not hassle them.	Enforce, Police, bias, Transparent

Beat has help navigate the department through one of the most turbulent times in SPD history. She is working to bring back the pride many officers lost over the last few years. She is not only community driven, but supports her department while staying true to her word and transparent.	Transparent, Department, Community
Reduce corruption and discrimination from the dept, better allocation of resources so that the city isn't drastically under-policed	Police
Enforce the laws! Protect tax paying citizens. Arrest and do not release the multiple drug distributors. They are murderers. Drug DOA's on our streets and in our neighborhoods are the result of known criminals like Bill Harrell being allowed on our streets by police. If people like the mayor or Mike O'Brien is insisting on the police backing off they need to be found guilty of crimes due to their complicity. Not just home breakins. Murder too.	Enforce, Police, crime, Strong
Supporting the officers to get out there and arrest criminals that are preying on the people that live in, work in or visit Seattle.	
A better view of the police department - less politics and more interactions with the citizens. Need to be willing to confront City Hall/City Council and demand changes that will make the city better!	Police, Department, Change, Reform, Shift
Knows how to shoot straight and does not hesitate.	
Stop targeting people of color.	
a reduction in crime stats	crime, Strong
Additional training related to mental health, bias (racial, LGBTQ, immigrants), and building community trust	Community, bias, Trust, Train
Instill the value of public servancy in all officers and establish fair and consistent expectations to which all department staff are held accountable. Establish an authentic system for two-way communication with community members, especially low income and people of color. Create innovative ways to build bridges with young people, especially teens experiencing severe life challenges.	Department, Community
less dishonesty	open
open carry is a civil right	
Holding officers accountable for brutality	accountability
GET RID OF THE THE FAT, NONPRODUCTIVE PERSONNEL THAT CLOG UP THE SEATTLE POLICE DEPARTMENT. I JUST WITNESSED A FEMALE POLICE OFFICER YESTERDAY IN STARBUCKS; SHE/IT WAS, AT LEAST, 50 POUNDS OVERWEIGHT!	Police, Department
pragmatic decision making	
Tougher enforcement of prowling, breakins, car theft, vagrancy and littering laws, to make Seattle a livable city again. More community based patrols, cops walking beats instead of driving around in SUVs.	Enforce, Community
Actually pay attention to and support good day to day management practices. its where the real work gets done, not in the press conference	
We need much better police response to residential crimes. Why is police response so slow or at times even nonexistent? Is the police department that understaffed, or is crime so out of control that the police are stretched thin? Something needs to change. We need to feel safe in our homes again.	Police, Department, crime, Strong, Change, Reform, Shift
Support the officers. Don't assume the felon drug addict speaks only the truth while officers who have proved themselves for years are immediately viewed with suspicion.	
Make police give up guns, they are not safe.	Police
Hands up Don't Shoot when people take a dump on the city streets.	
Invest in training and creating protocols that require officers to use the least force necessary to apprehend or subdue suspects.	Train

A commitment to more community involvement and commitment to using alternatives to violent confrontation.	Community
Law and order. Clean up the city. Support the police officers.	Police
Building a better community so we can trust the police	Police, Trust, Community
better donuts	
building trust with POC and LGBT	Trust
More transgender staff	
The ability and mandate to allow officers to enforce all laws and reduce crime for all King County	Enforce, crime, Strong
interpret policing in a black and white manner, there are no grey areas.	Police
Increased emphasis on anti-racism and bias training as well as restorative/transformational justice principles.	bias, Racism, Train
Needs to improve the way police officers interact with those suffering from mental illness, so that the mentally ill do not end up dying at the hands of the police.	Police
I'd like to see a more positive interactions within all our communities to build more trust between the public and police officers..get some good PR going for the dept.	Police, Trust, Community
I hope the leader will make a good case for increasing the police budget so we can get more officers on the street.	Police
Currently, diversion programs like LEAD are only in predominantly white communities. Program that offer alternatives to confinement and treatment should also occur in communities of color. This stands against everything we say we are as a progressive City. Black Lives do matter and treatment should not only be for white neighborhoods.	Community
Unleash the officers on the property criminals	
Help SPD move beyond the DOJ Consent Decree where constitutional policing is the norm working with communities to keep them safe.	Police, Community
Stop traffic policing and have cops do real police work which does not involve raising revenue through citations.	Police
Let the police officers do their job - Law Enforcement. Working with all Law Enforcement Agency's	Enforce, Police
Acknowledgment and action that recognizes we have many different cultures. And crazy people. And scared people. While they may be dangerous, the police often make them more dangerous. When a citizen reports a bad situation in the neighborhood and requests that police do BOT come to their door, the police do. This also makes a citizen feel their safety is not being guarded by the police.	Police
More police officers and quicker response to emergency calls	Police
Give recognition to "good cops" to encourage positive behavior and community involvement. They are there. Be sure they are seen to be valued	Community

increased transparency and officer accountability. Decreased racial disparities. Increase in community-based policing.	Police, Community, Transparent
Willingness to arrest. The city is currently paying officers who won't do their job.	
change police culture from "shoot first" to "serve and protect" all citizens, no matter what color or race	Police, Change, Reform, Shift
Vision and high expectations, along with an outstanding track record.	
Recognition that Seattle residents are feeling less safe in their own neighborhoods and that correcting this problem needs to be a priority.	
Innovative, progressive policing that disrupts and stops mass incarceration of black and brown people.	Police
Appointments based on merit, not favoritism. Decision made on facts, not public opinion. Reduce the size of the PR and security staff. Demonstrated police competence and experience.	Police
more law and order - standing up to the council's perpetual grandstanding	
Better training and supervision.	Train
Finding answers for keeping children out of gangs and away from guns.	
Here's a novel idea: teach deescalation and quite killing people that have no weapons or lethal force advocate for changes in the law so police can't murder with impunity	Police, Change, Reform, Shift
Someone who has been on the Seattle best since the 90s like Carmen Best. Not another premier chief from an east coast city.	
Hire more officers, provide adequate coverage to all Seattle neighborhoods, let the police do their job and enforce all laws equally.	Enforce, Police
An emphasis on property crimes, and a reduction in paperwork that keeps officers off the streets.	crime, Strong
Enforcement of traffic laws	Enforce
Continue the solid work the department has done for the past 4 years.	Department
Improve its services for the citizens and the community	Community
Equal application of law. Not allowing homeless or drug addicted people to commit crime without consequence which destroys public safety.	HOMELESSNESS, crime, Strong
A change to bring police more inline with a service public service and mental health focus.	Police, Change, Reform, Shift

More rigorous training to help officers de-escalate high pressure situations without using force. Police forces representative of the neighborhoods they are assigned to. A careful eye on the cynicism and bias that leads to expecting the worst out of people and treating them accordingly.	bias, Police, Train
Though this is not a change, a continued focus on the cultural integration of reform efforts that have taken place. A focus on reducing crime and disorder, providing excellent service to both customers and end users of public safety, promoting & exhibiting honor and professionalism, using smart business practices to be both effective and efficient with public dollars, and using smart data-driven practices coupled with community input on each neighborhood's public safety priorities.	Community, crime, Strong, Change, Reform, Shift
Supporting our officers is paramount.	
Increase the morale of the rank and file despite the anti-police sentiment on the Council.	Police
More officers on the streets and in neighborhoods. Better enforcement of driving laws.	Enforce
It'd be nice to have a police department that wasn't quite so racist.	Police, Department
Reducing crime. My family no longer feels safe in our neighborhood. We need additional officers in the North Precinct.	crime, Strong
More efficiency More focus on reducing gun violence More community engagement	Community
An end to police murdering and assaulting citizens. A civilian oversight board capable of removing officers.	Police
Enforce the laws clean up the streets get tough. Compassion has gone too far when it comes to people being able to take over the streets harass people beg from them constantly s*** piss drugs. On and On We're tired of it we are really really tired of it! Find somebody that can distinguish between homeless that will accept shelter and homeless who will never accept shelter and insist on living "free" at others peril!	Enforce, HOMELESSNESS
Less force-based response. A sense that officers wield their power carefully, calmly, respectfully without bullying.	
Allow officers to do their job, update their contracts and give them a fair shot without having to worry about vague and false OPA complaints.	
Real accountability. Despite the federal court monitor's finding of full and effective compliance, the department has not changed in the meaningful ways of real accountability. They've added new policies and new data collection tools, but they are not using those tools to hold anyone accountable for actions outside of policy.	Department, Change, Reform, Shift
Protection from attacks focused on religious institutions	
Law and order. As well as a solution to the growing homeless crisis.	HOMELESSNESS
Police are here to help our communities feel safe. One of the ways to do this is to act like part of the community and bring openness to every encounter. As a victim of two minor crimes over my 20 years in Seattle I have never felt like police officers were on my side. Interactions with them were worse than the actual house break in and minor theft.	Community, Police, open, crime, Strong
Disarm individual officers. Sell the bearcat. Reject further militarization of the department.	Department
Continuity in leadership and active community involvement to address issues that are emerging in the various greater Seattle communities	Community

Confront "de-policing" concerns; have a good working relationship with patrol officers; work to ensure traditionally-underserved communities feel safe and respected enough to report crime and participate in criminal prosecution as witnesses, if necessary.	Community, Police, crime, Strong
Help moral, petty crime, homelessness, drugs and getting youth involved in their communities.	Community, HOMELESSNESS, crime, Strong
A strong focus on community policing, reducing racial disproportionality in policing, and building strong relationships with the community including/especially underserved communities of color. The new leader should hold officers accountable and address use of force. Force should always be the LAST resort, not first. We need a leader who can change the culture of the department and restore public trust in our police.	Police, Department, Community, Trust, Change, Reform, Shift
Shut down the Seattle PD.	
Proactive policing. Enforcing the law for all residents of Seattle.	Enforce, Police
Make police able to be successfully prosecuted. Create vast changes in authoritarian policing culture, snuff out the warrior-cop culture. Dismantle rules that shield policing business from the public.	Police, Change, Reform, Shift
See above.	
Fire every single officer and administrator who's been party to the perpetuation of a culture of oppression, violence, and impunity.	
commitment to community led problem solving	Community
SPD should treat the citizens of Seattle as allies rather than enemies. I'm tired of getting yelled/screamed at by SPD when I ask simple questions, such as "Why are you driving a big SUV on the Burke-Gilman bike path?"	
Crack down on crackheads.	
I hope the new Chief will seriously consider Koban-style, or "police box" policing and the importance of officers actually living in the neighborhoods they serve.	Police
Decrease in use of deadly force, increased transparency from the department, genuine enthusiasm to connect with diverse constituents and neighborhoods.	Department, Transparent
Build moral within the department by creating a safe place for citizens as well as officers.	Department
Stop letting the homeless ruin this city and make bus stops safe.	HOMELESSNESS
I have watched interim Chief Best grow from outstanding sergeant in the east precinct to captain of the south precinct to assistant Chief and now interim Chief. My participation on the police chief search committee gave me the insight in looking for the right person to lead our Seattle police department. And it is my belief, interim Chief Best is the best choice for Police Chief for the Seattle police department. Interim Chief Best possesses all of the experience, attributes, vision and leadership to run the Seattle the police department. There is an old police saying about leadership "A true leader has the confidence to stand alone, courage to make tough decisions, and the compassion to listen to the needs of others, she does not stand out to be a leader but become as one by the equality of her actions and the integrity of her intent."	Police, Department
See Above	
I think Ms. O'toole worked hard to gain the trust of the community and hope that the new person will do the same. This includes fast and early release of videos and reports. I am disappointed that that hasn't happened yet in the shooting that happened on Feb. 19th 2018. I believe should would have released all the information at this point.	Trust, Community
Address rampant civility issues across the city. Blatant drug dealing, quality of life issues, shockingly high property crime.	crime, Strong
The chief needs to use a data driven approach to realign department resources for 21st century policing in Seattle.	Police, Department
Remembering that Protection is more important than Pride	
focus on property crimes that effect quality of life for normal people living in the city. Car theft, Burglary, Robbery, etc..	crime, Strong

Fewer arrests.	
Diversity	
Working better with communities, especially immigrants and people of color	Community
Ability to hire more officers for the streets.	

**Q3. ADDITIONAL INPUT FOR COMMITTEE**  
**DROP DOWN TO VIEW COMPLETE RESPONSES (67 PAGES)**

Responses	
Be wary of someone who is burned out from their work.	
I hope they will pick someone who grew up in the community.	Community
I believe community ties are important - is it always the best to look outside the City?	Community
compatative record of lethal force & police brutality under the leader's management	Force, Police, Policing
Race and gender diversity.	Diverse
Understanding of the need for police to have deescalation training, speak multiple languages, and foster excellent relationships with nonviolent (ie unarmed) resource support.	Police, Policing, Officers, Train, Training
Clean personal background of candidate, e.g., are there any potential accusers who may assert the candidate has assaulted or harassed them?	Candidate
The role of the police is to protect the public and enforce the laws. The police chief should do those things without a political slant to either party. They should not pick and choose which laws they want to enforce.	Police, Policing
Enforce illegal camping laws.	
I think they should be a person of color.	Color
The top priorities are law enforcement and crime reduction. Gang violence, increased shootings, camping in public. Everything else is secondary.	Crime
Competent management. Committee members should check their politics at the door.	
Candidates with a strong background of accomplishment within the law enforcement community. Graduation from the FBI Academy.	Candidate, Community
Chief's commitment to de-escalation training, and diversity, and transparency.	De-Escalation, Train, Training, Officers, Diverse
Ability to enforce existing laws.	
Reduce power of police guild	Police, Policing
Experience working as a patrol officer on the street.	Officers, Experience
Proven track record of reducing crime. Making communities safer.	Crime, Community
Enforce the law	
A person who is actually a police officer, not a politician.	Police, Policing, Officers
No affirmative action hires, please.	Hire
Have they spent time as a beat cop	
Consider the value of promoting from within.	

We need a tough on crime approach	Crime
How he police department can improve the quality of life for the citizens of Seattle	Police, Policing, Seattle, Department
Experience in trading for alternatives to deadly force.	Force, Experience
Someone who tells you everything you want to hear may not be the best candidate. It may be worth speaking officers at different ranks to hear opinions on their challenges, what's working, and what changes they feel are needed. Attending the citizen's academy may offer another perspective.	Candidate, Officers
Not afraid to stand up to special-interest groups.	
Balancing how they fit within current culture of department and culture in which department is headed.	Department
Find someone that will uphold all laws, not just the laws the mayor picks and chooses enforce in order to gather election votes.	
Reduction of crime in all neighborhoods.	Crime
Should be male. The women currently in charge can't hack it (see downtown street blockage for hours by 7 punks). Current interim Chief is grossly unqualified.	
Have someone that has the courage to admit that there are two groups of homeless.....one is the people that want help and two is the people that don't. Criminals are abundant in the second group. We need to figure out what to do with the service resistant.	
Someone who can listen to criticism and not get defensive.	
Focus on crime and law enforcement.	Crime
Willingness to enforce laws that city council seek to undermine, such as illegal camping.	
Record of accomplishment in progressive policing is key, regardless of the applicant's demographic and political background.	Police, Policing
We need someone with a tough on crime attitude	Crime
demonstrated achievement in lowering crime.	Crime
How implicit bias goes both ways. Currently our city seems to have focused on implicit bias impacts black males but the original research in the area was much more inclusive. Implicit bias can be directed negatively toward any group and it seems it has taken over for those who wear the blue uniform of our street police. By virtue of being an officer in the Seattle Police it seems the leadership and citizens assume bias, pendent for over use of force and evil intent ... even when there is no suggestion of that by an individual .... that is implicit bias at its very heart.	Force, Police, Policing, Seattle, Bias, Officers
I want a chief who is intellectually elevated enough to understand the full correct use of the term and who will help our entire city see how we all seem to apply this bias in ways we choose.	
Would favor the right qualified internal candidate over another outsider. We need someone who knows the department and who holds the right values and has the commitment for instituting the needed reforms in an effective manner.	Candidate, Department
The chief needs to be an adviser and equal to the mayor, and not just someone who carries out her agenda.	
Someone who is planning to stay for a long duration (10+years?).	
Progressive and self-responsibility in the department	Department
Keeping Carmen Best!	
Please consider female and POC candidates.	Candidate
It should be some one that know the seattle community	Seattle, Community
Consider the person's background in regards to working in such a diverse community.	Community, Diverse



Has much experience with major emergencies or disasters as we know the next big earthquake is due soon	Experience
Long term commitment to making ALL PARTS of the city safe for families and the elderly to live peacefully	
Address minor crimes in neighborhoods as well as murders. More visible police presence in schools as well as on the streets.	Police, Policing, Crime
Please find someone who's liberal but not an idiot. At this time the police are enabling negative behavior by not confronting crime or even asking questions when minor crimes are committed in front of them. The population of vagrants keeps growing because nobody says no to criminal Behavior.	Police, Policing, Crime
Integrity	
I'd like them to ensure that the selected candidate is able to respond to criticism from ordinary people with compassion and action in mind.	Candidate
Don't "pick" a candidate simply because he/she has previously lead another department. Look at results, morale and ground-based support.	Candidate, Department
The community of color	Color, Community
History of the department the candidates come from. If candidates actually demonstrate those character attributes that Seattle wants not just is a good interview.	Candidate, Seattle, Department
I hope that the new Chief will stay within the department, rather than using it to score political points and a career elsewhere.	Department
The chief should love his/her staff as well as the public she/he serves. Good sense of humor always helps. Strong negotiating skills and public speaking skills are essential. Candidate must work with youth, who have shown adults they want sensible gun control measures by marching this past weekend.	Candidate
Pushing the Mayor and Council to fund more officer hires	Hire, Officers
Devise plans for building and maintaining trust across neighborhoods & ethnic communities.	Community
Past sexual harassment complains	
The need for a leader who can help get a good and reasonable new contract for the police force in place asap and to oversee quality hiring to respond to the large number of retirees on the force and our city's population boom.	Force, Hire, Police, Policing
A chief who has experience in understanding community policing in a large US metro area.	Police, Policing, Community, Experience
That the new chief show not just knowledge of diversity and the history of violence in policing, but also show action towards change that most impacted community sees as effective	Police, Policing, Community, Knowledge, Education, Diverse
Successful past experience working with communities of color. A passion for criminal justice reform, specifically how we handle those younger than 18.	Community, Color, Experience
The police chief should be able to show a clear understanding of how police violence negatively affects communities of color and individuals with mental health issues, and give clear plans on how they will hold police accountable and ensure that they have sufficient training on intervening in mental health crises.	Accountable, Officers, Police, Policing, Train, Training, Color, Community
Police are people friendly, and not jerks with guns!	Police, Policing
Would people of color trust this person?	Color
Thorough background checks to insure we are not putting anyone in this position with any previous scandals or shady record.	
Past experience. Have the applicants been able to connect with all communities and been able to reduce crime for all	Crime, Community, Experience
Track record of crime reduction, drug reduction, and commitment to neighborhood safety.	Crime

Police experience doesn't need to be the top priority. A military background, demonstrated leadership, perhaps a psychological background. The City has cops. We need a leader.	Police, Policing, Experience
Find an out of the box thinker. Make sure your "searchers" are not the same people who have been finding past candidates. Make sure it is not about money.	Candidate
We need more offices more backbone and someone who cares more about the city in a whole as opposed to what people think of them.	Officers
<p>Pick the right person for the job based on their past performance NOT their gender or race please...</p> <p>It's obvious that sexual orientation, gender and race is important to this process because of the simple fact that I have to indicate that information at the end of this survey.</p> <p>IT SHOULDNT MATTER !!! Pick the best person for the job. If that's a straight, white, male, then super pick that person. He will reflect the community just as well as the minority member (whether the minority be gay, non-white, or female). Females are certainly NOT a minority, but in policing they are underrepresented and could be considered as such...</p> <p>Just get a qualified candidate and don't worry about all that other shit. I want our city cleaned up. That being said, if the BEST track record candidate is an Asian transgendered person, please hire them.</p>	Candidate, Hire, Police, Policing, Community
Experience	Experience
Actually hiring someone who will be permitted to enforce the law — from public criminality to parking enforcement.	Hire
Anti-racist values and a good stance on working with immigrants/undocumented people in the current climate.	
Diversity in the pick--race, gender.	Diverse
Someone who has successfully changed a law enforcement culture	
Experience, ability to lead all elements of the city/department not just the loudest	Department, Experience
I would like to see Carmen Best given a chance to be SPD chief. She has been "on the job" for a long time. She's a local, She knows our issues.	Local, Know
Leadership without fear of its own force.	Force
Someone who is highly respected both inside and outside of the SPD. Someone honest, transparent, effective, has excellent communication skills. Also, someone who will support de-escalation training, someone who will check backgrounds of new hires and stress the importance of not shooting innocent people.	Hire, De-Escalation, Officers, Train, Training
Evidence trail of personal integrity	
Someone accepting of all citizens rights in response to the hatred and polarizing politics in the nation that leaks out locally	Local
I want the search committee to consider a new chief who has demonstrated success in hiring, retaining, and promoting police of color.	Hire, Police, Policing, Color
Someone who takes a proactive approach in seeking alternative methods to protect our citizens. For instance, investing in education/training for de-escalation techniques, identifying personal bias, using weapons as a last resort. Someone who represents a similar identity of our communities who are most deeply and disproportionately impacted by our police and prison systems, who can understand the experiences of these communities and works hard to work with, not against, them.	Bias, Officers, Knowledge, Education, Police, Policing, Train, Training, Experience, De-Escalation, Community

What ideas the candidate has for dealing with the Seattle homeless population.	Candidate, Seattle
Hire someone who will stand up against the city council and other politicians who are allowing crime and drug use to flourish in our city.	Hire, Crime
The search committee members should participate in the Undoing Institutionalized Racism workshop so they can not only identify a candidate that says the right things, but so they go through the search process with a lens for understanding institutional, ideological, interpersonal and internalized oppression.	Candidate
Continue on the positive trajectory SPD is currently on re: community policing & outreach. Commitment to diversity w/ a focus on ensuring SPD force is representative of the city it serves (hiring).	Community, Hire, Force, Police, Policing, Diverse
Local knowledge, knowing about the changing attitudes and landscape of this City.	Local, Know, Knowledge, Education
Will the officers buy in and respect this person. Easier to get employees to do there job or make change when they trust and respect their leader.	Officers
The job should be filled based solely on merit, and not on race, gender, religion, or any other bias due to historical corrections.	Bias
Where they are from, and where they grew up. Culture and experience is best!	Experience
That white, heterosexual, natural born by DNA women are people too.	
No one internal...the new chief must come from the outside, particularly from the east coast, which has stronger approach to crime fighting than Seattle seems to have.	Crime, Seattle
That's literally it. Just arrest criminals and do your job.	
SPD Officers need to know that they have the support of their Chief	Officers
I would like to see the city broaden the search beyond traditional requirements. A record of Strong leadership, innovation and compassion are qualities that can be found beyond the normal law enforcement Channels.	
No academics or people who have held political appointments.	
Representation for POC in our community	Community
Diversity; it would be fantastic to have a Chief of Police who is themselves part of (an) underrepresented group(s).	Police, Policing, Diverse
Really would love to see a POC in this role.	
A chief that prioritizes putting an emphasis on technological advances in the development.	
Not everything is about race	
Ties to the community. Years committed to staying on board.	Community
Spd needs a Chief who will stay around for a longer period of time.	
Not hire another white man or men at all?	Hire
Strong performance record in a similar sized and demographically composed city	
Nothing. Just start enforcing the existing laws on property crime, drug dealing and homeless encampments.	Crime
Hire from within. You have excellent officers in your force that already have crucial knowledge regarding their city; put this to good use.	Force, Hire, Knowledge, Education, Officers
The police here are too quick to use violence and are more likely to be criminals than to catch one.	Police, Policing
Nothing. Any my gender or race has nothing to do with it. Keep the Carlena Liles out of my neighborhood, along with your drug injection murder sites.	

Actual experience, rather than just beliefs.	Experience
Experience leading a group of employees with very different ethnic backgrounds and someone who isn't afraid to treat women officers the same as men! M one who has sexual harassment tendencies should even be conifer and no one problems with genders other than their own should be considered for police chief	Police, Policing, Officers, Experience
I want them to consider how the history of Seattle and a legacy of institutional and systemic segregation has left some communities hurting more than others—and how restorative justice may require more focus on restoring trust between those communities and the police force.	Force, Police, Policing, Seattle, Community
How candidates acknowledge and serve marginalized groups	Candidate
I want someone who is a force to be reckoned with when it comes to the police union. I was not pleased to see Cynthia Whitlatch have her firing reversed and her back pay reinstated. She was a disgrace to the department and deserved to be fired and not receive a dime beyond the time that she worked.	Force, Police, Policing, Department
Chief needs to increase beat cop presence in high crime areas. Discourage crime before it happens. Areas where shootings occur such as recent incident at 23rd and Union is unacceptable.	Crime
will they enforce traffic safety laws?	
Reduce crime. Restore order to our streets and public spaces.	Crime
Focus on finding someone who will really commit to emphasizing non-lethal deescalation training for all personnel including top line mgrs.	Officers, Train, Training
Stricter on the homeless, drugs and property crime	Crime
more recruitment among people of color to jobs in the police department	Police, Policing, Department, Color
A leader who has played a significant role in decreasing officer-involved shootings and increasing de-escalation tactics.	De-Escalation, Officers
Putting an end to sanctuary cities & political correctness.	
kids need to be able to screw up and not have it ruin their whole lives.	
Coordination with DEA.	
Commitment to Seattle-someone not using Seattle as a stepping stone.	Seattle
The opinions of those that represent people most often victimized because of the police.	Police, Policing
Why the police changed their motto so they could treat the public like the enemy and therefore have a reason to execute the public.	Police, Policing
It's not a prerequisite that the chief of police has to be a big shot/out of state. We have good people on the city police force, who are more familiar with the city and the people who live in the city.	Force, Police, Policing
Long term commitment	
Internal candidates	Candidate
Willing to subdue May Day riots.	
someone that is not a city council lap dog.	
Someone who appreciates the changing demographics as Seattle grows.	Seattle
Harm reduction	
Dedication to best practices (evidence-based) in policing and community engagement.	Police, Policing, Community
This should not be a political appointment. The Chief of Police should be able to lead the department in the enforcement of existing laws	Police, Policing, Department
A record of putting human life over arrests	

Actual experience on patrol. Have them go out on ride alongs in different areas of Seattle to see what their officers are actually going through. Not viewing everything through news articles, reports and body cams. Have them experience first hand the issues.	Seattle, Officers, Experience
Promoting from within the department.	Department
Hiring a woman and/or person of color for the position	Hire, Color
Cross disciplinary training or previous experience (especially social work)	Train, Training, Officers, Experience
Is the chief willing to fire officers for brutality and fight for the right to do so if they claim union contracts prevent them?  I think Carmen Best has a ton of potential and I don't want the Mayor and search committee to go with a flashy name from out of town just because it sounds more prestigious. Give Best a serious look. I think she could be someone who combines a reform agenda with experience at SPD and established relationship. She may have an advantage as far as hitting the ground running.	Officers, Experience
Policing police so they don't get away with terrible acts like some through out the country do.	Police, Policing
Time of service with the department they are with and how/where did they start within the ranks	Department
People should feel safe walking all street, and not have to worry about being harassed	
Activism in the community, how they treat the homeless	Community
If possible, finding a woman of color to lead the staff	Color
Experience with cross-sector collaboration	Experience
Someone who likes to strengthen community partnerships	Community
We need a leader that offers support and backup for the officers.	Officers
The Chief of Police should be someone that people trust	Police, Policing
Hire a captain who understands and supports the importance of regular community contact and strong community relations.	Hire, Community
Understand and support what it means to be a sanctuary city	
Tougher on property crimes. Protect the hard working tax paying citizens.	Crime
Experience interacting with federal agencies that may undermine Seattle's community standards - immigration, cannabis, etc.	Seattle, Community, Experience
So many of the homeless in Ballard are involved in the meth and heroin dealing networks. Many of us longtime residents in Ballard believe St. Luke's church is perpetuating the dope dealing problem here.	
Nuanced understanding of policing issues: race, ethnicity, socio-economic, etc.	Police, Policing
The multi-ethnic make-up of our city.	
Consider the person presently in the position of Interim Chief that is leading the Seattle Police Department in a productive manner and has embraced reform.	Police, Policing, Seattle, Department
Inguinity & humanity in managing & protecting homeless population.	
Please consider whether this person represents the communities s/he is policing. Do they have those communities' perspectives and needs in mind and at heart?	Police, Policing, Community

Honest. No big ego.	
Don't look elsewhere...look here in Seattle. Carmen Best!	Seattle
Don't look for someone with so many requirements that you only find folks on the verge of retirement. A good chief isn't going to leave their agency until retirement, so looking for prior chiefs are only going to result in finding bad apples. Find a street smart sergeant and teach them the politics.	
Addressing property crimes and the homeless situation (clean it up, stop letting them slide) and racial bias	Bias, Crime
Looking for a person of color or a women, to help build bridges and make a more diverse force.	Force, Color, Diverse
Having a person of color or a person from the LGBTQ community in this position could help ease tensions between these communities and law enforcement.	Color, Community
They have a good background.	
A willingness to stand against the Police Union and promote non racist community engagements.	Police, Policing, Community
Tangible and feasible plans to improve safety and quality of life for Seattle residents.	Seattle
A fully-staffed and well-respected policy force in Seattle is the foundation for a civil society. I want enough police on the payroll to deal with the increasing amount of property crime. It is very unsettling to live in a neighborhood with so much crime that goes unaddressed.	Crime, Police, Policing, Seattle, Force
Asking candidates what they have learned about operating in the age of "police accountability" and how they see that playing out in the future.	Candidate, Police, Policing, Accountable
The cultural importance and uniqueness that urban areas, especially Seattle, embody. A voice that fights for Seattle's history as a melting pot and as a liberal accepting standard though arts, culture and acceptance to the rest of the nation.	Seattle
Advanced education instead of traditional policing ... Ph.D. in a science or military or history ... Col or better military leadership ... NSA / CIA analyst experience ... we are no longer a tiny town that can just do traditional policing and expect success ... we are a multi-national port city and we need someone with the kind of national intelligence level experience and analysis skills ... and leadership ... not just another police grunt	Police, Policing, Knowledge, Education, Experience
Someone that will be tough on the homeless. Seattle seems to be a haven for the drug addicted and the homeless. I'd like someone to lead our officers into understanding the issue and use their power to make Seattle safer.	Seattle, Officers
Must look at credentials only.	
Actual accomplishments in working with diverse communities, especially under-represented ones. Show through references from real people on the ground - poor, homeless, etc. not just references from people with big titles.	Community, Diverse
Get more police patrols on the streets on bikes/on foot, and more of them out of their cars.	Police, Policing
Spd leader reflective of Seattle's diversity and with a strong history with the city.	Seattle, Diverse

The last few years, I fell like we have had a major problems with youth crime. I think there is disconnect between the community and the law enforcement. Some of the incidents went unanswered and this creates a miss trust between the community and law enforcements. The next leader should be someone who can communicate with all public on all small and big issues. There is a tendency of focusing only on big profile cases and neglecting small ones. Specially cases that involves a minority youths. I have seen way to many cases went unanswered and this is unacceptable. Next Chief of Police should be asked how he/she can help the community resolve this challenge?	Police, Policing, Crime, Community
- track record of police accountability - enduring this person understands that the police is there to protect & serve All it's citizens	Police, Policing, Accountable
Uniter, problem solver, honest, bring people together, a leader.	
Consider selecting a perosn of color that came up through the ranks of the Seattle Police Department	Police, Policing, Seattle, Department, Color
Biased policing	Police, Policing, Bias
Bring fresh outside leader.	
Deep knowledge and understanding of community-police relationship in Seattle.	Police, Policing, Seattle, Knowledge, Education, Community
ok	
ok	
any way to help the committee	
I don't know	
udbuywebd1w	
something	
idk	
idk	
i don't know	
better community less unneeded apartments	Community
Nothing .	
kindness towards everyone	
An individual who is willing to share or give up power to community members who have been disparately impacted by policing.	Police, Policing, Community
None.	
Maybe have more diverse teams?	Diverse
help poor families and the homeless people	
Strongly consider making interim chief Best the chief	
Maybe someone that comes from a diverse backgrounds and diversity experience	Diverse, Experience
That the LOUD minority does not represent this city.	
communication skills, leadership ability, the ability to take control regarding riots/ demonstrations	

I would like to see a chief who can communicate effectively with different types of communities. I also want to see a chief who holds police officers accountable if they are in the wrong, while at the same time providing the support and resources needed to allow officers to be successful in their jobs.	Accountable, Police, Policing, Officers, Community
Someone who will be well-respected by the force and is willing to stay around for a long time so that change can actually take place (at least 5 years).	Force
Actively supports policy against jaywalking citations.	
The ability for a Chief to stand by their officers. The ability for a Chief to recognize that the vast majority of people in this city are sick of being victimized by criminal activity on a daily basis. The Chief should be able to stand up against protesters who demand impossible and unlawful things and say, "this is the law."	Officers
Safety and exact position earth quake trigger on it shows here in my bat*room where me am.email [REDACTED]	
Protecting ALL the LEGAL CITIZENS of our city. NOT JUST THE ADDICTS, MINORITIES and LGBTQs. ENFORCE THE LAWS when they break them.	
Please don't hire a white male.	Hire
Length of service and policing experience are not necessarily aligned, a long serving member may have long standing bad habits which have become standard operating procedures as a result. Experience is lateral.	Police, Policing, Experience
An officer that truly does not see color. One that can unite the department and give people a reason to want to join the police force because SPD is extremely short staffed	Force, Police, Policing, Department, Color, Officers
Recognition that Seattle has many different communities with different issues that require different solutions for problems.	Seattle, Community
The new Police Chief should be a no nonsense person with high standards and expectations.	Police, Policing
Given current political climate, a commitment to upholding Seattle's sanctuary city status to protect all residents, regardless of immigration/refugee status. I hope they will also consider hiring someone from or with significant experience working with marginalized communities.	Hire, Seattle, Community, Experience
Choose a chief that reflects the community. Thank you	Community
The Seattle community has had it with police who are violent or abuse their power in *any* way, and the search committee needs to make certain they prioritize finding someone who will move mountains to stop these abuses of power.	Police, Policing, Seattle, Community
Thorough background check of the candidate.	Candidate
To identify the top priorities of the following individuals, groups, and communities because they all have different views: The Mayor; Police Officers; each regional community (West Seattle, Beacon Hill etc); ethnic groups; Veterans Court; Mental Health advocates; and local businesses.	Local, Police, Policing, Seattle, Officers, Community



<p>Shifting the lens to closing the gap between Technology, Communication, &amp; Education through Training becoming efficient and effective. Different systems do fail which is inevitable. The ability to redefine effectivity level of those areas and appropriately filling that void be expedited. Revisit Policies and Procedures improving continuity from the vision laid out in their constitution and code of ethics.</p> <p>The variety of tools in their toolbox both current and new are an integral part of their everyday work life and ethics. Concepts in New Training, e.g., PERF module as in ICAT / Integrating Communications, Assessment, and Tactics., preliminary Implicit Bias training. To be the very best one can be, having that edge of quality as a top performer being elite, being human every day.</p>	<p>Officers, Bias, Knowledge, Education, Train, Training</p>
<p>Someone who is more willing to keep the community safe and not just being a political puppet for the city.</p>	<p>Community</p>
<p>Ability to train our officers in de-escalation and working with many groups of people</p>	<p>De-Escalation, Officers, Train, Training</p>
<p>The new leader should have a strong interest in learning how other cultures address similar complex issues.</p>	
<p>It is important that candidates have made principled decisions at key junctures in their history as policing leaders even when they came with a degree of risk to their professional advancement. It is equally important, however, that the Chief carry a great deal of credibility with the bulk of rank and file officers; statements of critique of existing police practices that are not coupled with a theory of concrete change that can be undertaken here and now are not generally helpful in enlisting rank and file investment and buy-in. (Norm Stamper's tenure is a good example of the latter problem.) In short, we need a principled courageous leader who nonetheless has internal legitimacy.</p>	<p>Candidate, Police, Policing, Officers</p>
<p>I hope that the search committee will strongly consider a candidate who is against guns and who would even consider not arming police officers.</p>	<p>Candidate, Police, Policing, Officers</p>
<p>Please do not bring in someone who throws around a lot of words and hot headed ideas. I hope to see someone who will work with other agencies to make Seattle home for the many who live here but aren't safe in their own spaces. I know that the tech companies are bringing many new faces in, but there are more people on the streets than ever. They have names, and they have histories. We cannot afford as human beings to keep neglecting them and letting them suffer because rent prices and opiod addictions are running higher than is comfortable to address.</p>	<p>Seattle</p>
<p>I hope the committee will consider how important representation is to the communities that are generally most impacted by policing and prioritize the hiring of a female-identifying person of color.</p>	<p>Hire, Police, Policing, Color, Community</p>
<p>Strong leadership and history of utilizing community involvement to influence and improve police policy.</p>	<p>Police, Policing, Community</p>
<p>Team dynamics. Does the in-coming chief have a support group ready to enact change? Or is the incumbent team obstacles to what people in the community are asking and hoping for in this one individual.</p>	<p>Community</p>
<p>Will they able to devote their time to community meetings and to meet with folk?</p>	<p>Community</p>
<p>Kathleen O'Toole was a great Chief. Consider someone with similar qualities.</p>	
<p>Public opinion in cities where the person has worked</p>	
<p>Cultural Diversity and value of equity</p>	<p>Diverse</p>

<p>We need someone to lead who is able to give our PD a better name. SPD has a terrible reputation among most of the folks I talk to, and it's very disheartening. I would love our police force to be more highly regarded and I think this starts from the top down. We need someone who is willing to do the hard work of cleaning things up. I can't imagine that will be even remotely easy, but that's what we need.</p>	<p>Force, Police, Policing</p>
<p>every one say's it is mental illness, no it is the rich &amp; the poor. It is teen pregnancy, it is drugs that you allow to be on the streets. It is a child, going to school, and the teacher will only teach her favorite students. It is the brown skin kids being labeled, saying all kids have AHAD? Give them a pill, wrong! let the kids go out side to play, have recess. Teach black history in school, to educate the black child and the other child can learn their history. NO! children need to have music lessons, PE. The world will pay a athlete millions and will not pay a teacher a livable wage. All the food we throw away, give kids free lunch. Teach respect between the officers and the community.</p>	<p>Knowledge, Education, Officers, Community</p>
<p>Training officers to recognize community members who have a mental illness and to have other solutions other than shooting and killing them.</p>	<p>Train, Training, Officers, Community</p>
<p>How to reverse systematic racism and the bankrolling of prisons.</p>	
<p>A leader who can consider carefully the role of policing in a community, can build relationships, is open to input from communities, and can create change in the force,</p>	<p>Force, Police, Policing, Community</p>
<p>Not only an understanding of policing, but also an understanding of administrative management.</p>	<p>Police, Policing</p>
<p>Someone who has a large range of experience in other matters concerning public safety, not just several years of policing.</p>	<p>Police, Policing, Experience</p>
<p>Research what has proven as effective policing throughout other states and compare those skills and attributes with the candidates.</p>	<p>Candidate, Police, Policing</p>
<p>Be able to address how interaction took place between suspects, protestors and SPD. Not dismiss when press chooses to tell only part of the interaction.</p>	
<p>Please consider looking for another POC for this role or at least someone who is accountable to Seattle POC.</p>	<p>Seattle, Accountable</p>
<p>Making sure this candidate supported initiative measure 1940 and is both aware and vocal about how the police department, as it is, is racist, classist, misogynistic, and transphobic and seeks to change those facts.</p>	<p>Candidate, Police, Policing, Department</p>
<p>Racial/Ethnic identity.</p>	
<p>Hiring a person of color and/or a woman.</p>	<p>Hire, Color</p>
<p>Be as racially diverse as possible</p>	<p>Diverse</p>
<p>A non police background would be a fresh start !</p>	<p>Police, Policing</p>
<p>Accountability and transparency.</p>	<p>Accountable</p>
<p>The new chief should be a black woman of color</p>	<p>Color</p>
<p>Women.</p>	
<p>Hiring from within such as Interim Chief Carmen Best.</p>	<p>Hire</p>
<p>return th PD to law enforcement stop being used as a social agency</p>	
<p>I don't care what sex or orientation, what religion or color or shoe size the candidate is. All I want is a well trained, INTELLIGENT, administrator that has some experience on the streets and knows what real is going on on the streets. I want someone strong enough to stand up to the whiners and "woe is me victim mentality" that is rampant in Seattle. I want someone to make policies based on evidence and not anecdotes.</p>	<p>Officers, Candidate, Train, Training, Experience, Seattle, Color</p>

Person on color that has a strong racial analysis	Color
The tensions that a militarized police force puts on a citizenry. Not just tanks and riot gear, but even the nature of the uniforms and ranks. There's a lot we take for granted about police that does harm to our communities, even if it's more subtle than sniper nests and APCs.	Force, Police, Policing, Community
Someone who can be a force in the negotiations for finding an agreement for the long overdue ratified contract.	Force
Whoever leads SPD should have a clear dedication to anti-racism work, and a commitment to working with the communities who are over-policed in Seattle to rebuild trust and derive solutions collaboratively.	Police, Policing, Seattle, Community
This should not be all about diversity. I am a long time tax paying resident of Seattle and no longer feel safe on the streets.	Seattle, Diverse
That the candidate will foster a culture of care within the department and among officers and that their hiring practices will reflect that culture.	Candidate, Hire, Department, Officers
That this person understands the decline our city is facing and has a solid plan on how to clean it up.	
Experience in urban diverse communities	Diverse, Community, Experience
I want them to read Born to Walk by Dan Rubenstein	
The communities that deal most with the police should have the most input, black and brown folks are disproportionately harmed by the police, so please consider these communities highest priority when considering who the right person is.	Police, Policing, Community
That this person understands the decline our city is facing and has a solid plan on how to clean it up.	
someone not afraid of taking controversial positions if it's the right thing to be doing for the city/communities	Community
Female or minority group; or otherwise firsthand experience with bias	Bias, Experience
A very understanding leader with no racist biased	Bias
Other departments in different states are switching up training to emphasize deescalation, mental health awareness, and racism/bias training so that violent force isn't necessary in the first place. Ours needs to as well. This has to be central if our city is to be safe and our police force actually trusted by *all* communities.	Bias, Department, Officers, Police, Policing, Train, Training, Community, Force
A police Chief who supports accountability for the officers. If officers overstep and cause harm or death to citizens, they better damn well prove there was no other way to act in the situation. If a cop has used unreasonable and undo force, we want them held accountable in a court room, without pay.	Force, Accountable, Officers
Track record free of potential prejudiced behavior including sexism, racism, and other biases that could support negative climates in the PD.	Bias
Exceptionally strong consideration of racial issues and history in the US, and commitment to collaborate with community leaders especially in communities of color.	Color, Community
Support for safe injection sites	
Experience in a diverse community.	Diverse, Community, Experience
Leaders of color.	Color
A sense of humor goes a long way to getting a foot in the door with people. Someone who can not take themselves too seriously all the time.	

<p>This is slightly off topic, but something important I have both seen and experienced. I have called 911 before and I think the operators can be VERY RUDE and like I am burdening them. Also I have had to have Seattle police and medics to my home and they are also sometimes VERY RUDE. I live in a very diverse neighborhood, people are already afraid to call the police. Rudeness makes them (and me) feel unworthy and worthless and that we are a nuisance. This further disenfranchises people from reaching out to the people that are supposed to help us.</p>	<p>Police, Policing, Seattle, Diverse</p>
<p>Someone who can work with State and Federal law enforcement to protect the community and facilitate the arrest of criminals.</p>	<p>Community</p>
<p>Someone who can work with Federal and State law enforcement.</p>	
<p>Strong background in transparency and community involvement.</p>	<p>Community</p>
<p>Do they really have the values of the up and coming demographic that is concerned about fair treatment and solving issues with words versus immediately resorting to other methods to de escalate a situation</p>	<p>De-Escalation</p>
<p>There are people in this city who support the police department. Police work is a hard job that few civilians understand. There needs to be a coming together to understand, not criticize. Carmen Best would be a great choice. She has risen through the ranks. She meets the need we have to support women and African Americans in this role and to reflect the community. She has the trust of the rank and file. Bringing in someone new who does not understand Seattle or the issues here would be discouraging to all.</p>	<p>Police, Policing, Seattle, Department, Community</p>
<p>Queer friendly, and youth friendly people.</p>	
<p>Carmen Best!</p>	
<p>Ideals and moral compass consistent with what Seattle wants is important, but don't prioritize those at the cost of real experience leading and policing.</p>	<p>Police, Policing, Seattle, Experience</p>
<p>Ability to speak to officers and the public with calm, warmth, clarity and specificity</p>	<p>Officers</p>
<p>What about the acting Chief? Local, knows the City.</p>	<p>Local, Know</p>
<p>Candidates should understand Seattle's history of policing and reflect the communities they serve.</p>	<p>Candidate, Police, Policing, Seattle, Community</p>
<p>I think the ideal candidate will be able to bridge the gap between conservative and liberal leaning factions.</p>	<p>Candidate</p>
<p>Diversity is larger than race; please consider nonconforming communities.</p>	<p>Community, Diverse</p>
<p>An openness to admit errors and correction.</p>	
<p>Seattle is becoming a renters city because families are moving out not just because of the cost but because of the homeless, drug problem and garbage everywhere. We need someone who isn't intimidated by the city council and does the right thing. Talk to the citizens not the city council because most people don't support them. Watch darkest hour and listen to the people we are in dire need of a strong compassionate leader..</p>	<p>Seattle</p>
<p>Hire someone of color and/or a woman. We need someone who wants to work with the public rather than control them.</p>	<p>Hire, Color</p>
<p>A leader who is representative of the diverse community that they will be serving. A leader who understands that poverty is often criminalized in our city - and will shift police culture to not target the poor or homeless.</p>	<p>Police, Policing, Community, Diverse</p>
<p>Proven history of holding officers accountable not only after an event, but proactively ensuring officers know they are being held accountable and are being trained appropriately.</p>	<p>Accountable, Officers, Train, Training</p>

If I'd had the option to choose five things from the list above I would have added both the listening/open to collaboration item and the one on transparency.	
Their effectiveness at actually implementing reforms. It's easy to talk about holding officers accountable and changing the way we do things but it's harder to actually make it happen.	Accountable, Officers
Now that Carmen Best has explained that protestors don't need permits to block streets, that SPD won't be moving them if they do and that it's just too bad for those they inconvenience... I'm thinking we don't actually need a police chief.	Police, Policing
Track record of reduced crime and drug activity	Crime
Hire a chief who is serious about reducing crime and making the city safer.	Hire, Crime
Candidate's work experience with Immigrants and Refugees need to be taken into consideration.	Candidate, Experience
Listen to legitimate complaints from contributing citizens of our city and follow thru.	
Will this leader be willing to let go of officers that are not in the job to protect and serve for all community members in the City of Seattle	Seattle, Officers, Community
record of working with community members, have they held officers accountable for their misconduct?	Accountable, Officers, Community
Someone who will ticket people who run stop signs and stop lights. Someone who will do away with traffic violation cameras.  Someone who understands the complex needs of today's world, yet does not abandon the core services of what a police department provides.	Police, Policing, Department
While listening and taking people perspectives into account is important, not getting caught up in analysis is as well, we need a leader that knows how to dismantle the good old boys attitude and create a police force for a modern Seattle.	Force, Police, Policing, Seattle, Accountable
Consider hiring a chief who will not support the fascist agenda of Trump and the Sessions DOJ.	Hire
support of safe using spaces and not collaborating with federal ICE to target immigrant communities	Community
Sexual assault backlog kit priority.	
Please consider the bias of your fellow committee members. Watch for cultural and racial bias that targets homeowners, Caucasians, and business owners. Offensive expressions such as Nimby, and white privilege are popular to use but are in fact racist and culturally biased	Bias
The leader should be someone who is able to stand up to and push the union to be better citizens. Right now, the view from the outside is they are doing everything in their power to maintain old status quo, when these practices serve no one in the community.	Community
I'd like them to realize that many Seattle residents liked the direction Chief O'Toole had taken SPD and I hope the next chief doesn't need to 'make their mark' by undoing her work.	Seattle
Are they drawn to the position because they know there is a lot of work to be done? Have they gone through intentional organizational reform in a similar position elsewhere? Who do they plan to collaborate with to seek reform within SPD?	

<p>While I think it is important for the candidate to be progressive and competent regarding race/bias issues, I am concerned that so much focus and attention is being given to this topic (locally and nationally), that it comes at the expense of making sure the department is actually making the city safer. Yes, I want a police department that doesn't use excessive force or bully certain groups, but I also want to be able to park my car on the street and not have it prowled. I want to be able to go on vacation and not worry about my house being burgled, and I want to be able to drive around with my kids in the car and not fear being hit by a drunk driver, I want to be able to walk around my neighborhood and be able to cross intersections safely without fear of being hit by speeding vehicles. And I want crime overall, reduced in Seattle.</p>	<p>Bias, Department, Force, Candidate, Police, Policing, Seattle, Local, Crime</p>
<p>Successful law enforcement track record.</p> <p>Ability to enforce the law despite political pressure.</p> <p>Has been in the front line.</p>	
<p>Carmen Best</p>	
<p>Great leaders always find a way to have face-to-face time with their employees, but an open-door policy isn't enough. Face time is more valuable if you can meet with employees on their turf, not yours.</p> <p>Someone willing to time with officers on their beats because you learn so much in a patrol car.</p>	<p>Officers</p>
<p>Someone who has proven to have shown results and respects the Seattle community</p>	<p>Seattle, Community</p>
<p>Getting back to business and let our police do there job.</p>	<p>Police, Policing</p>
<p>Someone with demonstrated abilities to work with community leaders to determine the best form of policing for each area.</p>	<p>Police, Policing, Community</p>
<p>Seattle is a national leader in many aspects. We can lead in reforming urban law enforcement.</p>	<p>Seattle</p>
<p>Aggressively enforce the laws on books.</p>	
<p>Strong non-PC leadership</p>	
<p>A non-liberal Republican supporter. It'd be interesting to have a conservative leader in our extremely liberal State.</p>	
<p>Safety of law-abiding citizens. Pleeeeease!</p>	
<p>History of racial violence in any department they may have run in the past.</p>	<p>Department</p>
<p>Zero tolerance for old-fashioned racist, sexist behavior. A record that demonstrates strong leadership and the equal treatment of all people in the city.</p>	
<p>I would like to know that whoever is hired will stand up to Jeff Sessions and protect our immigrant communities.</p>	<p>Hire, Community</p>
<p>Their past accomplishments on upholding the law</p>	
<p>History of speaking out and taking action when officers do the wrong thing</p>	<p>Officers</p>
<p>Hire a proven leader.</p>	<p>Hire</p>
<p>A person of color and ideally a woman who is committed to addressing racism, the plight of homeless folks, and violence against high risk victims such as children, people of color, and the lgbt community to name a few things</p>	<p>Color, Community</p>
<p>Cares about his/her employees and understands how to manage shift workers.</p>	

Find a candidate with a backbone. Find one w/confidence to say NO when appropriate. e.g. NO to protesters w/no protest permit who expect to be allowed to stop downtown traffic for hours while the city shuts down to accommodate their right to free speech. What about a person's right to get to work safely & make some money?	Candidate
Ability to bring opposing sides together, handling emotionally charged situations. Ability to bring out the best in officers, lessening their defensiveness, understanding their issues also, while also being firm with problem behaviors.	Officers
People with experience dealing with addiction, mental illness, and homelessness	Experience
Has demonstrated the ability to build trust and confidence with people across widely diverse communities in a large city; commitment to community	Community, Diverse
Staying in-department so that the candidate is familiar with SPD policy and Seattle law	Candidate, Seattle, Department
Look for the best and most inspiring examples in the world and do better. We need to have best technology available, highest standards, and best educated police officers.	Police, Policing, Knowledge, Education, Officers
The abilities of the next Police Chief to implement the strategies noted above.	Police, Policing
A leader who is ready to make changes within the political structure so that when the cops are called their only response isn't "sorry we can't do that".	
Existing commitment to the community; track record on the department in terms of building relationships;	Department, Community
The willingness to fully engage with necessary reforms to the OPA and disciplinary system.	
It would be preferable that the leader is a person of color/a woman/has experienced poverty/homelessness so they can understand a huge proportion of our population here in Seattle	Seattle, Color
Hire someone that can do the job	Hire
Institutional change to prosecute criminals who commit crimes over and over, and continue to get out of jail and harm our communities.	Crime, Community
I want a chief who believes in equal application of the law. If a tax payer/property owner would get the ticket or be subject to arrest, then you don't make an exception for the transient out of some misguided notion that it is a "social justice" issue.	
Community involvement, reaching out to the d	Community
Background, personal and professional. Where has this person come from, what education have they had, how much work in the community have they done?	Knowledge, Education, Community
Strong evidence of ability to work with police union leadership to foster progress towards equity goals. Demonstrated commitment to accountability in policing, demonstrated experience working with community groups with diverse membership. Please ask the candidate to define "community policing" as they understand it.	Accountable, Candidate, Police, Policing, Experience, Diverse, Community

<p>I don't want unarmed people shot or killed by police. To the extent that minority populations are overly affected, I would that to be corrected. Deciding not to enforce laws as a means to that end is not really acceptable. I also want people to understand that the police are on the side of the community and reducing unjustified use of force is a big part of making all people see the police as an ally.</p> <p>On the other hand, no other police force in the world has to deal with the number and pervasiveness of firearms. We can't directly compare police use of force with civilized countries like the UK or Australia because police there are far less likely to be shot in the line of duty. Police *do* need to get the benefit of the doubt in these cases or else we won't be able to recruit and retain excellent officers.</p>	<p>Force, Police, Policing, Officers, Community</p>
<p>Consider the systemic racism in everyday Seattle society. What is it like for people of color who are trying to work, buy groceries, rent a home in Seattle?</p>	<p>Seattle, Color</p>
<p>I would like for you to consider a chief that is not going to be a mere puppet but one that is going to make a solid change and bring new programs to the community that are true to community policing. I want a chief from the outside.</p>	<p>Police, Policing, Community</p>
<p>I would like for you to consider a chief that is not going to be a mere puppet but one that is going to make a solid change and bring new programs to the community that are true to community policing. I want a chief from the outside.</p>	<p>Police, Policing, Community</p>
<p>Involvement in social work, diversity, and change.</p>	<p>Diverse</p>
<p>The people who are the most vocal in Seattle don't necessarily represent Seattle. There exists a silent majority who also needs to be heard. Those of us who live in high-crime neighborhoods are tired of the over-sensitivity that has evolved over time towards criminal behavior. Be tough on crime!</p>	<p>Crime, Seattle</p>
<p>The diverse population of Seattle and their policing needs.</p>	<p>Police, Policing, Seattle, Diverse</p>
<p>Black Lives Matter</p>	
<p>Promoting from within.</p>	
<p>Big-picture perspective on how crime relates to socio-economic state of the city in terms of how they affect one another.</p>	<p>Crime</p>
<p>The police chief should be a person of color, and ideally a person who does not have a law enforcement background.</p>	<p>Police, Policing, Color</p>
<p>How do we reduce homelessness with police work.</p>	<p>Police, Policing</p>
<p>Track record of hiring good cops and firing bad cops.</p>	<p>Hire</p>
<p>Experience in industries other than law enforcement or the military, to bring a more diverse perspective and empathetic approach.</p>	<p>Diverse, Experience</p>
<p>Crime reduction should be the priority over all other considerations.</p>	<p>Crime</p>
<p>Prefer a black or latino chief, unless white chief has positive references from a city with a large minority population.</p>	
<p>I think it would be great to consider the woman who is currently at the helm on a temporary basis as she is well acquainted with Seattle and our current challenges.</p>	<p>Seattle, Color</p>
<p><a href="https://www.drugpolicy.org/resource/law-enforcement-against-prohibition-leap">https://www.drugpolicy.org/resource/law-enforcement-against-prohibition-leap</a></p>	
<p>Transparency with the city and its people</p>	
<p>Does the candidate have ties to our community? Does s/he understand the history of our region and the unique problems/advantages that come with living where we do?</p>	<p>Candidate, Community</p>



Making sure they support whatever police chief is hired with the proper amount of officers and funding. Plus the police contract needs to be sorted ASAP.	Hire, Police, Policing, Officers
A leader with compassion is essential for address issues of crime with those that are homeless and/or mentally ill	Crime
Innovation in policy reform.	
I vote, I have a public platform, and if you continue to ignore the unacceptable violence and racism in this community you will be held accountable.	Accountable, Community
Someone who knows Seattle and policing in Seattle. The interim Chief has that knowledge and experience.	Police, Policing, Seattle, Knowledge, Education, Experience
Race, SES, and how far ranging their training has been	Officers, Train, Training
Someone sympathetic to the mentally ill and the problems they face.	
The best, most qualified candidates, not just those that can be paraded around to show how "diverse" Seattle us compared to other cities.	Candidate, Seattle, Diverse
Look for a willingness and ability to question the mayor, city council and/or city attorney when their actions inhibit the equal enforcement of the law.	
Who WILL uphold the law! It's not hard!	
Being proactive about low level property crime in the neighborhoods.	Crime
SPD needs someone committed to the job and to the city long term.	
Backbone to stand up to lunatic city council and lead actual POLICING	Police, Policing
Strong leadership by protecting the public from crime. Helping communities to be safe and business everywhere to thrive.	Crime, Community
Someone who will meet with the people (not just official meetings, but with people in low income housing apartments, small neighborhoods, etc.) And at those meetings not say "we don't have enough officers, we don't have enough money, we don't have enough time..." Instead, say "yes, that definitely needs to be one, and we'll find a way to do it."	Officers
Whether the candidate is willing to support Safe Consumption sites.	Candidate
Input from communities of color should be highly regarded.	Color, Community
drug addiction crimes spilling out into the neighborhoods	Crime
Enforce the laws.	
Experience with marginalized people and folks who *already have* connections and trust from marginalized communities in Seattle should be prioritized.	Seattle, Community, Experience
nothing	
A POC will probably be better able to speak to communities of color who are currently afraid of the police.	Police, Policing, Color, Community
Vision	
Experience in public service and health	Experience
How effective they've been in implementing programs and strategies to reduce crime	Crime
Hiring a woman, person of color, or other form of minority.	Hire, Color
Background. Not just choosing from the good ol' boys	
What is their opinion on homelessness? Addiction? School to prison pipeline?	

More focus on neighborhoods and their different needs such as more foot patrols in Pioneer Square and more car patrols on Alki.	
I would like to see more women and people of color in the police force, starting from the top down.	Force, Police, Policing, Color
Seattle's soul is eroding because citizens have become apathetic about the police's ability to address the plethora of low-level crime that is ruining our city. Drug dealing seems commonplace and legal, drunken and disorderly conduct is rampant in neighborhoods that used to be nice places to live. Shoplifters, car prowlers and criminals are becoming more brazen as well. Tiny groups of protesters are allowed the run of the place -- they destroyed the democratic process by stagnating the city council's efforts to provide the North Precinct with an adequate facility; they're allowed to be disorderly in city council chambers -- shouting down opponents' viewpoints. They're allowed to shut down an entire city for the afternoon by laying down in traffic -- with no arrests, or any other consequences. There is growing discontent about the Seattle Police becoming weak and ineffective in general. We need a strong chief who can help restore the integrity of the city.	Crime, Police, Policing, Seattle
I would want that he or she does not advocate for arming teachers.	
How effectively can this person articulate and understand the impact of systemic oppression and its impact on the most marginalized populations? Can and will this person collaborate with marginalized communities to seek solutions?	Community
I want to hire someone from our community. I really love that our interim chief is a women of color from the region. I want to see promotion from within and the willingness to take bold positions on institutional racism.	Hire, Color, Community
Prioritizing candidates or color	Candidate, Color
Diversity and experience.	Diverse, Experience
Prioritize people of color	Color
Finding someone with a diverse background	Diverse
Consider what it means to protect and serve. When officers attack people of color, who is being protected? New chief should be able to honestly answer this question.	Color, Officers
A believer of equity in diversity and an understanding to lead de-escalation training	De-Escalation, Train, Training, Officers, Diverse
A strong commitment to compassion in policing and interacting with youth, especially kids of color	Police, Policing, Color
I think finding someone who sees what the conversation regarding police accountability and enforcement looks like nationally. If our new chief could make Seattle a progressive leader in this issue, that would be a wonderful beacon of hope for the country.	Police, Policing, Seattle, Accountable
awareness of effective policing vulnerable populations; people of color, immigrants, transgender, etc.	Police, Policing, Color
Emphasis on racial bias and reducing it	Bias
Someone who will reach out and work directly with community leaders to correct the reputation and start to build trust back up.	Community
I saw the interim chief speak last month and was very moved by her passion and experience. I hope she is chosen!	Experience
Active involvement and dedication to the diverse communities. Taking interest in all neighborhoods, not just the ones that have the highest tax payers.	Community, Diverse
N/a	

diversity and inclusiveness in hiring is hard, but essential	Hire, Diverse
Race and gender	
Political ties	
Consider how someone new might be able to inspire change within the department and the city.	Department
action, action, action. Look at this persons actions. Look deep at their record. And whoever the candidate is, they need to have a strong understanding of what racism, homophobia, and police discrimination against homeless people. A local person will be well suited for this job. Also, please consider how protests are treated. We protest a lot in Seattle and the Chief of police ought to have a very clear, strong, legal, and calm manner of engaging peaceful law abiding citizens engaged in protest	Local, Candidate, Police, Policing, Seattle
Real solutions to the homelessness epidemic. Not shit that makes moms in Wallingford feel good, while accomplishing nothing.	
A person of color would be great in a city whose leadership tends to be so white	Color
Race, sexuality, gender.	
A local history.	Local
Stop racial profiling.	
Finding someone who is knowledgeable in and able to implement more community based engagement	Knowledge, Education, Community
Person of color !	Color
More focus on crime prevention	Crime
A Chief who will truly protect all communities even if that means ruffling feathers with the Police Union. As a white woman, I want every member of my community to feel as safe as I do when I have police interactions.	Police, Policing, Color, Community
A thorough search to make sure they have zero ties to any fucked up police department that has been known to have secret detention/torture houses.	Police, Policing, Department
Someone who will prioritize the needs of the homeless community over all the whiny property owners.	Community
I'd love to see a woman of color in this position. I believe this intersectionality will bring in a new lens to our city.	Color
Someone that has shown results in the past.	
An understanding to protect all—especially the most vulnerable, and not fear or blame them. They need the most help from our officers.	Officers
History be of commitment/follow through on long term projects	
Someone who represents a diverse background.	Diverse
I hope the leader is familiar with the homeless issues in Seattle.	Seattle
Seattle is getting bigger and doesn't seem to be able to keep up with shifting needs of infrastructure and demographics. The committee should to consider what future needs this city will have, as well as the present ones.	Seattle
Racial bias in the justice system and the harmful effects of incarceration to the community	Bias, Community
Someone that will be a strong member of the Seattle community	Seattle, Community
I don't want a political hack....want someone willing to stand up for the tax payers	

Genuine interest in experimenting with new approaches, willingness to break with "how things are done", and humility is more important than having instituted incremental reforms elsewhere	Experience
Background, crisis training, deep understanding of first responder responsibilities and available social services	Officers, Train, Training
Please consider prioritizing candidates who are LGBTQ+, trans, women, people of color, disabled etc. over a white heterosexual cisgender man.	Candidate, Color
Recommendations from former King Country Sheriff Urquhart	
Experience working with different races and cultures. Focus on innovative thinking and police training	Police, Policing, Train, Training, Officers, Experience
Personal integrity	
Avoid conservative-leaning candidates who may have connections or support from alt-right hate groups ("Proud Boys") in the area.	Candidate
The hire should be the most qualified woman of color who applies	Hire, Color
Approach to homeless population	
A strong understanding of mental health issues and institutional racism	
Finding a true leader, not just someone who can deliver the talking points. The chief needs to be able to earn the trust and respect of both the citizens and the officers. They must be equally effective with both.	Officers
The Chief must be a superb diplomat.	
Someone who is NOT a police officer.	Police, Policing, Officers
We need to become the national leader in fair policing. We need the SPD to stop shooting black people.	Police, Policing
I'd love a woman/person of color/LGBTQ candidate	Candidate, Color
Record of action over years of experience, and familiarity with needs of the people in the Seattle/Puget Sound region.	Seattle, Experience
A progressive stance on decreasing mass incarceration	
We've done well with a female chief. Let's do it again. ??	
Diversity	Diverse
A track record of emphasis on de-escalation techniques, and pursuing such reforms through obtaining real buy-in from police unions.	Police, Policing, De-Escalation
A leader who can uphold the morale of the good police officers while also building trust with the community and addressing issues that should be tackled.	Police, Policing, Officers, Community
History of standing up to/siding against the police union.	Police, Policing
Demonstrated ability to improve the culture of policing practices, through effective training programs	Police, Policing, Officers, Train, Training
Not white, not male, not necessarily cis gendered	
Select a woman of color.	Color
considering a person who can work with organizations related to homelessness/displacement, drug use, and mental health concerns. this shouldn't be all on the police, but working with other organizations is crucial!	Police, Policing
I think the rank and file should be on board with the choice.	

We are all literally afraid to call the police in case . I'm a pretty regular Seattleite and I hesitate to get the police involved because I am worried for my POC neighbors. That is messed up! After what happened with Charleena, we can't trust that the police won't just murder someone. The new Police Chief needs to be a really special person to get this job done. And hiring a person of color, particularly a woman of color, would really help I think.	Hire, Police, Policing, Color
Candidates history of dealing with officers charged with excessive force	Force, Candidate, Officers
Think about long-term goals, community engagement, not working in a silo.	Community
Ability to get rank and file to also trust	
Seek to eliminate the Blue Line and will stand up to SPOG. Seek a leader who will hold all officers and police leadership accountable. Seek clarity and transparency.	Accountable, Police, Policing, Officers
How will the next chief be a partner with government and social service providers to address issues of citizens with addiction issues, those experiencing homelessness. It is a bonus if the next chief is living as a part of our Seattle community already.	Seattle, Community
Poise and keeping a cool head.	
He gains the support of the rank-n-file	
Advocacy for a higher wage so more officers live in Seattle.	Seattle, Officers
Vet candidates' past history and possible conflicts of interests. Also how committed are candidates to sticking with the job and staying in Seattle? (Will any scandals eventually surface, or a better offer from another city, resulting in yet another new and expensive search? How committed	Candidate, Seattle
Past performance in creating a safe, desirable and livable city environment.	
A demonstrated track-record of support by not only the officials who elected this individual, but also those who have worked with or underneath them.	
Someone with a unique background, such as a POC or someone who comes from a lower socioeconomic class.	
An ability to manage outside of a police department.	Police, Policing, Department
Someone who can also reform the bureaucracy and make a dept that functions more smoothly and effectively	
I saw that SPD was advertising on Brietbart news last year and was PROFOUNDLY concerned. Please ensure that this does not happen again and that there is every effort to recruit diverse, progressive candidates that reflect the character of this city.	Candidate, Diverse
Knowledge of and experience with org change is really important to their success, this is a big organization and any significant change will be difficult.	Knowledge, Education, Experience
De-escalation training.	De-Escalation, Officers, Train, Training
Proven ability to reform.	
The candidate's capacity to resist pressure from police unions against holding officers accountable.	Accountable, Candidate, Police, Policing, Officers
Commitment to making sure we never have cause to be censured by DOJ again	
Find a qualified, non-white male candidate. They've had their chance. They need to step back.	Candidate

Search for candidates of integrity who can balance politicians pandering for votes, activists with one-sided demands, and a weary public just wanting to live in peace.	Candidate
Someone who will support our officers, but will have zero tolerance for racism and corruption.	Officers
Candidate's level of personal accountability and transparency. Candidate's willingness to take on traditional institutions like the police union.	Candidate, Police, Policing, Accountable
We need a person who is able to listen & not stand for any "bad apples".	
Whoever chosen needs to be a good leader and inspire confidence and respect from officers etc	Officers
I feel that a woman should be hired. We made great strides under the last female chief and this should help with sexual harassment issues in the dept.	Hire, Color
Diverse candidates - female, people of color please!	Candidate, Color, Diverse
Please hire a local woman of color	Local, Hire, Color
With everything that has been happening in our country, and even in Seattle, with police violence, it is important to have a leader in the department who will focus on building trust in the communities. That has to be the foundation for a healthy relationship and ultimately seems like it will make policing easier if people feel comfortable coming to the police to report problems.	Police, Policing, Seattle, Department, Community
If the person has any racial profiling history and the person can confront City officials or other officers about issues prevalent to the Seattle communities .	Seattle, Officers, Community
Impartiality of the candidate. This person should represent everyone, regardless of the demographic categories that attempt to divide us. We need a chief of police for all of Seattle.	Candidate, Police, Policing, Seattle
Separate out the cops who are prone to violence.	
Way more training about how to handle mental health and to react to situations like a social worker and not violence-first; to hire fewer white men, and additionally make sure whoever is hired is not there to ride a power high, to see what people need and listen, like when they protest--there's a reason.	Hire, Officers, Train, Training
Knowledge of what sexual assault and domestic violence looks like, and a willingness to aggressively protect victims of assault. Experience and knowledge of mental health issues, and how that relate to drug addiction and homelessness.	Knowledge, Education, Experience
New chief must agree with and continue to advance the aims of the DOJ ruling regarding SPD.	
The importance of multicultural communication and compassion.	
Strong feelings towards the necessity of churchis and state.	
The fiscal weight of responsibility that comes with the job. Your decisions spend my taxes... please respect that.	
Candidates who are people of color and members of LGBTQ+	Candidate, Color
The candidate's commitment to Seattle's cultural values as a sanctuary city	Candidate, Seattle
A Chief that has experience or a background in racial equity.	Experience
I'd like to see a chief who has demonstrated use of data analysis to focus the department's attention on neighborhoods and locations where people are committing crime.	Crime, Department
committed to non-violence and respectful of the oppression of minorities by the Seattle white elites.	Seattle
Consider to bring Minority to the leadership.	

The next police chief should be a woman of color. And preferably from the LGBTQ community, or at least with close ties (family, friends, etc). Stick it to the conservative police unions by throwing a wrench in their works. It'll blow their tiny minds.	Police, Policing, Color, Community
- The police chief does NOT have to have experience as chief of a large city. Look for different kinds of experience. Look for good moral character -- not like the previous King County Sheriff Urquhart!	Police, Policing, Experience
Opinions of the police. Do they have a say in the process?  Does the community oversight committee get to interview the candidates?	Candidate, Police, Policing, Community
Ethnicity	
The police in Seattle have a difficult job, as they are called upon to address a number of situations that are beyond the scope of public safety. For example, responding to complaints about homeless people or mentally-ill people in public. I hope the search committee considers the candidates' abilities to develop innovative solutions that reduce the pressure on our police to try to fill so many roles. Can we have dedicated mental health staff responding to calls about mental health, rather than officers whose training and practice is in subduing criminals? We all use the skills we have available to us to solve the problems before us, so if our police force is made up of only one type of officer that can respond in one type of way, it makes sense that the police are not able to respond effectively to all different kinds of situations. What the community asks of the police is changing, and I hope the search committee considers candidates that understand that change and are open to engaging in conversations about it and enacting meaningful changes as a result.	Officers, Candidate, Police, Policing, Train, Training, Seattle, Community, Force
In addition to anti-racist work, someone with a sensitivity to serving those experiencing homeless and protecting people with with mental health issues.	
Find someone who will stick around for a few years so there's some consistency.	
please no straight white males	
a P.O.C.	
An ideal candidate will have a strong stance against the SPOG.	Candidate
Someone who won't separate a community based on how the area looks, who won't push people out of their houses to allow richer people to live there.	Community
Someone familiar with Seattle, i.e. Carmen Best!	Seattle
If the search committee is predominantly white folks and/or predominantly males, please consider replacing yourself with a person of color and/or a white person. Your community needs to represent the entire community and the voices of the community. Simply being a "diversity professional" or having gone to some workshops does not replace actually belonging to a marginalized group.	Community, Color, Diverse
I would love to see a woman of color be chief of police, assuming she's well qualified. Think the perspective would be refreshing and help inspire and drive change from the top down.	Police, Policing, Color
Clear, well thought out plans to meet objectives described above.	
Judge the person by their history of accomplishments and most importantly character. Race, gender, preferred sexual orientation should not matter. Only character.	

The new police chief should understand the relationship between local policing/community safety and immigration enforcement, particularly around "sanctuary city" policies of noncompliance, fear among undocumented people, and language barriers for Spanish-speakers.	Local, Police, Policing, Color, Community
Having a Woman of Color with a background in criminal justice and community organizing as police chief would be amazing. Just a thought!	
Seattle's chief of police does not have to be white.	Police, Policing, Seattle
not just a pencil pusher who looks good on paper - actual experience and is someone who will be respected by the police officers	Police, Policing, Officers, Experience
Consider someone less liberal, we're losing this city.	
Culture and values of Seattleites! We don't need a suburbanist or someone who lacks progressive values.	
Someone who is not contracted for additional jobs	
Someone who has a history of cleaning up cities with high instances of property and personal crimes.	Crime
PR skills are needed in this age. Community-centric relationships too	Community
please no straight white males	
Consider internal candidates who have a record of working well with community and their colleagues, deeper knowledge of the city of Seattle and history	Candidate, Seattle, Knowledge, Education, Community
Lived experience as a minority	Experience
Please consider promoting our acting Chief of Police to our permanent Chief.	Police, Policing
Diversity	Diverse
Bring in diversified cocepts, ideas, respect the cultural values to judge.	
How did their previous departments flourish under the chief's leadership.	Department
Given the history of underrepresentation in this role, this person should be a non-white woman, because a person's lived experience matters in leadership.	Color, Experience
Education and emotional courage. Willing to be real with people.	Knowledge, Education
Commitment to nonviolence whenever possible	
History of working and advocating for minority communities	Community
Has the chief shown a willingness to remove "bad apple" cops before?	
Find someone who is not afraid to stand against the status quo when it is harmful to the public (and to law enforcement!)	
Greater weight given to applicants of color and women or gender non-conforming people	Color
Preferably would like the next chief to be here for awhile rather than using Seattle as a stepping stone for their next job.	Seattle
I would advocate to a candidate that is nonmale, nonwhite, and nonheteronormative.	Candidate
Positive impact on opioid epidemic.	
Reputation for high legal and ethical standards.	
Body cams for all police officers.	Police, Policing, Officers
Hiring a woman of color as a police chief to start rebuilding trust, and support her as she makes systemic and structural change to eliminate bias and racism.	Hire, Police, Policing, Bias, Color



That while Seattle PD has had challenges and there have been horrible tragic outcomes resulting from officers' actions, that the vast majority of cops are good people doing a very hard thing. And the more the public, the media and elected officials pile on and infer they are villains, the more isolated they are forced to be, which is bad for everyone.	Force, Seattle, Officers
All the failures their past criteria gave the city.	
The rapid change of growth currently underway throughout the city. Seattle is no longer the city of was 10 years ago. We met city leaders of tomorrow, leaders with vision, who can usher us in to the progressive future.	Seattle
The candidate's plans to reside in Seattle proper.	Candidate, Seattle
Experience interacting with communities outside of work.	Community, Experience
How the institution of the police depart has acted historically towards underrepresented groups, and how that could be changed in the future to serve these groups.	Police, Policing, Department
Hold criminals accountable for their actions, actually enforce laws against property crimes. Seattle is far too much property crime, not enough police officers to cover our area in city.	Crime, Accountable, Police, Policing, Seattle, Officers
The candidate must come from a place of social justice and community healing.	Candidate, Community
Please find a strong leader for an independent police force not beholden to racial politics.	Force, Police, Policing
Would they risk upsetting police officers in the name of transparency.	Police, Policing, Officers
A police department shouldn't just be a way to address crime after the fact and deter action with their presence. The department is, in many cases, the most common way in which people interact with the city. The chief of police should understand that a department isn't at it's best when it isn't a presence in the community outside of enforcement activities and that those non-enforcement activities are a key part of the department's job.	Police, Policing, Crime, Department, Community
A complete rebuild of North Precinct in a more central location	
Hire a woman of color. Do not hire another white man.	Hire, Color
Diversity. Women of color put in the most work and have the highest impact in the community and still remain under recognized.	Community, Color, Diverse
Please research and become familiar with the coded, racist language used in our country's law enforcement. Weed out candidates who use such language to promote themselves.	Candidate
Experience and familiarity with marginalized groups including racial/ethnic minorities, LGBT persons, the homeless, mentally ill persons, etc.	Experience
General population's opinion of former working areas.	
To really look within the department for the next chief. Rarely does an outsider make a really effective C.O.P.	Department
They should have a comprehensive knowledge of this country's racism and history of police violence	Police, Policing, Knowledge, Education
Their views in immigration should be consistent with Seattle's welcoming city resolution.	Seattle
Find a candidate with experience reducing homelessness and drug use in communities.	Candidate, Community, Experience
Diversity, please. Empathy, understanding.	Diverse
a person of color would be a great bridge builder	Color

Ensuring that police officers that have committed crimes are off the force, permanently. No excuses.	Force, Police, Policing, Crime, Officers
People that are looking to promote a healthier relationship between police and the larger community.	Police, Policing, Community
History of working and improving relations with socio-economically, culturally and racially diverse communities. Deterring assault and property crimes. A track record of service, not hitting 'quotas'. Perhaps someone local that understands Seattle's unique issues.	Local, Crime, Seattle, Community, Diverse
We need a strong leader that isn't afraid to fight the Police union and fight for the people of Seattle, not just the police force.	Force, Police, Policing, Seattle
Racist, biased police culture is totally unacceptable.	Police, Policing, Bias
While an effective reformer can be appealing, if changes happen only because of this one leader, it will not stick. The ability to institute long-term, sustained change that will continue beyond the tenure of this new leader should also be considered.	
I want the search committee to look beyond rank and time in the job. Although it is important for the leader to be experienced, it is equally important to consider intelligent, innovative, out of the box thinkers. We need someone who does more than worry about his/her own position and is willing to go out on a limb to help others.	
Education on psychology, sociology, mental health, and substance use.	Knowledge, Education
There is more to being a chief than acting as a figurehead, a symbol, a token. This person has a difficult and must be up to the task. Ask, does this person come from a city where the changes we want see are already in force (Boulder, Austin, Madison, Washington DC, Berkeley, London, Amsterdam, Barcelona).	Force
Please promote someone within the department. It will take an outsider far too long to learn the issues of this city to be effective.	Department
The candidates track record with women and people of color.	Candidate, Color
Is there someone who comes from the department already who we can trust to do the job?	Department
More an add-on: build trust between police and ordinary citizens.	Police, Policing
Bringing someone from outside Seattle	Seattle
Someone who is a very "serve and protect" directed individual.	
Views of cops...most especially people of color (and other minority populations) who wear the badge.	Color
Integrity	
The importance of community relations.	Community
Someone who wants to increase community involvement and decrease arrests / prison pop.	Community
The applicants background with homeless/mentally ill populations and their stance on training officers on how to handle them.	Officers, Train, Training
I would want a chief of police who truly understands the homeless situation in Seattle, who is in favor of rehabilitation over incarceration for addicts, and who has demonstrated a push for officer accountability.	Accountable, Police, Policing, Seattle, Officers
I would ask that the committee considers the quality of applicant's experience and personality over the quantity of formal positions - many underserved communities do not have the same opportunities as those who start off with privilege.	Community, Experience
probably shouldn't be a straight white man unless he is EXCEPTIONAL	

Integrity, compassion	
I would like the candidate to be open to new ideas and different way to police.	Candidate, Police, Policing
Digital literacy in general and openness to using and maintaining body cameras.	
All of the candidate's prior shows of force or violence on and off the job.	Force, Candidate
Transparency, strong leadership skills, and an understanding of how racial and socioeconomic bias play into the history of policing, both in our community specifically and throughout the country are all CRUCIAL qualities for our next police chief to have.	Police, Policing, Bias, Community
If the potential chief is a person of color.	Color
officers who are women and/or people of color	Color, Officers
Supports Law enforcement and works on behalf of all taxpayers to implement Law and Order.	
The only way to build trust with the communities the SPD has harmed is to hire a woman of color	Hire, Color, Community
Stop being so politically terrified. Stand up for the work I g and law abiding people.	
Someone with strong leadership abilities who understands adversity and diversity in dealing with each individual they encounter.	Diverse
Recruiting more officers from the local community.	Local, Officers, Community
LGBTQ and race issues	
How to bring a new breed of officer to Seattle who is invested in our community.	Seattle, Officers, Community
Diversity in hiring practice, so Ethnicity, gender are important.	Hire, Diverse
I think it is important to find a Chief of Police who reflects the communities most affected by police presence. We all know that poor black and brown folks are disproportionately policed and face disproportionate police violence and arrests. The new Chief should come from a community who understands the functioning of white supremacy inherent in policing.	Police, Policing, Community
Whether or not the candidate will stand firm or bend to the city council's unique silliness	Candidate
Diversity in the higher. Someone who isn't a white male and can't understand the pressures of being in the minority.	Diverse
A successful candidate should value transparency, and avoid protecting officers with histories of complaints, especially those with a record of escalation towards members of minority groups.	Candidate, De-Escalation, Officers
Size of police force the candidate is coming from. Seattle should have a much larger police force, and a leader from a larger urban area may be able to make that plain to our city leaders.	Force, Candidate, Police, Policing, Seattle
A chief that believes DAs should not be judged by how many people they can convict.	
How the person gets along with others. Do they know how to collaborate, how do they treat their staff	
Do not focus on identity politics. That silliness got us all stuck with the orange menace.	
Someone who will lead, someone who will not tolerate racism or excessive force and continued compliance with the federal mandate	Force
Homeless people are people who deserve to be treated with respect. Not fines.	
End the gang activity in South Park neighborhood. Implement a mobile gang unit in South Park neighborhood.	

SPD's history of unpunished violence	
that All Cops Are Bastards	
I would like to see better police presence and respond times to South Seattle neighborhoods. I live in South Park and crime and shootings have escalated in the past 6 months. I think a mobile gang unit would be helpful in the area.	Crime, Police, Policing, Seattle, De-Escalation
The moral and the difficulty in recruiting new officers. The large officer shortage will effect community safety.	Officers, Community
Proven track-record of addressing crime. Stop trying to turn SPD into a social justice echo chamber that lets criminals run free in our city to the detriment of everyone else.	Crime
Make source of references publicly available so public can see who is recommending each candidate.	Candidate
Leadership that emphasizes better negotiation skills with suspects who are mental ill.	
Someone who works and advocates for resources to non-police portions of city and state government which will address underlying causes of crime.	Police, Policing, Crime
Looking at candidates of color.	Candidate, Color
Background of candidates, favoring people who are non-white, female, immigrants, etc	Candidate
Law abiding cops.	
What is their stand on the killing of unarmed black men. What will they do to change the police culture that hates black and brown folks	Police, Policing
We are incredibly short on officers in our city, that is no secret. The committee could look for someone who has experience in solving this problem. Or, use this problem in the interviewing process to help determine problem solving skills. This problem will need to be addressed in a head-on way sooner rather than later.	Officers, Experience
I think they should a racial minority	
Race, gender, sexual orientation! Please prioritize groups that have been excluded, including queers, women and people of color	Color
I would like to see a woman run the Seattle Police Department.	Police, Policing, Seattle, Color, Department
Diversity in not only race, gender, etc. but diversity of opinions	Diverse
Work with homeless communities.	Community
Experience working in diverse cities and neighborhoods, experience working with immigrant communities, willingness to hold officers accountable for their actions and weed out bad officers, background and race of candidate (prioritize candidates of color), prioritize someone from Seattle (if qualified)	Officers, Accountable, Candidate, Experience, Seattle, Color, Diverse, Community
Areas underserved and who is willing to do the work and help improve	
Something to look for would be an innovative, even untested solution to how the city's police handle the homelessness problem. Obviously the department can't single-handedly solve the crisis, but new ideas stemming from a police chief could be a game-changer.	Police, Policing, Department
De-escalating the police and stop protecting the alt-right when they come to town.	Police, Policing, De-Escalation
The history of this person in protecting officers who have abused their authority.	Officers

<p>* you are wielding a potentially large promotion for someone. Possibly the biggest job of their entire life/career. Leverage is on your side. Don't sacrifice eg: massive amounts of taxpayer money AND principles, as was done with previous SCL CEOs. Maybe just one? Ideally neither.</p> <p>* Kathleen O'Toole was supposed to be a reformer, and visibly achieved _some_ progress, but I believe to any of the constituency paying attention, it was less than hoped for or expected/promised by O'Toole and Murray.</p> <p>* if there is any city in the country that should have the most forward-thinking policing, it should be Seattle. Seattle (or, arguably Portland) should be _competitive_ internationally, not just nationally on this front. Maybe there is a good candidate from Sweden? <a href="https://nypost.com/2015/04/22/swedish-cops-on-vacation-break-up-subway-fight/">https://nypost.com/2015/04/22/swedish-cops-on-vacation-break-up-subway-fight/</a></p>	<p>Candidate, Police, Policing, Seattle</p>
<p>Experience with leading and sustaining culture change through a large organization</p>	<p>Experience</p>
<p>A history of actual discipline/termination of officers who break the law.</p>	<p>Officers</p>
<p>Thoroughly investigate all aspects of candidates past police work...</p>	<p>Candidate, Police, Policing</p>
<p>I think it's essential that the police chief be someone who does the right thing (ie, creates policies to ensure that their department is fair, impartial, and overall reduces harm) because they believe it is the right thing to do, not because they are afraid of being called a bad person. This means that the police chief must display moral AND operational leadership, bridging divides to the extent that it is possible, listening to all sides and making well-reasoned, defensible decisions.</p>	<p>Police, Policing, Department</p>
<p>Someone who isn't beholden to police unions or city hall and is willing to work within communities to produce required changes.</p>	<p>Police, Policing, Community</p>
<p>Qualifications of the candidate should be the only criteria</p>	<p>Candidate</p>
<p>Ending illegal unjust surveillance.</p>	
<p>An interest in de-escalation training and an end to racial profiling</p>	<p>De-Escalation, Officers, Train, Training</p>
<p>Someone who will work with and listen to neighborhood leaders.</p>	
<p>Understanding of the region and desire for long-term commitment.</p>	
<p>The future chief of police should be considered in part based on the overall performance of their current/former departments vis-a-vis the issues that the search committee deems important. For example, memos and personal correspondence indicating the candidate's personal commitment to issues of racial equity and officer accountability should not be considered independently from formal policies and evidence of use within their current/former department.</p>	<p>Accountable, Candidate, Police, Policing, Department, Officers</p>
<p>The person's race and sex.</p>	
<p>Don't listen to SPOG</p>	
<p>Perhaps someone from an underrepresented community</p>	<p>Community</p>
<p>Honesty. Outreach into the community.</p>	<p>Community</p>
<p>Higher education.</p>	<p>Knowledge, Education</p>

No matter what, there will, to some extent, always be an "us vs. them" mentality between the police and the people they are charged with protecting. This is unavoidable, as police invariably see people at their worst more often than they see them at their best. A good Chief recognizes this reality, and understands that it is something that they have to deal with constantly.	Police, Policing
Efficacy over "ability to listen"	
History of and capability at community engagement.	Community
FIND SOMEONE THAT WILL STOP LETTING OFFICERS KILL PEOPLE OF COLOR.	Color, Officers
I want the search committee to emphasize leadership that is deferent to the community. I want a Chief who will work to create a formal, legally enshrined role for community oversight of police accountability.	Police, Policing, Accountable, Community
Structural racism	
Stop letting everyone down	
Does this officer have a record of reforming police departments or are they going to just go with the flow? What is their record like re: queer violence?	Police, Policing, Department, Officers
That we don't want any more police shootings of citizens, especially because of officers' personal fear. That police officers need to live in the communities they serve as both resident and officer.	Police, Policing, Officers, Community
Criminal Justice System Reform. Reduce incarceration rates.	
Someone able to both get buy-in from the rank and file and also have a strong hand in responding to verified cases of police abuse.	Police, Policing
Diversity is important. Even if the candidates themselves don't embody diversity, they should understand, promote, and celebrate it.	Candidate, Diverse
Racial bias in policing	Police, Policing, Bias
A more diverse background.	Diverse
Address wage theft, which is the largest category of larceny in the country.	
Find someone that will not protect a bad cop and will go to bat to obtain programs, salaries, support... for the majority of the great cops Seattle is lucky to have.	Seattle
Ability to gain respect of our police officer in our communities, holding them accountable but also advocating for their needs.	Accountable, Police, Policing, Officers, Community
Ensuring that all neighborhoods have a voice	
Work to stabilize staff overworking and understaffing.	
Does the candidate possess a learning mindset, high emotional intelligence, and ability to build trust within and with impacted communities.	Candidate, Community
Need to improve morale of, and support for, cops on street	
We need a strong police chief that will not be bullied by the current City council	Police, Policing
Diversity for the position. Examples openly gay, Women, African American, Asian.	Diverse
Representation matters. A history of putting actions behind words matters. Not just hiding behind a thin blue line and being too afraid to call out bad policing matters.	Police, Policing

Will the Chief of Police stand up to someone like Peter Holmes or Dan Satterburg and insist that if one of his or her officers murders someone, they are tried for murder. Even if the attorney is certain they will lose the case. This is the only way to get the burden of proof in current legislation changed.... by bringing it into the light of day and public scrutiny.	Police, Policing, Officers
Our young people - especially kids of color, all ages - deserve the best in community-based police. The ideal candidate understands the dimensions of fear and mistrust felt by our youth and families - and must have heartfelt, positive solutions.	Candidate, Police, Policing, Color, Community
If they will enforce the law.	
Successful experience in this role before. Someone who is not afraid to clean house and start fresh if that is needed to bring about a culture change.	Experience
DIVEST from law enforcement.	
Strength of leadership.	
Someone who can take on the unions to remove bad cops from the force and have complete transparency for negotiations.	Force
Continue finding the person's who murdered Donnie Chin	
Past experiences in dealing with murder of innocent people who are racial minorities by police officers. Someone who has demonstrated that they don't necessarily believe officers can do no wrong.	Police, Policing, Officers, Experience
I think the chief should be hired from within the department so we have someone who knows the force, the area and the problems. We don't need another stranger to the city.	Force, Hire, Department
I have lived in Seattle for 40 years and the change for the worse has been very hard to stomach. Can we please admit that the it is not OK to see garbage, needles and fecal matter on our streets and sidewalks and in our parks? The situation is becoming very unhealthy as well as environmentally harmful!	Seattle
I would like them to consider how fast the city is growing and the need for an organized diligent leader	
Prefer collegial over adversarial.	
Knowing Seattle and King County is critical. Prefer promotion from within, who has the respect of their peers.	Seattle
management experience with a large budget, large staff,	Experience
Effective policing	Police, Policing
The new chief should have a clear plan and ability to work with the union. In short, the new chief needs to be a strong leader not just a manager. There is a great deal of change that needs to take place at SPD and that change will never occur without a leader who can communicate with the union, gain their trust and be willing to hold all PD members accountable. A police chief that can accomplish this will have the ability effect change through respect and shared goals.	Police, Policing, Accountable
That the chosen candidate commits to the city and Seattle is not just a stepping stone in his/her career.	Candidate, Seattle
The other traits listed above that I did not choose, since I was limited to the top three. All of these are important.	
How will police be more available and accessible to communities.	Police, Policing, Community
?	
Relationships with Community Leaders and Citizens groups.	Community
enforce the LAW	

Track record of not allowing racial/ethnic bias and profiling among officers.	Bias, Officers
A person who is not afraid of the clowns in city council.	
Someone who is open and transparent is key.	
record of reducing neighborhood petty crime.	Crime
Leadership and crime reduction. Enforce the laws.	Crime
someone who is trying to undo ongoing legacies of police brutality and over incarceration. otherwise we will keep having the same problems.	Police, Policing
Citizens vs City Council.	
Progressive and using technology to implement change.	
That the residents of Seattle do not trust the police department. We no longer trust that police officers will come to our aid when a bugler is in our home and thieves in our neighborhoods.	Police, Policing, Seattle, Department, Officers
The rising crime rates in our neighborhoods. The lack of law enforcement.	Crime
Don't too wrapped around the gender and race axle (to mix metaphors) - need a leader and not a 'tiptoer'.	
Willingness to emphasize transparency.	
Give a polygraph to find if the candidate is or has participated in illegal activity including but not limited to pedophilia, corruption, theft, or abuse of power.	Candidate
High moral standards	
A successful police chief for Seattle must regain trust from all our cities communities while at the same time being a trusted leader among police officers and management. That's a hard job that requires really excellent listening skills, excellent communication skills, and the integrity and vision to make hard decisions that not every side will like but hopefully all sides will understand and commit to working together on. Those skills are learned through experience and to some degree through trial and error. That's why I listed experience with leading organizational change successfully is a key quality for this position.	Police, Policing, Seattle, Community, Officers, Experience
let go of all the pc buzzwords and choose someone with a history of accountability to all citizens, not just the homeless/drug addicts	Accountable
Forget the search and keep Carmen Best as Police Chief!	Police, Policing
Someone who has Seattle knowledge and experience will be extremely important. A Reformer, yes, but not at the expense of trying to change our emphasis of equity in Seattle.	Seattle, Knowledge, Education, Experience
Universal 100% use of dash and body cams that are available through FOI, with severe penalties when they're not activated.	
This is a wealthy city and we are short 200 law enforcement officers. Establish priorities and then go after them.	Officers
More diversity at the table is critical. More women and POC in supervisory roles would be ideal.	Diverse
Someone who believes that actual enforcement of our laws is not exclusive of being fair, just, non-biased. Someone who will not be afraid to have the tough discussions if and when needed regarding the state of affairs. Someone who aggressively seeks training for our officers and will tenaciously support their efforts to do their job.	Bias, Officers, Train, Training
avoid someone who's using Seattle as a stepping stone and will make all sorts of changes and then move on to leave the mess for others to sort out	Seattle



Put more police on the street to catch these people who steal!!	Police, Policing
it is vital to avoid corruption of any kind in our law enforcement and to include everyone in the process	
Consider the current acting police chief. She is familiar with Seattle's unique challenges and seems to be supported by the police and the community.	Police, Policing, Seattle, Community
Effective communication with the mayor as an advocate for their department.	Department
We need more policing not less in certain area (NW and Ballard in particular do not have adequate levels of police and the police that are occasionally seen here don't seem empowered to do much).	Police, Policing
track record of reducing crime	Crime
collaborative qualities	
Commitment to police safety and to those who live here.	Police, Policing
Let the police do their jobs. Politicians couldn't handle the job and it's a really hard job.	Police, Policing
The City's citizens need the drug fueled property crimes to be significantly reduced. Currently they are deemed petty but the costs of added security systems, lighting, remote access cameras, fencing, car window repair, Ubers (so your car isn't prowled when visiting downtown/Ballard), trash/human waste clean up all add up and are becoming unbearable.	Crime
Experience with hate crimes.	Crime, Experience
How would they want to be treated by police, and how can the police chief achieve help that feeling for everyone in Seattle?	Police, Policing, Seattle
Enforcing law	
I want the search committee to consider how the Police Chief understands the police state as facilitating systems of punishment and oppression. In order to end the prison industrial complex we need a leader that can ultimately disarm and decrease police power. Is the Police Chief interested in giving up power?	Police, Policing
I believe that candidates should hold cultural diversity and understand the disproportionate aspects of communities who may be underserved and be willing to collaborate with community leaders to address issues.	Candidate, Community, Diverse
Focus on qualifications, not the political view points of the candidates.	Candidate
Policy on Illegal parking...traffic blocking intersections, jaywalking, bad bike parking  Fix the City from what is now a toxic one. Policy for illegal trash that is everywhere. Make Downtown clean and disruption free of drug dealers, thugs, punks and crazies	
All of seattle not just downtown	Seattle
An outside person will bring in fresh perspective and ideas.	
Record of integrity	
Hire someone who wants to be here and lead the department instead of having other political aspirations like our last chief.	Hire, Department
I want someone competent. I don't care what sex, race, religion or sexual orientation they are. If the person can do the job -- that is all that should matter.	
The history of police and it's racist fascist roots, and to actively work to dismantle that.	Police, Policing

I urge the committee to seek a local candidate instead of launching into a giant country-wide search. This did not work before. A local candidate will be loyal to Seattle as well as interested in staying here as well as having an insight into our local issues.	Local, Candidate, Seattle
Understand that crime -- especially property crime -- is a problem in Seattle	Crime, Seattle
Hiring more police officers to patrol neighborhoods and communities	Hire, Police, Policing, Officers, Community
A commitment by the mayor and city council to ALLOCATING the resources needed to implement/execute changes or vision of the person they choose. Not promises of \$\$\$ IF the city can afford it.... example - re-allocate the cost of personnel to design, expand, and paint lanes for bicycles, and give to specific actions that are directly related to changes and promises stated in the candidate's application and interviews. Question: for sake of transparency, can this job be advertised w this caveat ... application and transcripts of interviews will be made public and online. Then citizens will know what is expected of the new chief	Candidate
Drugs are bad umkay	
We need to not treat the 911 callers as a Nuisance for reporting crimes	Crime
Diversity of communities the person has led in the past and if their tactical changes led to more/fewer deaths of citizens; mental health training; racial sensitivity training	Train, Training, Community, Officers, Diverse
Attitudes regarding race, implicit bias.	Bias
A problem solver and collaborator	
Find a police chief who cares about all citizens and who doesn't support unequal enforcement of the law. Vagrants and criminals have gotten a free ride for way too long.	Police, Policing
The police chief should have the ability to hire a significant number of new officers and train them in addressing mental health and addiction issues.	Hire, Police, Policing, Officers, Train, Training
Strong leader with clear communication skills, who understands that "diversity" has many meanings.	Diverse
No politics! Only an effective police leader.	Police, Policing
Choose a candidate that will enforce laws not bend to ridiculous directives from city officials.	Candidate
Communication ability with the taxpayers and city gov	
Ability to reduce crime.	Crime
Someone that has local experience in the Pacific Northwest, not just an impressive CV from comparable city or position.	Local, Experience
We need a police chief that will listen to the public and help get more officers in our city! He/she must be able to stand up to the mayor and city council.	Police, Policing, Officers
That all works.	
Find a Police Chief that will let Seattle Police Officers do their job.	Police, Policing, Seattle, Officers
Listen to the neighborhood	
Someone who have the character to resist political ressure to go along with flavor of the month enforcement of the law.	
This person should have experience leading a large mentropolitan American city.	Experience
I would appreciate the search committee considering diverse candidates (specifically black, latino, indigenou, middle eastern, and women).	Candidate, Diverse
The person has demonstrated LGBTQ friendly policies a priority in the past.	

Neighborhood outreach increased	
Does the candidate understand the importance of increasing awareness and implementation of effective domestic violence and sexual assault/abuse/harassment police interventions	Candidate, Police, Policing
The police chief must have the confidence, respect and trust of all officers under his/her command.	Police, Policing, Officers
A commitment to enforce the law and stop playing politics.	
I would like to see a greater focus on non-lethal methods of control. I'd like to see de-escalation as the first and second actions when dealing with a civilian. This will take a chief ready and willing to be involved in each new class being trained. She will need to back up the new values in the minds of the trainees.	De-Escalation, Officers, Train, Training
Experience and positive results in a somewhat-large and quickly growing area.	Experience
Don't make the police be mental health practitioners. Fix the underwhelming mental health and drug services.	Police, Policing
They must have a knowledge of working in a large city with major drug problems, especially since marijuana is now legal and heroine is invading the suburbs.	Knowledge, Education
Seattle is now known for non-policing & police have been directed to stand down & ignore crime for fear of conflict	Crime, Police, Policing, Seattle
Set up mobile police stations in high crime areas (ie: University District). Walk the beat, be visible, and have the ability to clean up the streets, and not feel like their hands are tied. We need TOUGH leadership.	Police, Policing, Crime
Honesty, good leadership, and clear thinking are important. But the City Council has to take off the blinkers and recognize the terrible uptick in crime, and prioritize the safety and well-being of those still paying rent in this city. Many of us are being forced to think of moving away from our city, due to a combination of exploding housing costs and an increase in crime.	Force, Crime
Ability to develop trust by each of the many divergent communities	Community
Strong leadership skills, tenacious problem solver, and an openness to innovative solutions.	
Allow them to do their jobs with oversight, but without interference. Allow them to enforce the laws.	
That the Police Chief can tell the Seattle City Council and the Mayor to go fuck themselves, that the Police Chief's mission is to enforce laws.	Police, Policing, Seattle
I think a woman, particularly a woman of color who has the respect of her team could add a valuable perspective to our local police force.	Local, Police, Policing, Force, Color
Qualified women!	
Mental health outreach and ability to work with resources for complete picture of support.	
More strategic placement of officers in areas experiencing crimes with little to no follow-up. Greater communication and responsiveness about what is being done, when, and why/why not. We in Ballard have to rely too much from word of mouth and never get anything official. It translates as if SPD doesn't care, is incompetent, is hiding information, wants to downplay the obvious severity of crimes we are personally experiencing, etc.	Crime, Officers
The new chief's approach to hiring, staffing key posts, and promotion.	Hire
we're not living in the 1950s, or even in the 1990s. Surely there are modern, progressive ways to deal with modern issues. Who does that?	

Stop with the political correctness and hire someone who sees the law in black and white. Is it illegal to smoke weed in public? Yes. Ticket. Public intoxication? Ticket. Property crime? Jail. Stop being soft on criminals.	Hire, Crime
Strongly promoting alternatives to using force, ie de-escalation techniques, Japanese policing strategies and examining progressive alternatives used in other countries.	Force, Police, Policing, De-Escalation
More walking police. No sunglasses when engaging public. And deescalation training from federal programs.	Police, Policing, Officers, Train, Training
age & dedication to Seattle - planning to stay in the position to drive culture changes and leadership for years to come vs. using us as a stepping stone	Seattle
diversity and inclusion	Diverse
Candidates who will work well with the police union, in addition to local communities	Local, Candidate, Police, Policing, Community
Find a police chief that wants to follow Rights for property owners	Police, Policing
Teaching out to minority	
experience in law enforcement	Experience
Connection to Seattle - they should have a vested interest in Seattle. Too many of Seattle's management were brought here from other areas of the country - will be here for a few years and then leave.	Seattle
This role should focus on developing leaders. Each officer should be seen and treated as a community leader. Hold them accountable to engage with their communities and to learn from others.	Accountable, Officers, Community
The questions above in this survey are very leading. I don't care about all the politics that you want to put with the new police chief. Just enforce the law so that the law abiding, tax paying people that work hard for a living can enjoy their city.	Police, Policing
What's the matter with me you don't listen to anyone you know what's best for us	
Willing to protect the integrity of the force, hold officers accountable, foster a community of teamwork that is done for the right reasons as opposed to desired objectives (i.e., the ends never justify the means).	Force, Accountable, Officers, Community
Basically, someone who serves to be an example to others.	
I want a leader who will understand the social inequities that face many of our populations in the Seattle area and for someone who is empathetic to the plights of people who have endured such experiences.	Seattle, Experience
Broken Window Theory subscriber, or not.	
I think collaborating with various organizations, non profits and the public is vital. As well as having open, clear and honest communication	
experience with community-led policing and problem-solving	Police, Policing, Community, Experience
That Carmen Best is the top candidate.	Candidate
The leader should have strong recruiting skills to attract more police applicants.	Police, Policing
Track record of leadership, credibility with current force	Force
A decade of political theater has all but destroyed SPD. It's your duty to repair the damage and pull the city out of the utter chaos it has wrought.	
Please clean up the city.	
Get out of political game playing. Cops are supposed to protect and serve.	

Finding someone who will make a concerted effort to drive down the crime rate in this city.	Crime
The use of deadly force among the records of the candidate and his/her subordinates.	Force, Candidate
I am very concerned about the volume of crime in Seattle and the city's lack of response. At times, I do not feel safe alone in my home. I do not feel that the city council takes this issue seriously, which I think is very discouraging. I hope the search committee considers that the views expressed by activists at city council meetings do not reflect the views of the average Seattle citizen.	Crime, Seattle
Track record of leadership, credibility with current force	Force
Record of reducing crime by enforcing existing laws, not advocating for new ones.	Crime
Ability to implement evidence-based practices as new research develops.	
Why can't we keep the interim chief??  Someone needs to have the guts to end the use of race related issues being used as a diversionary tactic while also enabling discussions around biases. Right now it seems to me the media is perpetuating and the department is kowtowing. The tail is wagging the dog.	Bias, Department
strong background in community engagement, organizational change, and racial bias	Bias, Community
Community inclusion commitment	Community
Ability to get trust - trust of different groups in the community, as well as officers.	Officers, Community
Diversification within the force, particularly those in upper-level positions.	Force
A leader who values collecting and using data to inform priorities and measure goals.	
Hire and/or support city employed police officers who LIVE in the city. Give additional financial assistance to help make that a reality.  Have locally based police stations where they are open and accessible to the community. Have open discussions about community safety. Have cops WALK beats. Not aggressively patrol with their bikes. They are bad bikers!! :(	Local, Hire, Police, Policing, Officers, Community
Track record with both population and previous position employees and officers	Officers
Due diligence. Anthony Batts had an employment record that should have raised concerns-but was instead hired by Baltimore, and failed spectacularly. Please look very closely at the candidates.	Candidate, Hire
Hate groups.	
Openness and accountability within the ranks	Accountable
I want a leader who will get rid of the bad officers. There can be no change until officers who consider themselves the gestapo are gone from the SPD.	Officers
Currently there are changes being considered to the inquest process for police shootings of civilians. The next chief should be someone who will support those reforms.	Police, Policing
Stop locking up kids.	
As a white woman in Seattle, my trust that officers will handle situations appropriately is at an all time low. This is mostly based on incidents involving interactions with people of color	Seattle, Color, Officers
Accomplishments, not gender, ethnicity, sexual orientation.	
Hire someone who will arrest the idiots who block 4th and Jackson.	Hire
Police are not case workers and should be allowed to police.	Police, Policing

<p>Their identity - are they representative of the dominant identity group in the U.S. (white, cisgender, heterosexual, male, etc.) or are the representative of the communities that need to be protected and better supported (POC, LGBTQ, etc.)?</p>	<p>Community</p>
<p>Ask the actual public how they think you are doing, not just your closed sound-chamber.</p>	
<p>The identities, privilege, and lived experience of candidates. The depth of their understanding of intersectional feminism.</p>	<p>Candidate, Experience</p>
<p>Dedication to the rule of law.</p>	
<p>I understand the importance of a full knowledge of law enforcement protocols and even field experience in a good chief, but in an effort to combat the behind the shield, boys club nature of police departments, I think it would be beneficial to consider an individual with more well rounded qualifications that may bring a new perspective to the Seattle PD.</p>	<p>Police, Policing, Seattle, Department, Knowledge, Education, Experience</p>
<p>Police the "little" things in order to deter the big things: e.g., no illegal homeless camps or camping tolerated, anywhere in the city, for any length of time. Yes, homeless people need help, but leaving them on the street is not "help."</p>	<p>Police, Policing</p>
<p>Has the candidate run a police department?</p>	<p>Candidate, Police, Policing, Department</p>
<p>A leader who holds the rights granted to citizens in the Constitution of the United States of America to the highest standard.</p>	
<p>Compassion</p>	
<p>Police must be efficient and equipped, but not the guardian class for the rich without regard or compassion for the rest. Do not let the City of Seattle become an urban gated community of rich, diverse, "liberal" people who are relieved because the poor, the uppity, the disempowered, the impoverished people have moved elsewhere because they can't afford to be part of the wealthy lifestyles of the high-tech rich and famous. Seattle's tradition of sin, defiance of social norms, protest, underdog-champions, loved but rarely successful sports teams, labor uprisings, flamboyant LGBTQ characters and groups, progressive values, experimentation and innovation, democratic values, rejection of right-wing extremes, and lively discussions/debates/campaigns/actions of all sorts needs to be preserved. It's a crazy mix that produces a truly wonderful place to live and work and play in -- it's at risk of losing much of that due to the influx of megabucks and people with no sense of the value of the messy, unkempt, not-too-conventional polyglot city Seattle has been.</p>	<p>Police, Policing, Seattle, Community, Diverse</p>
<p>just what I have mentioned</p>	
<p>History as a reformer leaning towards the rights of all citizens</p>	
<p>Hiring the right person may take time and please do not hire "instant leaders"</p>	<p>Hire</p>
<p>Change the way we recruit &amp; who we recruit to be on our force. Let's pay more to incentivize better educated and well rounded individuals. Or pay for a recruit to go to college!</p>	<p>Force, Knowledge, Education</p>
<p>Measurable outcomes in reducing crime.</p>	<p>Crime</p>
<p>Strong leadership qualities. New Chief must build a respectful department</p>	<p>Department</p>
<p>Put the concerns of the law abiding, tax paying community as a first priority</p>	<p>Community</p>
<p>We needed an outsider to implement the DoJ reforms. Chief O'Toole did will for us. But now -- I think -- we need an insider. I like Chief Best.</p>	

<p>I am a Department insider and also a born and raised Seattleite, so I am hoping you will consider my opinion from behind the scenes.</p> <p>I have worked at SPD for 20 years on the same floor as the Chief of Police. I have worked with eight different Chiefs, and I know their personalities and leadership styles. Just so you understand my point of view, I am a woman, a civilian employee, a progressive voter and pro police reform. I have a behind the scenes job, so I'm not expecting my job to change one way or another with the change in leadership. I have nothing to personally gain or lose.</p> <p>Please consider this the perspective of a fly on the wall of the 8th floor of police headquarters who has been observing it all for the last two decades:</p> <p>There have been times when outside leadership was the perfect decision. For example, the Department felt very stable under Kerlikowske's leadership and he was committed to serving for nearly 9 years. But in the years since he's left, we've had rapid turnover - Diaz &gt; Pugel &gt; Bailey &gt; O'Toole. Each were so different and had such distinct styles and areas of focus that it almost felt like whiplash. It has been increasingly hard to actually get things done in the last few years under a constant cycle of leadership. The entire department is, in my opinion, exhausted from all the changes in leadership at the highest level, and on command staff.</p> <p>To me, I think the two real considerations are steadiness and community building. O'Toole was good as a changemaker, but I never felt like she truly understood the nature and rhythm of this city. There was a lot of application of East Coast leadership concepts which just didn't fit very well here.</p> <p>That said, she accomplished a lot of things that were hard calls, and it feels like we are on the cusp of some real meaningful changes. We are also in a unique moment where we have a lot of newer, younger officers on deck, so it's a great opportunity to do the hardest thing - undertake a true culture change within the Department.</p> <p>If we pick another new outside Chief, I really fear that we will lose some of the momentum we have right now - because I've seen it happen too many times. It will set us back at least a year. We need someone who knows both the Department AND the city inside and out so they can hit the ground running.</p> <p>I've known Chief Best since she was a Sergeant. She's the real deal; a very decent person, not a ladder climber - she has actually done the work at each step - and she has decades of genuine and long-standing rapport built up with the community. Even people I know who absolutely HATE all police, like her. That's saying something.</p> <p>She also understands the complexity of the issues (and also knows the *ahem* people) that are actually behind halting progress in the Department. That's a learning curve for an outsider that I really don't want to have to go through all over again as people jockey for power positions.</p> <p>Sometimes an outside perspective is exactly what you need. But right now, it's truly the last thing we need. We have no dearth of good ideas or understanding of what we need to do to accomplish our goals. That isn't the problem. We just need the steady leadership of someone who knows the city, knows the department and who can build bridges. To me, this one seems like a no brainer.</p>	<p>Police, Policing, Color, Department, Officers, Community</p>
<p>The chief should be well educated in a broad sense and be able to communicate effectively with the diverse range of citizens in Seattle.</p>	<p>Seattle, Knowledge, Education, Diverse</p>
<p>you are not hiring a baby sitter you are hiring a law enforcement leader</p>	<p>Hire</p>
<p>Leadership focus on continuing education for officers and staff</p>	<p>Knowledge, Education, Officers</p>
<p>Someone in the city may be just as good as someone from outside.</p>	
<p>Holding officers accountable for bad behavior; de-escalation; cross cultural sensitivity; sensitivity in general</p>	<p>Accountable, De-Escalation, Officers</p>
<p>Familiarity with Seattle's different community groups and neighborhoods. It takes a long time to learn how to police in a new city and we can't afford to start all over again with an outside hire. SPD needs more stability. Captains and everyone under them bounces around constantly and it becomes very challenging for residents to build relationships with police in their precinct.</p>	<p>Hire, Seattle, Police, Policing, Community</p>
<p>Ability to do job in face of political pressure</p>	
<p>We need ethnic, racial and gender diversity in the applicant pool.</p>	<p>Diverse</p>
<p>Honest, kind and a real person who will care for the people of our city. Keeping the TAXPAYERS safe before all others.</p>	

Someone who is committed to staying in Seattle so we don't have to keep going through this. Ideally I'd like the Chief would live in the city. I want an equal opportunity for the interim Chief to be considered even if promoting from within hasn't worked well in the past. I want another Chief O'Toole!	Seattle
A person who can get along with the various communities in the Seattle area & have an open and honest staff to help attain this.	Seattle, Community
Someone who actually supports the police officers that this city council hates. Mayor Durkin is so much like Mayor Murray. His/hers willingness to obey the laws on the books and to work with ALL law enforcement agencies. If you don't like the law - then change the law.	Police, Policing, Officers
Gender, sexuality, race diversity	Diverse
A focus on the actual job of the police. This is not a feel good club. They have to deal with the riff-raff every day. Some on the City Council need to back off on their vile attacks on Seattle's finest. Let's see how they handle a mentally ill person coming at them in a confined space with a large knife. Again, let's get real.	Police, Policing, Seattle
That not talked about much there appears to be a very anti genetic culture in Seattle that I and others have felt the hostile energy.	Seattle
Demonstration of personal commitment to equity, racial justice and anti-oppression.	
A little less emphasis on the identity politics evident in this survey - I am a passionate believer in police truly "serving and protecting" the entire community - but I'd like to see more emphasis on experience in leading positive police interactions with the whole community. Your question about my gender preference makes me wonder about your priorities.	Police, Policing, Community, Experience
Why the questions about race, gender gay lesbian, bisexual queer transgender have to do with this we all deserve to be safe from criminals regardless of their race ethnicity, gay, lesbian, bisexual, queer, transgender or another differences.	
Diversity of race and gender	Diverse
Understanding of the needs of our minority communities.	Community
Experience, and the ability to tolerate the anti-police crowd while ignoring their demands that make it easier for criminals to evade punishment.	Police, Policing, Experience
Please consider the candidate plan to connect with the community especially the youth in Seattle. Also the candidates plan to restore trust in the department and repair the civic damage that has been done by the department.	Candidate, Seattle, Department, Community
Ability to negotiate with the union, to drive reforms and increase the number of officers	Officers
That the chief of police will also go out into the community and get to know the people in different neighborhoods. Listen to all groups of people in many diverse neighborhoods. He should be a good listener.	Police, Policing, Community, Diverse
Compassion	
Record of officer and demonstration of accountability of officers for questionable actions in the community and with arrests; willingness to listen to community feedback and concerns.	Accountable, Officers, Community



<p>WHAT SAD!!!!!!!!!! I came in SEATTLE in 2002 and there were many change at the POLICE at the CITY HALL MAYOR, but the situation is the same DISGUSTING as 15 years ago . Please, go out on the streets in DOWNTOWN and see what is happening on PIKE Street and 3 rd Ave at the Bus Stop. Who are the individuals that are present there everyday ? Why they are there ? Who are these individuals ? Where they are working ? Where they are students ? Why they are there all the time and ignore the PUBLIC THE POLICE THE PASSENGERS THE LAW and THE ORDER? The SIDEWALK is to walk not to be blocked by these MONSTERS.</p>	<p>Police, Policing, Seattle</p>
<p>See above comments.</p>	
<p>finding a leader who understands the needs and concerns of a diverse community</p>	<p>Community, Diverse</p>
<p>Reputation for integrity</p>	
<p>Public and occupational charisma. Hate to apply TV Rules, but the new Chief should be an inspiring presence to City and Force alike.</p>	<p>Force</p>
<p>If there are bad apples, as there are in any group of people, get rid of them right away. But don't bring down morale and have officers look the other way because their good name is tarnished.</p>	<p>Officers</p>
<p>Someone with strong principles that will keep the force on track, honest, and be able to fight with city hall for what's right.</p>	<p>Force</p>
<p>I want to consider how the police department can change from within</p>	<p>Police, Policing, Department</p>
<p>Consider how exactly this person has handled high-profile officer-involved shootings. One should consider whether communities of color would support the candidate.</p>	<p>Candidate, Color, Officers, Community</p>
<p>Someone is creative in the way they do things in everyday life and policing.</p>	<p>Police, Policing</p>
<p>Strong enough to make any necessary changes in the department culture for creating a strong working environment</p>	<p>Department</p>
<p>Carmen Best!</p>	
<p>Experience of the new leader and how well they understand, measure to the culture of Seattle.</p>	<p>Seattle, Experience</p>
<p>Experience dealing with homelessness and homelessness associated crimes. Most of the unhoused people here are good people that need help. But some of them are dangerous criminals. When police confront them, anti police crazies accuse them of harassment or bigotry. Getting criminal homeless off the street is good for everyone including the homeless population.</p>	<p>Police, Policing, Crime, Experience</p>
<p>A person who understands that the police in this country are civilians, not military or para-military forces. Following through on that, one who understands and reiterates to her/his officers that while they are at risk and we can do a lot to reduce that risk, police risk is part of the job and an officer is one who has to be willing to risk her/his own life or safety to protect citizens - even when they are behaving badly.</p>	<p>Force, Police, Policing, Officers</p>
<p>Actions speak louder than words, track record and staying power!!!</p>	
<p>Look for somebody who is no-nonsense and guided by common sense.</p>	
<p>It is important to consider the background of the new chief. What various under-represented identities do they represent?</p>	
<p>I want the search committee to focus on getting results, and not just the candidate's skin color or gender.</p>	<p>Candidate, Color</p>
<p>Reach out to the City of Dallas to where their search for a new chief included more than 55 community and business leaders participating in panel interviews of the top seven candidates, a process described as diverse, inclusive and participatory.</p>	<p>Candidate, Community, Diverse</p>

Depth of understanding where this city is in the process of improving the department as one that promotes and enables safety for all of us. One who embraces, and has proposals that make sense, changes that are appropriate.	Department
Seattle's property crime rate is one of the very worst among large cities in the USA. I want our next police chief to sharply reduce our high property crime rate. I am repeating the same thing four times because I believe it is very important, and we need results, not more Seattle Process.	Crime, Police, Policing, Seattle
Why is this survey only available in English? How is this search process building trust with communities of color if the process is inaccessible to them?	Color, Community
Non partisan. Leave the progressive/liberal agenda at home.	
History of leading organizational change	
Ability of Chief to keep a real open door policy between him/her and rank and file. Stand firm and not be cowed by city council or mayor	
The successful candidate must be prepared to tangle with, and deal with, the Police Union.	Candidate, Police, Policing
Someone adept at helping communities, someone who can admit mistakes and train staff to treat everyone equitably.	Train, Training, Officers, Community
Unbiased politics.	
Seattle Police Department is currently operating within a culture of secrecy and opaqueness. Command staff tend to show favoritism to certain officers, considering their 'friends' for promotion rather than the best person for the job. A person not associated in any way to the current department, to start fresh, would be beneficial.	Police, Policing, Seattle, Department, Officers
Training to help officers identify the needs and services to assist the homeless, mentally challenged and seniors	Officers, Train, Training
Other than someone who is qualified, what else is there?	
Leadership Abilities	
Safer streets for everybody. Traffic/Crime/Troubled people	Crime
The ethnic makeup of the city in choosing a leader. The department should reflect the cities population and the cultures of that population.	Department
Find a candidate that fits the qualities of a quality, honest, and trustworthy human being. COMPASSION AND EMPATHY IS A MUST.	Candidate
The value of a very diverse pool of candidates and of selecting a candidate of color should the right person arise.	Candidate, Color, Diverse
Someone who grew up in this area and is in touch with the community.	Community
how much experience they have with different cultures. What are their beliefs on police accountability	Police, Policing, Accountable, Experience
Experience and success with fostering positive police/community relations.	Police, Policing, Community, Experience
Hire a person who personally reflects diversity.	Hire, Diverse
Ethnicity/Race of the applicant. Let's go for including more diversity in the police force and its leadership.	Force, Police, Policing, Diverse
A person of color would be a nice consideration.	Color
Carmen Best	
Native American to lead the way	
Police chief should be a woman of color.	Police, Policing, Color

Candidate with personal or professional record with underrepresented groups	Candidate
Fairness; honesty; understanding of community needs	Community
I would like to see the purse strings in the hands of the public, so officers know who they work for, and respect the public accordingly. The public should be able to vote on police performance (a steam valve) and affect salaries, even if a nominal amount. At the same time, increase risk pay for officers commensurate with national stats, as a deterrent for a frustrated public wanting to harm police.	Police, Policing, Officers
This person should not be white and/or preferably should be an immigrant or child of immigrants.	
Get officers out of their cars more and into the communities, where they can come to know residents as people, not just case numbers	Officers, Community
How well do they know our community and not bring a team from elsewhere.	Community
familiarity with the City of Seattle and its issues	Seattle
Someone very committed to the city of Seattle itself. Someone who is going to be here for a while.	Seattle
It should go without saying that a chief with underrepresented identities would be ideal.	
record on race relations	
Get someone who will reduce crime, and make it safe for the average person to walk down the street. For example - High priority to clean up Third Avenue.	Crime
Hire a person of color	Hire, Color
Ability to work to empower, as opposed to disenfranchise, people on the margins, including the homeless, mentally ill, and people of color.	Color
Someone who has shown commitment to practicing a more restorative justice approach to policing	Police, Policing
Must have a Masters Degree	
Record of "walking the walk" through understanding of racial equity and implementing progressive actions.	
That "transgender" isn't a sexuality and shouldn't be included in "Are you Gay, Lesbian, Bisexual, Queer, Transgender and/or Questioning?" Y'all are not giving me hope, here.  Female/male also aren't genders, they're sexes, and "transgender" isn't some third "other" option.	
Experience in another big city department.	Department, Experience
Creativity in policing in the 21st century - what is this, how does it leverage technology while bringing the community and police closer together.	Police, Policing, Community
We need the leader to be a person of color	Color
Report out on process and leave space for community voice and stewardship	Community
Commitment to Seattle	Seattle
Background check on the officers to see if they've been involved in or participated in situations of abuse themselves, even if it resulted in their being found innocent of the charge	Officers
Communication skills	

<p>Experience with traffic control in the City Center...</p> <p>For example, putting an officer (with a whistle &amp; white gloves) in the major intersections to help clear the congestion and ticket those who turn when there is a "NO TURN" sign is posted because that in itself backs up traffic for blocks !!</p>	<p>Officers, Experience</p>
<p>After an outsider did a fine job of "shaking things up," it is time for an insider.</p>	
<p>Prioritizing firsthand experience working within communities of color over more traditional forms of experience</p>	<p>Community, Color, Experience</p>
<p>Good leadership quality; not personality or ethnicity.</p>	
<p>All the qualities above are important.</p>	
<p>Commitment to safety of officers as well as public</p>	<p>Officers</p>
<p>Strong consideration of local candidates.</p>	<p>Local, Candidate</p>
<p>Mandatory reading throughout rank and file but especially the Executive Leadership Team:</p> <p>"The New Jim Crow" by Michelle Alexander</p> <p>"Breaking Rank" by Norm Stamper</p> <p>"1984" by George Orwell</p>	
<p>I cannot answer the detailed questions put forth but I'd like to express one thing. Take another look @ the candidate from Arizona who was a candidate when Kathleen O'toole was chosen. He seemed to have the ability &amp; willingness even then as a candidate to connect with the community &amp; the men who'd be working under him. women's intuition if you will.</p>	<p>Candidate, Community</p>
<p>ability to recruit diverse police officers and provide them a respectful and supportive work place</p>	<p>Police, Policing, Officers, Diverse</p>
<p>I want them to focus on creating a police force that serves community-led priorities instead of maintaining a militarized view of policing.</p>	<p>Force, Police, Policing, Community</p>
<p>How to work with (Not harm) mentally ill people and people experiencing homelessness</p>	
<p>Dramatic redistribution of resources as an actual, in good faith solution to community safety.</p>	<p>Community</p>
<p>We've had a disproportionately high number of police chiefs who are heteronormative white anglosaxon males. Perhaps now is an opportunity for something new.</p>	<p>Police, Policing</p>
<p>Honesty. Ethics. Morality. Leadership. NO REPUBLICANS. NO RACISTS.</p>	
<p>Does this person have a demonstrated willingness to fire bad cops?</p>	
<p>We need someone with strong integrity for this position.</p>	
<p>I would like someone to come in and commit to more than a few years, someone who is not trying to make a name for themselves - who actually wants to be the Chief of Seattle PD.</p>	<p>Seattle</p>
<p>The real life ugly realities of police work, that members of all Seattle's communities are victimized by crime.</p>	<p>Crime, Police, Policing, Seattle, Community</p>
<p>Needs to understand data led decision making. Is open to continual education, acquisition and training/use of the best data gathering the predictive technology available. Is committed to protecting marginalized communities, specifically building a trust relationship with undocumented immigrants.</p>	<p>Officers, Train, Training, Knowledge, Education, Community</p>

Consider possibly retaining the interim chief and use her strengths along the experiences of Ms Durkan ( who I believe) use to be an officer.	Officers, Experience
Racial and gender parity - break the traditional police chief mold!	Police, Policing
Addressing implicit bias	Bias
Chief's commitment to innovation.	
A progressive, effective white man is better than a ineffective woman or POC to lead our department and city to a healthier future. Consider hiring from within the department. Outsiders aren't always better.	Hire, Color, Department
Understanding of communities enough to utilize them in transformative policing.	Police, Policing, Community
It's important to hire locally if possible.	Local, Hire
Businesses and resident feel threatened by crime and have given up reporting them. My neighborhood feels unsafe due to the increase in crime. We can do something about this whole regaining trust in marginalized communities. It doesn't need to be an either/or proposition.	Crime, Community
Finding an applicant that contains the values necessary for such a political position. Someone with integrity and will hold the department accountable. Someone able to make relationships with the community. Someone who will support their police officer's even in the face of political and media pressure.	Accountable, Police, Policing, Department, Officers, Community
we had a police chief Norm Stamper during the WTO '99 "riots"/demonstrations. Since retirement he has reformed many of his ideas, and decided many of his actions were wrong. Find a post-retirement Stamper, not a pre-retirement Stamper.	Police, Policing
Whether the candidate is self-aware and willing to listen to new ideas of doing things.	Candidate
This is an opportunity to do something new, to really change and transform (for the better) this valuable public service. Obviously SPD & the City has non-discrimination hiring policies; but dig deep to consider the strengths that people of color, women, or LGBTQ candidates would bring to this role that would be the change and pathway that we're desperate for in this city.	Candidate, Hire, Color
Someone who is committed to protecting Law abiding citizen's from crime.	Crime
Strong commitment to implementing de-escalation strategies, supporting survivors of gender based violence, care in working with the immigrant community, and ending racial bias and profiling.	Bias, De-Escalation, Community
I would like them to prioritize hiring a person of color	Hire, Color
I dont know	
The way the police address the youth	Police, Policing
Need strong social justice understanding and re-write the police training which it is so lack for the police to understand the diversity and they should consistence take some kind of social justice like monthly to keep up with the society.	Police, Policing, Train, Training, Officers, Diverse
n/a	
I'd like the search committee to strongly consider the candidates' history in dealing with police violence.	Candidate, Police, Policing
Strong individual to lead and command the respect of the force and who will inspire confidence.	Force
The search committee should consider the candidate's familiarity with Seattle, its neighborhoods, people and demographics.	Candidate, Seattle

A track record of getting things done	
History of specifically reducing racist police brutality.	Police, Policing
Military experience. Choose a minority.	Experience
Familiarity with the research and recommendations of former President Obama’s White House Task Force on 21st Century Policing Campaign Zero, the ten-point policy plan for police reform.	Force, Police, Policing
Ability to lead reasonably and without internal friction.	Officers
Ability to gain and hold the trust of rank-and-file patrolmen and officers.	
Someone who has worked with diverse communities	Community, Diverse
Whether the individual will be trusted and have credibility with both officers and the general public.	Officers
Whoever is tasked with this job must have the awareness and perspective to create multifaceted solutions that value ALL life equally.	
experience	
Women make better leaders	
Find the person that embodies/personifies who we are in Seattle. Make sure they will advocate for what's best for Seattle and the people that live here. We are unique. No other city has the make up, talent/excellence, innovative good-spirited, progressive and inclusive nature of the people of Seattle. We need a police leader to match.	Police, Policing, Seattle
Would love to see a woman of color leading our police department	Police, Policing, Department, Color
It's important to recruit a diverse police force.	Force, Police, Policing, Diverse
The SPD need mental health evaluations that recognize racist, sexist, homophobic discriminators. Police should be mentors to Seattle's youth. Seattle's minorities should not fear their lives will be ended senselessly by SPD.	Police, Policing, Seattle
The new chief should have a history of employee advocacy, have a history of promoting community engagement and a history of winning community trust through public relations programs.	Community
A record of success in negotiating with Police Unions to effectively hold officers accountable for bias and misconduct.	Accountable, Police, Policing, Bias, Officers
Consider please people who know the past and truly reach out to the people. Not just one level but all levels of knowing the differences in our communities and what pulls us together.	Community
How do you find someone who will really make positive change and not just protect the blue wall?	
How meaningful it would be for Seattle to lead the way with a police chief who does not criminalize or demonize movements like Black Lives Matter, but seeks to understand; how meaningful it would be to search deep in underrepresented communities to find the best fit professionally.	Police, Policing, Seattle, Community
Ability to collaborate and work across different teams.	
Perhaps someone with a knowledge of ethics would be useful in helping reform the department.	Department, Knowledge, Education
New chief should support undocumented people and refuse deportation orders. They should also favor decriminalizing drugs and maintaining a hands off approach to small level drug dealing and using, and instead focus on violent crime.	Crime

Please consider experience in police organizations which have undergone successful reform	Police, Policing, Experience
Individuals that have lived in our community or have lived in more diverse communities. Transparency record.	Community, Diverse
How to crack down on Seattle's drug consumption.	Seattle
Past experience with safe protest and political movement management	Experience
The experience & commitment that interim Chief Best has.  She's the person best suited for this city!	Experience
What they hope to focus on in their first 100 days.	
I would like to see a person of color as SPD chief	Color
Nominating candidates of diverse racial and ethnic backgrounds.	Candidate, Diverse
Would like to see someone who is familiar with Seattle and all the changes it has been through lately. I prefer an internal candidate, and after multiple community meetings and events over the past several years, I think extremely highly of the work Carmen Best does.	Candidate, Seattle, Community
Carmen Best should be disqualified from consideration given that under her watch the officer who killed Charleena Lyles was only given a 2 day suspension.	Officers
Woman. Of color. Veteran. Queer. Anyone but white. Yes, I am white. Reflect all our people.	Color
Look for candidates who are not white men.	Candidate
Demonstrated changes made in other organizations and strength and confidence to conduct change in Seattle.	Seattle
Everyone but white men.  Everyone. Black women. Trans men. Disabled people.  Everyone.	
Promoting a safer environment for everyone	
I think they should ponder the "bad apple" or "bad basket" metaphor. I think that if anyone's opinion aligns with the "they were just a couple bad apples" they should seriously reconsider. "a couple bad apples makes the whole basket rotten." No cop should ever be above the law or outside the law. Police officers are just citizens in a fancy uniform with some weapons, and they are especially not granted a license to kill. I want a complete rejection of the 'thin blue line' mindset because it creates an 'us vs them' or a 'hero cops just trying to get the bad evil thugs' mentality that is extremely dangerous.  Whoever the Chief is, they need to understand that indicting a cop for a crime is actually GOOD PR. It shows accountability and that they do not tolerate officers committing crimes.	Accountable, Police, Policing, Crime, Officers
Restorative justice is the equitable way forward.	
Oyster crackers for the chili.	
If they're part of a "boys club" & a hefty mental evaluation to see how they view people and minorities	
Consider hiring someone who is going to hold high standards, i.e. maintain Seattle as a sanctuary city, not cooperating with the rogue ICE, maintaining equity when engaging with citizens of different backgrounds.	Hire, Seattle
race. the optics of the choice will be judged by many communities	Community

consider a nonwhite candidate above a white one if you want an authentic voice and a real drive against racism	
We need someone willing to take departmental action against the fascist practices of our Federal Government right now.	
Someone who is responsive to feedback and wants to collaborate with others.	
I would love to see a female (and other minorities) Chief of Police. Diversity is important because multiple viewpoints can be brought to the table. If the Chief of Police was female, queer and/or a POC, I think that would demonstrate to people looking to become officers that they are welcome, no matter what their background is.	Police, Policing, Officers, Diverse
We want to be proud of our PD!!  We really do! I was born and raised here, and it is MY city. I think the PD should emulate the people in it, or most of us. Respect for each other, looking out for each other, but also trusting each other. I feel safe here, I always have. I trust my fellow Seattleites. I think SPD can trust us also.	
Ability to do community policing. Recognize police work is too militaristic, fascist, authoritarian. Bring police into a new paradigm where they collaborate, and enhance peace not destroy it.	Police, Policing, Community
that enough officers have lied and demonstrated their untrustworthiness that any investigation should be neutral and impartial and fully transparent.	Officers
Someone who listens to the public.	
Your real constituents are the hard-working, tax paying homeowners and citizens who live here. Do your job and enforce the laws, and don't turn a blind eye to bad behavior.	
I'd love to see a candidate who sees the police as a part of the community instead of fighting against the community.	Candidate, Police, Policing, Community
Racial and gender analysis of committee members screening and interviewing candidates.	Candidate
I think it's important to have a woman and/or person of color leading the department.	Department, Color
Does the candidate demonstrate a deep understanding of the institutional racism that is woven into the fabric of policing and society in general? Do they demonstrate a true commitment to equity and justice and a personally felt sadness and responsibility to address the terror and oppression experienced by black and brown people in greater society and by police especially? Also an awareness of the need for services for troubled youth. Investing in the research on ACE scores and how they impact child behavior and toxic stress.	Candidate, Police, Policing
I think the demographic profile of the police chief is important. A person of color and or a female police chief would be nice to see. I also favor a police chief who is familiar with Seattle and our communities.	Police, Policing, Seattle, Color, Community
The huge disparity of wealth and therefore the huge disparity in justice regarding ethnic groups in this city.	
Past experiences with difficult situations	Experience
Former department's record with regard to policing communities of color.	Police, Policing, Department, Color, Community
Understand the motivation of the candidate and why that person is seeking that position.	Candidate
Have enough experience to make an excellent decision.	Experience
Family/relationships of candidate.	Candidate



That they have experience leading in the face of hostile city government	Experience
Better gun control	
A strong stance on the homeless. I've worked those food lines, volunteered in shelters and those homeless are quite different than the homeless you see living under the freeway, doing Drugs, etc. I am all for helping people but to an extent.	
A strong stance on the homeless. I've worked those food lines, volunteered in shelters and those homeless are quite different than the homeless you see living under the freeway, doing Drugs, etc. I am all for helping people but to an extent.	
Someone local is needed. We need someone from Seattle who understands and respects the culture. Promote from within.	Local, Seattle
Be open to anyone being chief, don't pull any thinks like it needs to be a minority. In the words of Martin Luther king " I hope that one day my children are judged not by the color of skin but by the content of their character."	Color
Someone who has experience implementing multiracial, equitable hiring. Someone who supports restorative justice.	Hire, Experience
Experience and affordability.	Experience
Just... I don't know anything about police hiring. I don't know what an ideal police officer looks like. Maybe... just... I don't know... make a robot.  Robots are inherently moral. They could, if programmed properly, always make the more-moral decision when faced with emergency. I'm not even joking.	Hire, Police, Policing, Officers
Does the person have a personal connection to Seattle?	Seattle
Approachability, Kindness, Empathy - things that will make our police department more trustworthy while allowing the community to feel comfortable approaching them always (not just always when in need)	Police, Policing, Department, Community
There's needs to be a chief that understands being a minority.	
Implicit bias	Bias
Support for I-940	
Prioritize a person of color to lead a police culture transformation	Police, Policing, Color
disarming the police	Police, Policing
Integrity!!! Ability to lead a large department.	Department
History of combatting gender based crimes	Crime
Years of experience, track record in actions versus words, and thoughtfulness when considering equity	Experience
Non-law enforcement career candidates. Consider candidates with community wide and systemic perspectives to solve root problems leading to crime. Law enforcement and prosecution in isolation do not help Seattle.	Crime, Candidate, Seattle, Community
The search committee should look for candidates who have a record of reigning in the unions that represent police officers -- to prevent continued problems with police violence and use of force that are covered up by the union, and to end other abuses such the police overtime debacle, lack of transparency, and de-policing which occurs every time the union does not get its way. The committee should also consider a candidate who has experience reducing property crime at the granular level -- the citizenry is being nickled and dimed to death by this nonsense.	Officers, Candidate, Police, Policing, Experience, Force, Crime

How about finding the best candidate available regardless of race, sexual orientation etc? Politicians and special interest groups have completely tainted the process of finding a candidate based on merit. How about we get back to basics and select a Chief that can lead?	Candidate
the fact that our interim chief may be the right candidate	Candidate
I want to know what the potential leader has studied in school--did they learn about building communities or military tactics? If the leader didn't go to college, what topics to they seek out to educate themselves and how? Are they the kind of person who likes to learn from their own mistakes?	Knowledge, Education, Community
Not just hiring another career cop who promises to reform but wont follow through Listen to people who talk about police & prison abolition instead of just brushing them off	Hire, Police, Policing
determination to fulfill his duty	
ACAB	
Flexibility, ability to adapt to new challenges and priorities.	
I ask them to considered their positionality, their role as benefactors of an immunity to state violence and historically selective protection. There is a disconnect between how the historic/reformed SPD understands its role in Seattle, and what the people of Seattle expect and desire from police. Ideally a committee would see themselves in service of civilians first and the SPD prefigured agenda second.	Police, Policing, Seattle
Consider the individual's experience with diverse communities and commitment to equity.	Diverse, Community, Experience
Leadership by action - Honesty - integrity- guts to stand up to the union especially when they protect dishonest and cowardly officers.	Officers
In what ways can they better relationships with youth in south Seattle	Seattle
The Chief needs to build up the most professional, ethical police department possible. The committee needs to understand that they shouldn't be looking for someone who will satiate or fulfill their own political desires or aspirations for their particular special interest group, they need to pick a Chief who first and foremost, has the city's public safety as their number one agenda item.	Police, Policing, Department
Someone who is not afraid to make change, ask hard questions, and be thoughtful before answering questions. Someone that has the backbone to speak back to SPOG when they've gone off the rails.	
Non-law enforcement career candidates. Consider candidates with community wide and systemic perspectives to solve root problems leading to crime. Law enforcement and prosecution in isolation do not help Seattle.	Crime, Candidate, Seattle, Community
Nobody should be afraid to report a crime, be they an immigrant, a POC, a sex worker, etc. Regarding sex work specifically, I hate when we do things to feel like we are helping a problem when in actuality we are making the problem worse, so we can feel like "good" people or to make constituents happy. End Demand harms sex workers, both consensual as well as trafficked. I met a sex worker once who wanted out of the job, but had to keep doing it because of their related arrest record. Stigma is their "trafficker". Amnesty International advises that full decriminalization is what keeps people safest. Please find a police chief that will focus on what keeps people safest, which is full decriminalization, and not just do what seems politically popular so you look like you are addressing problems instead of actually doing so.	Police, Policing, Crime

Non-law enforcement career candidates. Consider candidates with community wide and systemic perspectives to solve root problems leading to crime. Law enforcement and prosecution in isolation do not help Seattle.	Crime, Candidate, Seattle, Community
POC.	
Prioritization of crimes against people instead of property crimes or drug crimes.	Crime
Women, people of color, and transgender candidates.	Candidate, Color
Hiring someone who is not Caucasian. Hiring someone who is not a man. Priorities in that order.	Hire
Is there a broad cross representation on the search committee?	
Consider candidates with non-traditional backgrounds from communities of color.	Candidate, Color, Community
Not selecting a chief based on their gender or sexual preference but rather a solid track record, but in academics and as an officer leader.	Officers
Is there a broad cross representation on the search committee?	
Select someone who the African American community will trust like Carmen Best	Community
Ceasing the sweeping and destruction of homeless encampments.	
How crime has decreased under the applicant's leadership.	Crime
It's racist policies, body cameras - officer accountability	Accountable, Officers
Progressive can still be aggressive. And, a heart can still be smart. Be prepared to hire new officers and update the stations where necessary. Don't make this a PR campaign. Provide this awesome person with what they need to do a great job!	Hire, Officers
I want the search committee to consider women and minorities in this role. I don't want them to discriminate, but maybe try harder, look harder, think broader, interview more and many people...nationally.	
<p>1. The department, though maybe not acknowledged by some who create the public's perspective of the department, has not been led or managed well these past several years. This has introduced an organizational culture that could ferment problems over time if not addressed and corrected.</p> <p>2. Seek applicants who will embrace the positive contributions of the settlement agreement process, work to tailor those positive changes to better fit the needs of Seattle, and be truly committed to developing the department as a learning organization that continually critiques itself.</p> <p>3. Avoid applicants who are bombastic blowhards; seek applicants who are steady, ethical, knowledgeable about policing and leadership, compassionate, empathetic, and demanding of excellent performance in addressing crime, the fear of crime, and disorder while concomitantly protecting the constitutional, human, and civil rights of everyone. Obviously not mutually exclusive approaches to true community safety and well-being.</p> <p>4. Discourage posers from being attracted to the position of chief; encourage ethical servant-leaders (see Robert Greenleaf Center).</p>	Department, Knowledge, Education, Police, Policing, Seattle, Community, Crime
Crime, especially property crime, is becoming unbearable in Seattle.	Crime, Seattle
I hope the committee seeks out a leader who is invested in community-driven restorative justice.	Community
Keep Carmen Best please	
Someone who prioritizes training in socio-cultural issues, abuse/DV, cultural competency, and limiting the use of force.	Force, Officers, Train, Training

Someone who personally lives their values as well as professionally demonstrates success	
Track record of designing and implementing positive changes in their past police jobs.	Police, Policing
Actual evidence that the candidate has experienced these issues firsthand and doesn't see their job as a "fight against crime" but rather as a community tool to be used ONLY for the defense of the general populace, not for enforcing laws that only help the rich, white, and straight.	Candidate, Crime, Community
Giving the chief the resources needed to staff the force properly, and not in fear of callous city council members.	Force
Knowledge of Seattle history and commitment to this community.	Seattle, Knowledge, Education, Community
Someone that knows the communities	Community
The opinion of some advocate groups and general public are vastly different. I hope the search committee is able to seek and see thru the vast public opinion, instead of clouded the judgement by a few advocate groups that has connection to a few city council members.	
Adherence to fairness and equality. No internal cronyism.	
Ability to navigate difficult bureaucracies and political minefields.	
An understanding of sociology and psychology so that both the micro issue of mental and behavioral health in our community is addressed, but also the larger social consciousness affecting progress or conversation about these populations from a social group dynamic standpoint.	Community
Please consider all races and genders. Personally, I really like seeing women in these offices right now because I think gender diversity is important in all fields, especially policing.	Police, Policing, Officers, Diverse
Ability to understand and use social media	
Someone who has experienced living in an over-policed community	Police, Policing, Community
A leader that will focus on the positives our officers do, and not the negatives. Someone that will allow officers to be more proactive and work with officers and community before problems arise. Pay less attention to people like Michael Bennett and Doug Baldwin. Enc BLM to be a part of the solution and NOT the problem. Someone that has strong skills in working with public schools.	Officers, Community
be mindful of who you choose to "protect" us-- colored folk keep being shot	Color
Inclusion of all peoples of Seattle. Highlighting the historical trauma and institutional racism that affects many people.	Seattle
Youth advocacy instead of criminalization.	
I would like to see more officers of color in the force.	Force, Color, Officers
Should already be in the department if possible. Local police better understand local issues. Also it is good for moral as officers understand they could reach the top in their field.	Local, Police, Policing, Department, Officers
I would like to see the leader of the SPD be a person who is NOT inclined to militarize the police	Police, Policing
Changing the history of violence toward peaceful protestors and non-white individuals that plagues Seattle.	Seattle
Specific targets to make police accountable to the communities they police. Also, quit arming police like they are in combat zones.	Police, Policing, Accountable, Community

Someone who will mandate de-escalation trainings. Someone who will work with our local indigenous to maintain a database of murdered and missing women. A person who is going to stop protecting hate groups like Patriot Prayer and Hammerskins and protecting those of us who have had to face riot police and pepper spray to stand against hate.	Local, Police, Policing, De-Escalation, Officers, Train, Training
Eschew the Pressure to Hire an Outsider An Officer With Experience Employing De-escalation A Spiritual Leader, Not a Vainglorious Politician	Hire, De-Escalation, Officers, Experience
Lip service to racial justice is not enough. The chief must have demonstrated experience working to positive ends in communities of color, and ideally will be a person of color.	Community, Color, Experience
A new contract for our police department, funding for needed equipment and precincts.	Police, Policing, Department
Experience and record as a police officer	Police, Policing, Officers, Experience
Pay police officers fairly.	Police, Policing, Officers
Selecting an action oriented leader instead of a politically focused manager.	
Internal applicants	
How the candidate has addressed the issues surrounding homelessness in their previous position.	Candidate
Ability to build trust and confidence with Seattle communities	Seattle, Community
Existing personnel. I, myself, would love to see Interim Chief Best promoted to Chief. I feel that we do not need to look any farther than our own City.	
Working within a limited budget, reducing the number of guns police have access and freedom to use.	Police, Policing
Someone who doesn't play politics and stands up to the city council. If the council doesn't like existing laws, they are able to change them. Stop having different rules for differt people!	
How can you help homeless folks in a humane and compassionate way, instead of the current dehumanizing and destructive practices?	
Keep the search within the department.	Department
That Seattle doesn't belong to those who want to bankroll the city and all residents should be treated with respect.	Seattle
The candidate's background. Does s/he have a history of aggression?	Candidate
Integrity and record and commitment to enforcing the law over lgbtqs etc status. I want a police chief who can enforce the law not be a figurehead for social experimentation agendas.	Police, Policing
Knowledge of the PNW/Seattle Region.	Seattle, Knowledge, Education
Integrity, integrity, integrity. Also, you can set the tone for a new Seattle and help envision a radical transformation of what policing looks like. Use this opportunity to make a positive difference!	Police, Policing, Seattle
Commitment to community engagement at all levels of the department, not just through spokespeople or liaisons.	Department, Community
The search committee should pick the most capable person to lead the department regardless of race, sex, sexual orientation, or gender identification.	Department
Someone who is not a straight white make or straight white male adjacent like Durkan	

Proven record of transparency, reform, and restorative justice	
An ACTUAL POLICE OFFICER WHO WANTS TO SEE THE CITY SUCCEED, not some BS police officer politician.	Police, Policing, Officers
People of color need to hear their voices heard in this matter as they're most affected by the police in Seattle. Please make a point to work with community leaders in this selection process.	Police, Policing, Seattle, Color, Community
A commitment to extensive de-escalation training.	De-Escalation, Officers, Train, Training
Sting on all crime, property crime included. We need to use bait cars or something to deter the crime	Crime
The new chief needs to be someone who is willing to personally invest time, energy & resources in developing leaders in the department.	Department
Crime is terrible in our neighborhood, homeless people camp in our parks and on sidewalks and break into our cars and homes. THIS MUST STOP and it requires leadership from the new police chief to put a stop to it. I also want the next chief to take a leadership position and put an end to illegal homeless camping that has become the norm throughout the city with no consequences.	Police, Policing, Crime
Pick a person that isn't what Seattle is all about with its 'Portlandia' vibe..... protect and serve	Seattle
A strong commitment towards restorative Justice. We are all Seattalites doing the best we can. That includes our police force. Let's help everyone do better and give them a path towards getting there. This includes addicts, homeless, people with drug convictions, people doing sexual work, all others on the margins.  This may or may not include people who commit crimes with high rates of recidivism like child molestation, etc. this may not include cops who abuse their power.	Force, Police, Policing, Crime
More training opportunities	Officers, Train, Training
Experience with Restorative Justice.	Experience
Find someone who will promote community policing	Police, Policing, Community
Minority candidates.	Candidate
Doesn't matter how amazing the candidate is if you don't give them the backing needed to truly clean up the department.	Candidate, Department
Positive experience in similar city to Seattle: multi-ethnic, progressive, committed to protecting rights of all communities.	Seattle, Community, Experience
Try to get the best person for the job, not the one who fits the PC impulses of the City.	
More reform!	
A woman of color who possess all the qualities outlined.	Color
That they are pirates.	
Consider women of color as serious candidates with a valuable perspective on policing.	Candidate, Police, Policing, Color
That they need someone who isnt a democrat, a republican, an ass kisser, someone like Portlands Chief of Police. He got stuff done and done right!	Police, Policing
Please don't build that wasteful police headquarters. Invest in training and officer compensation.	Police, Policing, Officers, Train, Training
Consider a police chief of color if possible.	Police, Policing, Color

Right now, few officers live in the city. There should be a hiring preference well above Veteran's Preference for officers who live in the city.	Hire, Officers
Prior experience and proven track record	Experience
The demonstrative passion the candidate has for personal ethical standards in their current police practice.	Candidate, Police, Policing
The chief of police should have experience working in other cities of similar size. He or she should be able to continue the progress made with DOJ without slipping back or giving the DOJ any more power over SPD.	Police, Policing, Experience
I'd hope that Carmen Best is hired. In my opinion, it would be a huge setback from someone from outside the city to come in and pick up all the good work of the past few years in the SPD. It would take considerable time for someone new to establish relationships within SPD and build strong community relationships. Carmen is a proven leader and HIGHLY respected by all walks of life: old, young, wealthy, impoverished, all ethnicities and religions. She is a remarkable woman who loves Seattle and has a HUGE following that would do everything possible to see that she is successful.	Hire, Seattle, Color, Community
The committee needs to be absolutely sure they've done their due diligence in checking every single aspect of a candidate's background. Why did they leave that job 10 years ago? Was it really because they wanted a new challenge, or was there an undisclosed problem? Dig deep.	Candidate
charleena lyles. John T Williams. These names should be remembered so the dept never repeats those mistakes.	
de-escalation training	Officers, Train, Training
Diversity and inclusiveness. Finding an indigenous police chief would do wonders for relations, set an important example, and bring a unique experience to the role.	Police, Policing, Diverse, Experience
Must have successful record working with immigration and naturalization.	
A Police Chief, not a social activist.	Police, Policing
I want the search committee to consider who will most effectively disarm the police. And I want the search committee to consider--and then choose--a woman of color.	Police, Policing, Color
All Seattle's needs, not just those of the angry, loud folks.	Seattle
Select someone knowledgeable and visible.	Knowledge, Education
I think the city should strongly consider Carmen Best, the current interim Chief, for the permanent position. She is well spoken, currently has the respect of her Department as a woman who worked her way up through the ranks to hold her position, and she is not unfamiliar or unsympathetic to the racial tensions and volatile political climate. She is certainly qualified, and the transition would be seamless.	Color, Department
We're pretty done with old white guys...good old boys/girls...	
Track record of lowering crime.	Crime
Keep the Internal existing leadership to keep the momentum going forward. Existing leadership has more than enough experience training and dedication support from the troops and community as well as city Council to keep things moving forward	Train, Training, Community, Officers, Experience
Someone who is open to the needs of this city. Safe consumption sites, harm reduction, jail and hospital diversion for people in crisis	Diverse
Find someone that will stand up for the people and communities of Seattle.	Seattle, Community
1. Race and gender. Pick a person who understands what it's like to be discriminated against and how this impacts one's opportunities to succeed, and be a vocal advocate for women and people of color; 2. Their track record of establishing trust and confidence (with marginalized populations especially);	Color

Choosing someone that is from Seattle/King County. It is a fact that police work better with communities that they belong to. The chief should be from the area, and have a SPOTLESS record.	Police, Policing, Seattle, Community
Someone who will be an advocate for using data generation/statistics for crime prevention	Crime
Hiring more police.	Hire, Police, Policing
A female of color	Color
No puppets.	
Hiring a Chief that won't take positions or seats OUTSIDE of Seattle	Hire, Seattle
Find someone that will stand up for the people and communities of Seattle.	Seattle, Community
*Must NOT be a racist, show proof	
Intersectionality of oppression and how to limit trauma for margenzed communities.	Community
volunteer history, coalition building experience	Experience
Consider the voices of the city further. We want Carmen. This survey is start... but we want Carmen.	
Ability to express his opinions appropriately. Passion for safety	
A proven leader.	
Diversity, although looking at the composition of the committee, I'm assured that will happen.	Diverse
Consider the current Interim Chief as the Best candidate for the job. She is exceptional, beloved and will continue to move the department forward.	Candidate, Department
Have the candidates ever defended police shootings of unarmed civilians?	Candidate, Police, Policing
Body cameras for more accountability.	Accountable
You should consider the enormity of this cultural moment, and the real effects of the steps taken recently by Washington state leaders to challenge the broken system. The person who steps into a leadership role right now will have more power to improve the justice system than anyone ever did while the public wasn't paying attention. Now we are paying attention, and now you have an opportunity.	
The legacy of whatever department the candidate is from. LAPD or NYPD or NOLA PD are a big "NO!"	Candidate, Department
N/a	
Effectiveness	
Proven team leadership record	
We need a police chief who will advocate for law and order.	Police, Policing
Someone that can inspire the rank and file to be friendly, but assertive in their tasks.	
Seattle has the same problems with murdering black people and having no accountability or justice. In lieu of destroying the police, an ideal police chief should be one whose main goal is to radically eliminate police violence though direct action	Police, Policing, Seattle, Accountable
Not sure.	
Stop harboring illegal aliens.	
The rocky history of police departments across the country & in the Seattle area.	Police, Policing, Seattle, Department
Disbanding the police	Police, Policing



Someone who is open minded, can handle hard decision making, and is grounded and well rounded in decision making practices.	
Consider candidates who have experience in public service outside of enforcement agencies - people who have worked for service organizations, nonprofits, churches, etc.	Candidate, Experience
Positive history of civic engagement and community building.	Community
Abolish the cops, replace them with something community led	Community
Someone who is experienced in nonviolent strategies to reduce gang involvement and violence	
Ability to balance community involvement and training for officers and enforcement of laws.	Train, Training, Officers, Community
Race.	
I've read that the department is trying to integrate more into our communities in non-stressful, just hanging out ways... I think that's a good idea. In all situations I've interacted with police, I've felt like I could trust that I was in good hands. I'm a white female. I'm lucky. I know that there are people of color in our city who still feel unsafe, and really I can't blame them. I hope there is a conscientious path forward that allows all people in our city to feel safe and like their experiences are valid.	Community, Police, Policing, Department, Color, Experience
Response bias with this survey.	Bias
Track record with police officer accountability and bias	Accountable, Police, Policing, Bias, Officers
I strongly favor interim Chief Best as the next police chief. Her familiarity with the department and communities make her an exceptionally qualified candidate for this role.	Candidate, Police, Policing, Department, Community
How important it is that this information and process be transparent and open to the community.	Community
Previous department lead experience.	Department, Experience
Somebody accountable to policing and not a lackey of the mayor	Police, Policing, Accountable
Consider that the last half dozen chiefs have been "community oriented" and have been abject failures.	Community
Forget about Political Correctness or the myth of Social Justice. Justice is the enforcement of laws. There is no legal meaning to the word Justice when prefixed by the word Social.	
Recruiting diverse applicant pool, involving traditionally underrepresented communities in choice process - stop prioritizing the voices of retired affluent people who have the most time to attend public meetings.	Community, Diverse
Racial discrimination in policing	Police, Policing
How will this person change the status quo of policing in Seattle? What new, novel, system altering ideas does this person have to address the bias in the system and our current officers?	Police, Policing, Seattle, Bias, Officers
That the police chief understands that too many officers sympathize more (or display more sympathy) with extreme right wing, white supremacist and/or white nationalist groups than the marginalized people those groups target. I want the police chief to understand this and be committed to reforming the police force with that in mind.	Force, Police, Policing, Officers
Seattle isn't just white.	Seattle
Someone who will uphold the law.	
Seattle is becoming more crime-ridden daily. Hire more Officers & enforce the laws.	Crime, Hire, Seattle, Officers

keep in mind that homelessness is a huge and increasingly serious problem in this city; and yet homelessness is not a crime and never should be approached as one.	Crime
Considering a diverse (racial, gender, religious, etc) set of candidates	Candidate, Diverse
A proven track record of community safety without the use of excessive force. Implementation of weapon buy-back programs	Force, Community
How this person has held police accountable in previous roles, specific details and well vetted history of relationships with community.	Police, Policing, Accountable, Community
Don't Seattle this.....hire the best candidate possible	Candidate, Hire, Seattle
Have the chief be a cop, not a politician	
People of color, women, LGBTQIA community members	Color, Community
Someone who isn't going to just be part of the system. The whole system needs to be reformed.	
Commitment to longevity	
Experience in big city policing	Police, Policing, Experience
How to abolish all police.	Police, Policing
Is the chief that gets selected going to be respected by the rank and file officers of the department? If the chief does not have the respect or confidence of the rank and file they will not be successful.	Department, Officers
Reducing the use of force and fear to control people. Education and sensitivity training. Resources for officers to hold each other accountable and for the people to hold them accountable as well.	Force, Accountable, Knowledge, Education, Officers, Train, Training
The diversity of the city. The city needs someone who can command the respect of the force but remain a servant to the citizens of the city.	Force, Diverse
Do not hire an activist.	Hire
It's not the police chief's job to be a social engineer. Their job is to manage a police department and implement strategies to effectively reduce crime and improve quality of life for everyone in the city.	Police, Policing, Crime, Department
Consideration of female and minority candidates	Candidate
N/A	
someone that owes no favors to city council	
innovation in deconstructing paramilitary approaches	
Representation for people of color, especially women of color.	Color
Local is best - Chief O'Toole was great, but no local ties here allow her to easily leave at the first bright opportunity	Local
Hire a woman of color, or at least a woman or a person of color. Given SPD's record of violence and force against Native people, a Native woman would be great.	Force, Hire, Color
Hire a person of color, preferably an African-American, Latino (a) or Native American.	Hire, Color
Diversity in thought, skill, culture and ethnicity yet a keen understanding of the Seattle culture.	Seattle, Diverse
I don't want to just hear buzzwords on bias, racism, reform and change. I want the next chief to have courageous conversations with everyone. So really push for solid and detailed answers to questions on these topics.	Bias

consider unconventional candidates! expand your search into venues/avenues you wouldn't normally consider!	Candidate
Familiarity with Seattle, either being from Seattle or a longtime resident	Police, Policing, Seattle, Color, Community
Race. Honestly, the next police chief should be a woman of color who has deep roots in the South Seattle/Central Districts communities	
Enforcing the laws. Don't pick and choose based on political campaigns	
A chief who will crack down on cops	
Make this an affirmative action hire. We need a woman, preferably a woman of color.	Hire, Color
The SPD has had a lot of terrible interactions with POC in the city that can't be fixed with more bbq's in the parking lot. That has been the outreach strategy for years.	
Diversity among candidates, and not for the sake of tokenism.	Candidate, Diverse
Does the candidate have a reputation and a track record for combatting sexual harassment and racial bias?	Candidate, Bias
Do not worry about finding someone who fits gender/race/equality factors; choose the right individual for the job.	
Ensuring the chief of police has a strong history of supporting data driven policing actions and ensuring those actions affect a diverse community equally.	Police, Policing, Community, Diverse
Enforcing ALL existing laws on the books	
Please consider someone from the same communities they will be "policing". Someone who is local and has experienced the tension between police and community. Someone who can actually create effective change and not just use buzzwords.	Local, Police, Policing, Community
All of the other qualities listed above along with demilitarization and de escalation commitment/experience.	De-Escalation, Experience
Again, I am an advocate for Carmen Best - a woman of color, with an incredible track record and a highly respected history within the department.	Department, Color
Race, class, gender, and implicit bias.	Bias
Ethics and integrity	
Please consider their record of holding all races, genders, sexual preference etc equal. It does not matter what color, gender, or gender you are attracted to.	Color
I think the committee needs to focus less on politics, diversity or gender dysphoria and find someone who can actually do the job that they are hired for.	Hire, Diverse
Does the candidate have a history of community activism? How are relationships within the Police Ranks? How would the candidate work with medical first responders, hospitals/doctors/medical staff, community organizations, and the public at large to stem the continuing drug crisis?	Candidate, Police, Policing, Community
Can he or she stand up to threats or political retribution? Will they put their trust in their people and not on activists?	
Best person for the job based on past performance.	
Merit based application process	
NO female	
The mentally ill, homeless, and youth.	

Please consider ALL of Seattle and its citizens, not just the special interest groups.	Seattle
And yes, I'm a straight, white, middle-aged female. So what?!	
Best qualified person for job. No diversity hires.	Hire, Diverse
Reducing the insane homeless population to reduce crime.	Crime
Stopping the heroin death sites.	
I am very excited that the interim chief of police is a woman of color. My concern is maintaining the momentum for positive change, reform, and accountability started by Chief O'Toole and I think hiring an external candidate may be necessary to do that, to ensure the culture does not slide back into old habits.	Candidate, Hire, Police, Policing, Color, Accountable
The most important constituency is the people paying for the government. Not the ones taking from the government.	
Recognize the good work the Seattle police have done, instead of bowing to public pressure to implement even more reforms.	Police, Policing, Seattle
A black female	
Blue lives matter. Providing his/her officers with the best training and equipment available to ensure they go home safely at the end of their shifts. <a href="https://www.odmp.org/">https://www.odmp.org/</a>	Officers, Train, Training
I would like a chief of police and officers who can connect with community and come up with solutions to prevent young people from going to jail.	Police, Policing, Officers, Community
Hire someone with change management experience	Hire, Experience
Good people skills	
They shouldn't be a white person.	
That the taxpayers are their constituents and that they have a duty to provide city services that prioritize a safe and prosperous city without catering to small interest groups.	
A Christian would be nice	
We need a lot more cops in the north end, so someone who will hire many more on budget.	Hire
someone who is community-oriented and understands the needs of citizens on a grass-roots level. Understanding and compassionate about policing issues that can have immense consequences on the greater community	Police, Policing, Community
Race and social justice, someone with an in depth knowledge & commitment to community policing frameworks	Police, Policing, Knowledge, Education, Community
The genocide and slavery upon which this nation was built.	
male or female of color	Color
Hiring local. It should be obvious that we need a chief who is familiar with Seattle's problems.	Local, Hire, Seattle
Carmen Best	
Someone with a solid Make America Great Again attitude and the ability to shoot straight.	
Solicit feedback from the rank and file on candidates. Make sure you hire someone who will have the respect of the department from the get go.	Candidate, Hire, Department

They should NOT consider race or gender or sexual orientation - we want the best person for the job, not an affirmative action hire.	Hire
Knowledge and history of/with the city of Seattle.	Seattle, Knowledge, Education
Someone with integrity that does not serve any specific interest group more than others.	
I think there is a balance between accountability, transparency, and community collaborating policing. I think that should be a priority.	Police, Policing, Accountable, Community
Allowing homeless junkies to trash the city and steal day after day is destructive to the social fabric of the city. It is time to restore order to the city.	
diversity in experience, education, and exposure  local person would work, home grown might have the best insight into everyday life in this city	Local, Diverse, Knowledge, Education, Experience
Someone who will hold officers accountable, and not just move them to a different department.	Accountable, Department, Officers
Please refer to the comprehensive plan developed by black activists <a href="https://www.joincampaignzero.org/#vision">https://www.joincampaignzero.org/#vision</a> as a starting place. Talk to Nikkita Oliver, Norm Stamper, BLM Seattle-King County, the Duwamish people, One America, Pramila Jayapal, to recreate policing in Seattle. Rethink it from the ground up.	Police, Policing, Seattle
I would like the committee to compensate the woman hired with a significantly meaningful and fair salary.	Hire, Color
A lot of qualities posted sound like they are for a political appointee	
Concentration on deescalation, not on force. People shouldn't be dying, especially if there are other ways of handling situations.	Force
stop making race such an issue. everyone is already equal under the law, simply enforce the law. please hire the best candidate with experience	Candidate, Hire, Experience
See above, the police chief cannot serve and be in a popularity contest.	Police, Policing
Safety. We keep talking about better coordination between the services but even with these measures - what is our success rate? The Ballard Commons Park had a small tent city that the city cleared out. There were more service providers, police, etc than there were homeless neighbors. The process to move a handful of tents took the entire day with many of the tent dwellers relocating across the street to the public sidewalk on the side of the public library (where they still reside today). How many hours were used in a fruitless attempt to get people into services that they routinely reject? How do we as a community work as a team in this effort? Can we please have more patrol officers, or at least as many, as parking enforcement? I have never seen a patrol car in my neighborhood but routinely see parking enforcement at least once a week. And I live in a residential area across from an elementary school not in an urban village. Sigh. I have been assaulted downtown in the area of 3rd and Pine. Punched in the side of the head by a man that I never got a good look at who by the sounds of his chatter was clearly mentally ill or drug-addled. My daughter is an RN and was assaulted/groped at work while providing care to a homeless man. That case is ongoing. He was let go and likely remains at large. Cannot we do better for all our citizenry?	Police, Policing, Officers, Community
A Police Office from this area! Also the acting Police Chief seems to have the experience!	Police, Policing, Officers, Experience

I want to committee to publicly state their own biases. I want them to consider want part of Seattle they are actually representing and consider how their motives effects the whole of Seattle.	Bias, Seattle
the value of life and the value of rehabilitation.	
Should have a history of policing in an urban, not rural, setting.	Police, Policing
community building and support to boost police action, instead of against police.	Police, Policing, Community
Has the candidate received support by their community in aggregate, not just from those that are at the margins. The candidate should have a strong background in supporting the entire community and a strong support in upholding the law.	Candidate, Community
The committee should find a police chief who has the grace and strength to stand up to the Seattle City Council in matters that pertain to enforcement of laws, particularly laws against property crime, unauthorized camping, illegal parking, drugs.	Crime, Police, Policing, Seattle
They should strongly focus their search on a woman, LGBTQ, and person of color - if they could find someone that meets all of those then even better!	Color
Can the candidate hit a moving target	Candidate
Work with and listen to the line officers and support them.	Officers
A chief that will support her/his officers	Officers
Knowledge of cities that have experienced consent decree, relationships with other accountability system players (federal monitor, community commission, community stakeholders, opposition)	Accountable, Knowledge, Education, Community
Where they are from. Do they understand the history of progressive inclusion that we enjoy in Seattle.	Seattle
Uncertain	
How invested will our Chief be in the Community, NOT JUST INVESTED IN CHANGE...SO TIRED OF CHANGE...CONSISTANCY IS IN DIRE NEED.	Community
A strong chief who doesn't cave to political pressure	
Proven results reducing crime	Crime
This chief has an opportunity to help shape the future of Seattle.	
I would prefer a city where families and working people come first. Tent cities are making it unlivable for people who can't afford guarded towers.	Seattle
Examine themselves first.	
All of the above mentioned.	
Intent of record-keeping. For example, the dept. does not keep records of how many citations they give for drivers who are texting or on their phones.	
Compassion for all humanity not just the privileged.	
The consequences of PC policing	Police, Policing
Actual street level experience and success rather than career building.	

Repealing any and all legislation concerning sanctuary city status and hold law breakers accountable for their violations of city, county, state and federal laws and punish them in accordance with the law as written. Take all emotion out of the equation completely. Enforce the rule of law to the letter.	Accountable
What is the candidate's reputation with communities of color in their previous jobs? What kinds of reforms have they implemented in their previous jobs? Have they had experience dealing with consent decrees like the one Seattle has dealt with?	Community, Candidate, Seattle, Color, Experience
Successful experiences working in multicultural and multiethnic communities. Ability to provide support to the police and give confidence to the community	Police, Policing, Community, Experience
A person with strong ties to the community.	Community
The chief must believe in God, Guns, and the Constitution and must swear to defend it against all internal enemies.	
Minority female candidates should be considered...less old white men	Candidate
I would like the committee to recognize the work Best and the team she has in place have accomplished with and under O'Toole. The great changes and strict marks were met by the line officer. The simple line officer could have drug their feet to accept change from an outsider, but were open to the challenge and encouragement from known leaders within.	Officers
If candidates past successes and weaknesses align to what we most need and can most tolerate, respectively	Candidate
Who is preventing our police from doing their jobs?	Police, Policing
That the chief will not change the numbers or classification of crimes to say "Crime is down" when the people living in, working in or visiting Seattle can tell you the City is not s safe place to live, work or visit.	Crime, Seattle
We need someone who knows what it is like to be an officer on the street. Too many people are more concerned with moving up the career ladder and have no real interest in improving the city.	Officers
Quick on the draw with a weapon.	
local officers	Local, Officers
Skill to create openness and collaboration with officers, and transparency for community.  Experience recruiting and maintaining police force that represents diversity of community (ie. more racial, ethnic and language diversity)	Officers, Police, Policing, Experience, Diverse, Force, Community
The new chief must have demonstrated leadership abilities and welcomes innovation.	
the dang rent is too high	
Crisis experience and school safety	Experience
DO BIT CONSIDER "DIVERSITY". "DIVERSITY" IS A NON-EXISTENT QUALITY AND MERELY MEANS 'QUOTA'. CONSIDER ONLY KSA, I.E., KNOWLEDGE, SKILLS, ABILITIES AND NOT SKIN COLOR, ETHNIC BACKGROUND, ET AL.	Color, Knowledge, Education, Diverse
hire regardless of gender and race. this does not mean hire a woman over a man or any other form of affirmative action. hire based on credentials and records of success	Hire, Color
The police chief should not be a political agenda advocate for left wing or right wing causes.	Police, Policing
does the prospective chief have a history of supporting their first line and mid level managers? If not, they are of no use. Do they have a history of actually supporting managers who do the right thing, even if its not a happy thing? If not, its just more of the same.	

Property crime is absolutely out of control in Seattle neighborhoods. Before any lofty ideals are addressed by the next Seattle police chief, I would like to see some realism in the form of improved police response time to residential property crimes and some much improved police presence in our neighborhoods so these crimes are prevented in the first place. If more officers need to be hired to make this happen, this needs to be the new Chief's first priority.	Crime, Hire, Seattle, Police, Policing, Officers
Consider forming your own small state.	
If the Candidate is a Gay Cross- Dressing person of Color or not? Also does he believe in the abolition of the Second Amendment to the US Constitution?	Candidate, Color
Younger. Female. Brown & Black.	
Collabortive experience with other agencies that the department will be dealing with to meet their goals of change.	Department, Experience
This is an important position. Please resist the urge to select someone with too many soft skills. We need a strong leader.	
A black women	
I like to smoke weed, like most people in this city	
actual experience in POC and LGBT communitis	Experience
please don't hire a social justice idiot.	Hire
Will the police chief be comfortable with civilian oversight of the police?	Police, Policing
The Chief should have good speaking and outreach skills.	
Want someone who will focus on Seattle, and not have other irons in the fire, such as contracts with other cities/countries.	Seattle
I think we may need to go outside SPD for leadership.  SPD tells you to call 911 but when you do they don't treat you with respect. I think an outside person would help with this.	
Reorganize the dept. to point every possible poloce officer towards crime fighting. Any non essential unit or unit that does not impact crime rates is superfluous.	Crime, Officers
SPD morale	
I'd like to see a woman of color as head of the department.	Department, Color
Dramatically shrinking the police budget and personnel. Removing all military grade weapons and vehicles from our city.	Police, Policing
Why not give extra points, not for military service, but for social service or psychology training?	Officers, Train, Training
Bring in someone with ideas to actually has crime fighting experience. Crooks belong in jail regardless of origin. Seattle 69th safest city Tacoma 71 who are the Democratic/Liberal leaders of these cities.	Crime, Seattle, Experience
Someone who actually cares about reducing property and violent crimes	Crime
Does the person know Seattle and have a degree of trust in SPD.	Seattle
a black police chief would be helpful. And/or a woman.	Police, Policing, Color
While race and justice are important confederations, they are no excuse for unlawful behavior. No free passes based on race....any race.	
There is an entire city to police - not simply violent crime hotspots. Equity, inclusion, and fairness are on top of preventing crime and bringing justice.	Police, Policing, Crime
Provide real transformational leadership to policing in Seattle.	Police, Policing, Seattle



Seek as much input as possible from communities of color, especially black communities, and mental health advocacy communities as possible. Actively seek them out.	Color, Community
Experience bringing reform. Tested integrity. A person who is not using their position as COP as a platform for national speaking engagements and perks. Looking to make Seattle the best PD for Seattle, not as a "national model." Policing is local, address local concerns.	Local, Police, Policing, Seattle, Experience
Police lying under oath.	Police, Policing
ethics and integrity	
need a real progressive (not Seattle progressive), politically and professional that has a track record of doing things to reform the police department	Police, Policing, Seattle, Department
The Chief of Police is first and foremost a law enforcement role, not a political role.	Police, Policing
Carmen Best.	
The department and the community need to see if the department can continue to set national standards with the talent it has. Bringing in an outsider would invalidate all the hard work done in the past years. The community doesn't need to waste another year introducing itself to someone from another city.	Department, Community
Should be an LGBT person	
Competence; can the candidate successfully drive policy even when various stakeholders have competing visions of what should be done.	Candidate
Proven track record of a chief with real street experience.	Experience
Do not scare away candidates with the "Seattle Process" our political leaders are known for.	Candidate, Seattle
I hope the committee will focus on finding the correct person for the job despite what race, ethnicity or sexual preference the candidate is.	Candidate
Race	
Understanding of mental health, drug addiction, and their intersections with incarceration rates Understanding of gun control as public health issue	
The new chiefs memberships in groups and previous political affiliations.	
Get outside of your bubble of the city of Seattle and listen to the real people that live in this town.	Seattle
The value of having a Black leader in this role.	
How the Chief will improve moral amount officers who are leaving in droves to other departments.	Department, Officers
I want a chief of police that has actually done work in all areas of police work. Interim Chief Best held each job for such a short period of time she doesn't actually have any mastery of each level of policing.	Police, Policing
Past success is rarely an indicator of future greatness	
Openness to change and correct bad behavior. Mistakes get made and it's important to admit them and make things better.	
A demonstrated commitment to racial and social justice on the part of the candidate(s).	Candidate
The person should have an understanding of Seattle history. The person should understand different theories of policing and the basic criminal justice system.	Police, Policing, Seattle
Continuity of leadership	
Getting the contract finalized.	
Shutting down the Seattle PD.	Seattle

The dedication, experience, and respect that Chief Carmen Best has earned by the community and her peers.	Community, Experience
Partial disarmament. Non-US approaches to police organizing.	Police, Policing
See above.	
A commitment to stop procuring and deploying military and surveillance technologies in secret.	
The new chief needs to have a tremendous respect for the right of all people to gather in protest at injustice or gather in protest to highlight problems that aren't being addressed. The SPD should not treat protesters as enemy combatants.	
The size of his dong, and the size of his bong.	
This is an opportunity to shake up a boy's club. New leader should be smart about demonstrating new and effective leadership techniques that engage serving officers and community members. Must be enthusiastic about facilitating dialogue between community (esp communities of color) and the department.	Department, Color, Officers, Community
Nothing else.	
I was a member of the Seattle police chief search committee responsible for hiring Chief Kerlikowske. It was Carmen who shared with me the type of leadership qualities needed to run the Seattle Police Department.  I've served on the King County inquest commission, and it was interim Chief Best again who helped me understand the balance between policing and inquest. I'm glad she worked with the Seattle police department in the implementation and later becoming compliant with the Justice Department consent decree of excessive use of force.	Force, Hire, Seattle, Department, Police, Policing
Pick whoever Kshama Sawant hates the most. Restore relationships and trust with rank and file officers.	Officers
A minority should be high on the list.	
The committee should consider candidates who have a demonstrable record of implementing policing reforms.	Candidate, Police, Policing
How long an applicant is likely to stay. too many chiefs rotating in and out make for poor consistency	
A person of color would be better.	Color
Serve and protect, not scare and demean	
As a progressive city we should look to hiring a woman or minority, which would help with community building	Hire, Color, Community

**Q4. TOP PRIORITIES FOR DEPARTMENT?  
DROP DOWN TO VIEW COMPLETE SURVEY RESPONSES (61 PAGES)**

Responses	
Proactiveness to making positive changes, keeping neighborhoods safe, and helping people feel and be safe.	Safety, Safe, Safely
Protecting Seattle from racist policing	Protect, Officers, Police
The top priority should be up to date training on socially responsible procedures and extra legal solutions.	Training
illegal camping	
Safety and reducing crime	Crime, Safety, Safe, Safely
Officer Accountability	Accountability, Officers, Police
Promoting and reinforcing community-oriented human values in the officer corps. There are no 'disposable' people, even those committing crimes. If they get that right, most other things will follow.	Crime, Officers, Police, Community
building trust with all communities	Trust, Community

Building community trust through accountability and transparency.	Accountability, Trust, Community
Enforce all laws on the books, especially the vagrancy laws	Enforce
See above	
Achieving measurable improvements in reductions of violent and non-violent crime, and increases in successful referrals to DA for prosecution.	Crime
Reducing the use of force in policing.	Force, Officers, Police
Reducing crime and getting criminals off the street.	Crime
Enforce illegal camping laws.	Enforce
Nonviolent conflict de-escalation techniques and training for all officers.	Training, Officers, Police
crime	Crime
Law enforcement and crime reduction.	Crime, Enforce
Cleaning up the streets. Enforcing vagrancy rules clearing out drug ridden encampments and making the city safe and enjoyable residents	Safety, Safe, Safely, Enforce
Enforcing all the laws in the city equally and across precincts.	Enforce
Support of the common citizen of Seattle.	
The SPD has de-prioritized property crimes and civility laws, partly because of lack of manpower, but also (I believe) because they've been directed away from these priorities by city gov't. I'd like to see that changed.	Crime, property
Public safety	Safety, Safe, Safely
Fighting crime in neighborhoods.	Crime
Convincing the mayor and council that officers should be allowed to enforce existing laws. Seriously wake up - Seattle has become a cesspool due to lack of enforcement of existing laws.	Officers, Police, Enforce
Reduce crime	Crime
Lowering our if control property crimes and enforcing quality of life laws.	Crime, property, Enforce
Ethics. Commitment to the letter of the law.	
Clean up the homeless mess. My children are not safe in parks any longer.	Safety, Safe, Safely
Crack down on public drug use and property crime.	Force, Crime, property
Decreasing crime against normal (non-criminal) citizens. Including property crimes.	Crime, property
Deal with the homeless.	
Enforce laws but provide community outreach to those that need it most	Community, Enforce
Keeping police behavior lawful, fair and compassionate.	Officers, Police
Keep law abiding citizens safe	Safety, Safe, Safely
From criminals	
Restore law and order. Arrest people who are breaking the law, including homeless people for camping, using drugs and drinking in public, littering, etc.	Force
Reducing property crime	Crime, property
Have the balls to back their officers	Officers, Police
Make streets more comfortable for people living and working there.	
Reduce crime - make the city feel safe again for families	Crime, Safety, Safe, Safely
Have an engaged police department and not just a reactive one. No more de-policing	Officers, Police
Accountability and transparence, community outreach across diverse communities.	Accountability, Community
I don't know. Let the candidates review Seattle's statistics and make a decision. At a guess: hiring more officers.	Officers, Police
We need to start enforcing the law! Seattle has become one giant homeless/garbage dump.	Enforce

Keeping Seattle safe	Safety, Safe, Safely
Clean up Seattle. It used to be a beautiful city. It is embarrassing to bring visitors to the heroin capital of the world.	Force
I don't know enough about the current challenges of the Seattle Police Department. How's their budget? Are there enough police patrols to reduce neighborhood crime?	Crime, Officers, Police
Try to make Seattle a safe and respectable place to live and raise a family, for law-abiding citizen taxpayers.	Safety, Safe, Safely
Not a politician.	
Public safety	Safety, Safe, Safely
crime reduction, no illegal camping/living in cars	Crime
Reducing crime--shouldn't that be the obvious goal?	Crime
Enforcement of laws regarding illegal camping.	Enforce
Contributing to progressive solutions of social and quality of life issues simultaneous with assuring citizen safety overall.	Safety, Safe, Safely
Hiring more police	Officers, Police
Lowering crime rates.	Crime
<p>Implementing laws consistently and in a fair yet firm manner. Right now it seems many laws are not being enforced because of over liberal bent (vacating past MJ crimes, helmet law for the companies making \$\$ off the bike systems supported by city leaders, shoplifting being tolerated over and over, open selling/sharing of drugs on 3rd between pike and pine) ... most of this because the city leaders do not prosecute if the police arrest for these behaviors so I assume they figure why waste their time on these things when the city attorney won't really do anything .... as he too broke drug law by binging drugs to his office day one of legal MJ.</p> <p>I am insulted by the next 3 questions ...what does my sexual identify, race, gender identify have to do with this. I suspect it is so you can use implicit bias to ignore my responses if you do not like them/see that they differ from yours..... in a truly inclusive city these labels would not be meaningful and not asked.</p>	Force, Officers, Police, Crime, Enforce
Changing the hostile disassociated militaristic attitude of too many officers who view the city's residents as enemies or "others."	Officers, Police
Stamping out homeless vagrants occupying out communities.	Community
Reducing crime. Enforcing our existing laws.	Crime, Enforce
The police should be an arm of social justice and reform, not only of punishment.	Officers, Police
Making Seattle safe	Safety, Safe, Safely
(re?) building community trust	Trust, Community
Good relationships with ALL residents.	
Clean up the streets and allow commerce to succeed--without businesses, taxation will shrink	
Community investment	Community
building trust and cooperation	Trust
Community policing	Officers, Police, Community
Community Emergency Hubs	Community
Property crimes, making ignored parts of the city a focus	Crime, property
Retraining from combat redinous to community building.	Community
The top priority of the city should be the safety of its citizens including those now living in Pioneer Square paying taxes and expecting the same freedom to walk their sidewalks and use their parks as their neighbors on Queen Anne and every other neighborhood.	Force, Safety, Safe, Safely
support the police officers and be a good leader	Officers, Police

Restorative justice practices, led by anti-racist orientations	
Reducing crime, making Seattle "livable" again.	Crime
City safetyness	
Gun violence and how to mitigate it.	Gun, Violence
I have personally witnessed SPD officers using unjustified force after stopping, questioning, and detaining people and then lying about what really happened when questioned by a supervisory officer and/or an officer from the Office of Professional Accountability. As a witness I felt intimidated by SPD officers who tried to tell me what I saw. This MUST STOP. SPD officers need to be tested monthly about when force is justified and be able to demonstrate how to use DeMinimis force effectively rather than injuring suspects and intimidating witnesses. Officers should also be reminded that, according to the SPD Manual, lying is grounds for dismissal.	Accountability, Force, Officers, Police
Being fair and justice towards all of the citizens of the city	
Reimagining the toolkit for reducing crime and violence. (eg, less guns, more listening)	Gun, Violence
Building confidence within the department and with the citizens	
Uphold and reflect the highest standards for serving and protecting all citizens. Exhibit such character through real actions, not just good words.	Protect
Compassion	
True community-based policing, with proper staffing and resources at the neighborhood level. People need to know the officers who serve their communities, see proactive community involvement on a daily basis, and have good 911 response times for all priority levels (not just when there's a weapon involved).	Officers, Police, Community
Continuing to implement the reform program.	
REDUCING Crime and enforcing the laws on ALL people regardless of circumstance.	Crime, Enforce
Not incarcerating kids!	
Community engagement and empowering those communities to lead/participate in problem solving.	Community
A commitment to actively work against racism in the police department and engage with marginalized communities to promote safety and limit the use of force.	Force, Officers, Police, Safety, Safe, Safely, Community
Making the Seattle Police the best in U.S	Officers, Police
Making people of color feel safe, and engaging in community policing.	Officers, Police, Safety, Safe, Safely, Community
Working to continue building community trust.	
To make the Seattle police department the most respected law enforcement in the country.  By making the community and officers trust one another again. Maybe by holding a community town hall meeting to introduce present leads and officers to prospective areas they patrol or be in charge.	Officers, Police, Trust, Community, Enforce
A city where all the citizens feel safe and connected	Safety, Safe, Safely
Adequate police staffing to afford our citizens a safe environment both downtown and in their own neighborhoods.	Officers, Police, Safety, Safe, Safely
Officers need to set an example for the populace. Things like officers using turn signals and parking legally (in non Emergency situations) and bike officers not taking the whole sidewalk are just three examples. Why should we respect the laws when officers do not? That would be a good start.	Force, Officers, Police
Make this city a role model for how to police without guns  like in europe( with exception for terror related circumstances.)	Officers, Police, Gun
Stop rising crime and the heroin epidemic... most "homeless" are heroin abusers. We must stop the heroin drug trade.	Crime
Clean up the city. Tough on crime.	Crime
Eliminating racial bias in policing	Officers, Police

Working with vulnerable populations with the goal of treating people with respect and keeping them OUT of prison.	
Increase ties to the communities. Be more visible.	Community
Integrity, especially in racially charged situations	
Safety of folks of color and immigrant populations. Not catering to or entertaining pressure for punitive measures on folks who are experiencing homelessness. Protect our most vulnerable citizens.	Protect, Safety, Safe, Safely
Reduce property crime and urban blight in the form of tons of garbage generated by mentally ill and uncooperative homeless.	Crime, property
trying to bring this city together, having officers treat crime in all areas as equally important	Crime, Officers, Police
Establish A policy which would train and facilitate the police force to actively establish constructive relationships with members the community.	Training, Force, Officers, Police, Community
Training; stronger screening during hiring.	Training
Enforce existing laws equally, to EVERYONE. Get the squatters out of our parks and out of the vacant houses they are illegally occupying. We are so tired of having our cars prowled, homes broken into, property stolen. Shut down the criminals stealing bikes and dismantling them out in full view. They need to be arrested and not put back here to continue the same crimes.	Crime, property, Enforce
Continued training in deescalation alternatives to gun use.	Training, Force, Gun
To lead by example and to actually make decisions, follow through and hold everyone accountable; being able to admit mistakes; people are forgiving if you are a truth teller	Accountability
The top priority should be reducing crime in Southeast Seattle, Rainier Valley.	Crime
Improve SPD's response to crimes committed by drug dealers & addicts, and clean up the 3rd Avenue corridor. Our city's core cannot continue to be an open-air drug market.	Crime
Accountability and transparency.	Accountability
Making our city safe while gaining the trust of the department and the citizens of Seattle	Safety, Safe, Safely, Trust
Enforce existing laws and clean up the streets. Our city has become an embarrassment when we have guests from other places.	Enforce
Encouraging police to make arrests and issue citations to offenders. Put more detectives on the job to stop crime at all levels.	Crime, Officers, Police
Addressing bias and internalized racial oppression amongst all employees.	
Maintaining a safe environment while listening to and being inclusive with the residents.	Safety, Safe, Safely
crime	Crime
Reduce crime and keep the people of Seattle safe	Crime, Safety, Safe, Safely
Keep community safe and functioning, and stop people from disrupting the community. Law abiding citizens want to be protected from people who are breaking the law, and when we see SPD ignore our rights over protesters and law breakers, we lose faith in that organization.	Protect, Safety, Safe, Safely, Community
Homeless issue.	
Honesty.	
More Crisis Intervention Training	Training
Get stronger command staff and shift commanders on board to lead the rank and file. They drive the police work day in and day out. The chief needs to be out in the community every day. Needs two top deputies to stick to street enforcement	Officers, Police, Community, Enforce
See above.	
Transparency and dependability	
Equal and adequate protection for all citizens.	Protect
Police accountability.	Accountability, Officers, Police

Crackdown hard on lawbreakers...too much leniency in this city	
All laws must be enforced rigorously.	Enforce
Keeping the city safe and creating/supporting a community feel to the city as a whole.	Safety, Safe, Safely, Community
How to deal with the homeless without persecuting them - sweeps and other targeted prosecution should go out the window.	
The homeless crisis	
Keeping the city safe, obviously	Safety, Safe, Safely
Engaging partnerships & services to address the compound issues surrounding public safety & public health.	Safety, Safe, Safely
To continue Chief O'Toole's reform strategies and regain the public's trust in department.	Trust
Serving *all* Seattleites.	
Homelessness.	
Property and drug crime, homeless encampments	Crime, property
Building up community trust in the police force. Many of us love and respect the work that you do. Keep making strides to maintain and improve this by working to resolve the ever increasing property crimes in our residential areas. I've personally been affected three times in the last 6 months.	Crime, Officers, Police, Community, property, Force, Trust
Stopping officers from committing crimes	Crime, Officers, Police
Lowering crime rates	Crime
Actions that bring trust from communities of color specifically, but all communities.	Trust, Community
Working to solve the homeless problem is a big order but the new police chief should with some clear ideas of where the police dept fits in and how law enforcement can make the situation better not worse. It would help to remember the homeless have stories just like everyone; I was a newspaper reporter for 30 years but am on the of being priced out of local apartments at age 775 I am legally blind with a fixed income who wakes up wondering if I will have a home in 6 months since my apt building is up for sale! I am just one of dozens of elderly in Chinatown who are fearful of our immediate future	Officers, Police, Enforce
Equity and equality in how people from different ethnic backgrounds are treated under the care of SPD.	
Implementing policies that enable officers to protect all residents of Seattle.	Protect, Officers, Police
Reduce crime and shootings.	Crime
safety	Safety, Safe, Safely
Reduce crime. Restore order to our streets and public spaces.	Crime
Community building & diversity	Community
De-escalation training.	Training
Tackling crime in general, with particular focus on the Aurora N corridor and adjacent areas	Crime
Stricter on the homeless, drugs and property crime	Crime, property
Building relationships with neighborhoods so that if possible, officers know neighbors and vice versa	Officers, Police
Building trust with POC communities.	Trust, Community
Protecting the rights of legal citizens.	Protect
increase community commitment and decrease bullying and othering	Community
Brining an end to the heroine traffic.	
To assess needs of the department and officers and work with them to improve policing and morale including building trust among all citizens. No easy task.	Officers, Police, Trust
Listening!9	
Use police pension funds to pay for wrongful deaths. Stop killing the public.	Force, Officers, Police

Reducing crime and making neighborhood's safer.	Crime
Integrity	
Creating more positive relationships between community members in Seattle and SPD officers	Officers, Police, Community
Be accountable to the people of Seattle not the mayor.	Accountability
Leads by example so others will follow.	
A contract for it's officers	Officers, Police
To ensure that people of color in Seattle are safe from police bias, have a voice and are included in decision making.	Officers, Police, Safety, Safe, Safely
enforcement. get back on the streets and arrest people. I am sick of a reactionary police force. be proactive, visible, and stop criminals the first time.	Force, Officers, Police, Enforce
Working with mayor on how to address homeless population.	
Violent and Property crime	Crime, property
Effective collaboration with other agencies to solve our toughest issues (housing, public health, grassroots organizers).	
Respect and deference to the Constitution and laws of the State of Washington, City of Seattle	
Violent crime against women and children	Crime
Getting a handle on illegal immigration.	
Support their officers.	Officers, Police
Commitment to fair and equal policing practices	Officers, Police
A safe city	Safety, Safe, Safely
Reform. Specifically to community justice based models rather than a punitive model. I agree with former Seattle Police Chief Norm Stamper that police culture in the US is toxic and we need to build a new culture. This means removing "bad apples" and socially and officially enforcing new norms of behavior on all officers. We also need to diversify the police force. We are making progress on that front.	Force, Officers, Police, Community, Enforce
Making sure those that break the law are brought to justice. Especially those with money and power.	
Making sure the community knows that the officers will be held to a high standard, but so will the community, when it comes to the way they treat the officers.	Officers, Police, Community
Reduce Crime	Crime
Bridging the gap between the police department and the public - especially between people of color and minority groups.	Officers, Police
reducing crime and reducing intolerable behavior	Crime
Finding the best candidate for the position, one officers will respect	Officers, Police
Building trust	Trust
Prevent crime while supporting quality public safety.	Crime, Safety, Safe, Safely
Creating a police department that feels supported in the task of keeping Seattle safe.	Officers, Police, Safety, Safe, Safely
Public safety and officer/department accountability. The police chief should take responsibility for any and all actions of the SPD	Accountability, Officers, Police, Safety, Safe, Safely
Recruit a new generation of diverse, well educated officers committed to peaceful policing beginning at the community level.	Officers, Police, Community
Uphold the laws. Encourage officers to make arrests.	Officers, Police
Reducing the biases of officers and making the police work for everyone equally.	Officers, Police
Making Seattle a formidable place for criminals of all stripes to operate.	
Cracking down on the dope dealing.	
Neighborhoods!!!	



Decreasing the amount of police violence we see in Seattle every year.	Officers, Police, Violence
Reducing crime and race bias.	Crime
Continued reform, strong leadership, reducing crime, making neighborhoods safer and strong communication skills.	Crime
Hiring more police, solving property crime, keeping homeless/squatters/druggies off public/private property	Crime, Officers, Police, property
Protect & serve! Blacks & minorities especially. Demonstrate advocacy for those underrepresented— poor, minorities, homeless, addicts need attention & protection.	Protect
Address racial bias in policing and the impact it has on communities of color.	Officers, Police, Community
Proactive policing in ALL areas of Seattle.	Officers, Police
Look internally to someone who has exhibited outstanding police work internally and in the community: Carmen Best!	Officers, Police, Community
Repair image. SPD has been considered a gang by numerous agencies that I am affiliated with. Public Safety, Officer Safety, then politics. I have seen SOD officers avoid having to make contact with citizens because of the image of the department they work for. Stop being a reactive force and be proactive. I am not saying proactive like the way it used to be in the 60's, but community policing. Look at Larry Burns from LVMPD, he is a good example	Force, Officers, Police, Safety, Safe, Safely, Community
Keeping people safe, reducing property crimes, cleaning up dirty homeless encampments	Crime, Safety, Safe, Safely, property
Enforce all of our country's laws.	Enforce
Someone who knows their bias and is aware of it, intentionally acting to overcome their biases and leading other officers to do the same.	Officers, Police
I hear a lot of concerns among my neighbors (magnolia) about safety because of perceptions about increased property crime. While this needs addressing, I hope SPD can find ways to help all people in Seattle feel safer, particularly those in disadvantaged and underrepresented communities, including the homeless population, people of color, and the LGBTQ persons.	Crime, Safety, Safe, Safely, Community, property
Less or no deadly force.	Force
Diversity	
Top referrals from law enforcement leaders in comparable cities and organizations.	Enforce
Fully staff the police department to meet the needs of the growing population in Seattle. Enforce laws regarding non-violent as well as violent crime. Address the rampant drug-dealing and drug-use in our neighborhoods.	Force, Officers, Police, Crime, Enforce
Working with the black community	Community
Control what you can control. Try to focus on law enforcement problems, not PR problems.	Enforce
Fairness and an accepting, listening ear to be prioritized over money and development. Actions of equality proven over economic standing.	
Public safety , gun crimes, safe schools	Gun, Safety, Safe, Safely
Build a very strong city wide camera system and 24/7 observation post and a strong intelligence team. Buy and put two state of the art helicopters (not the junk the police dept had before) back in the air ... flown by professional military combat vet pilots ... with full multi-spectral observation capacity ...	Officers, Police
CARING ABOUT PEOPLE. Seriously we need somebody empathetic who recognizes that people matter, not PR.	
The homeless.	
Crime reduction	Crime
Enforcement of laws	Enforce
The ability to skillfully balance the interests of the most hurt communities and the police officers.	Officers, Police, Community
Preventing/reducing shootings of citizens by police.	Officers, Police

Equitable policing	
Building trust and relationships with community	Officers, Police, Trust, Community
Partnership and collaboration	
Reducing property crimes	Crime, property
Equitable policing in communities of color and immigrant communities	Officers, Police, Community
Community engagement.	Community
- more resources into neighborhoods of color.	
Implement the laws.	
De-escalating interactions between police and the community	Officers, Police, Community
Holding police officers accountable for their use of force	Accountability, Force, Officers, Police
Law & order	
Integrity!	
ok	
ok	
for them to help an be apart not live in a different part of town then come here and try to be helpful	
Gun violence and kidnapping	Gun, Violence
qdqncfneq	
help	
idk	
no killing people	
safety	Safety, Safe, Safely
someone smart	
Has a strong record of commitment to community-led, problem-solving policing .	Officers, Police, Community
to improve the quality of the seattle police	Officers, Police
Restoring trust with disenfranchised and vulnerable communities in Seattle.	Trust, Community
A nice, caring leader that knows what to do.	
The people of Seattle, WA, his/her team, his/ her self.	
always show love to the community	Community
Continuing existing work toward removing "us versus them" mentality from law enforcement	Enforce
Everyone's safety and rights	Safety, Safe, Safely
Crime reduction and department morale.	Crime
crime reduction by the homeless community - possibly set boundaries for them	Crime, Community
Equity in community policing	Officers, Police, Community
Changing the institutional racism that clearly exists.	
Someone who is fair and empathetic - to officers, community members, and even those who commit crimes.	Crime, Officers, Police, Community
Higher level of training in non-lethal ways to deal with situations.	Training
Hiring more quality officers. Training our current officers.	Training, Officers, Police
Mental health training for officers.	Training, Officers, Police

Reducing crime and encouraging officers to arrest criminals and hold them accountable for the unlawful things that they do. When we let crime run rampant, the only people who suffer are the average citizen who just wants to live and work in this beautiful city.	Accountability, Crime, Officers, Police
Pin large and elevated contact bomb squad and is government and there,their is military here.	
Arrest criminals, Stop looking the other way because of political pressure from city leaders.	
Building community trust.	Trust, Community
Building a safe but fair and tolerant community	Safety, Safe, Safely, Community
Accountability	Accountability
community engagement and recruitment	Community
The leader should reach out to other city agencies and create a coordinated plan to deal with homelessness to reduce public health concerns they present and to physically upgrade the city.	
Clean up this city. Enforce existing laws against camping and motor home camping and illegal camping, which is proven to increase crime in the immediate area of the camping.	Crime, Enforce
How police can help address the homelessness and opioid crises through community-based partnerships rather than criminalization.	Officers, Police, Community
Working with other city leaders to address crime and incidents associated with homelessness and RV dwellers. This ranges from litter to drug dealing to parking in neighborhoods for extended periods of time.	Crime
Training around unconscious bias to help bridge gaps in how police work with people of color	Training, Officers, Police
Transforming the police into an accountable, transparent organization that is truly about humble service to the people. We need community service officers, not police. Any officer who is found abusing their power or showing any kind of contempt for the people they're supposed to serve should be fired.	Accountability, Officers, Police, Community
Reduce car/home theft, public drug use, parked broken down vehicles, RVs, and people/trash camped on sidewalks and parks	Force
Clean house. Seattle deserves only the best protecting its citizens.	Protect
Find out what is working and leave it alone; then prioritize everything else based on feedback the search committee receives -- don't need the new Chief to do that, just execute.	
Go beyond in support of law enforcement objectives. Improving continuity as an example from recommendations of the David G. Jones, City Auditor's Phase 1 Report Sept 20, 2017, "Review of Hate Crime Prevention, Response, and Reporting in Seattle."	Crime, Enforce
Making Seattle safe.	Safety, Safe, Safely
Keeping neighborhoods safe so kids can ride bikes, go to the park and play outside	Safety, Safe, Safely
The new leader of the SPD should make sure that everyone has confidence in the department's struggle for fairness and justice.	
Finding effective ways to reduce violence and property crime without increasing use of incarceration and punishment. This means concentration on community based diversion and also prevention strategies.	Force, Crime, Community, Violence, property
Make Seattle the city that everyone looks at and says "Seattle has policing figured out. How do we become more like Seattle?"	Officers, Police
Community welfare	Community
The top priority should be a focus on community policing and rebuilding trust/rapport with the Seattle communities that have long been subject to police abuse/harassment.	Officers, Police, Trust, Community
Effective community policing; reducing incidents of police misconduct and excessive use of force.	Force, Officers, Police, Community
Decreasing the disproportionately high populations of people of color in our prisons and criminal justice system, and transforming policing into restorative justice actions where possible.	Officers, Police
Sexual Assault is a key issue facing our community and SPD is negligent and victim blaming. They offer limited to no services to victims, they act as prosecutors and judges screening out cases before even being investigated and the officers and Detectives lack training.	Training, Officers, Police, Community
Crime reduction	Crime

Finding a way to police our poc people without frightening them.	Officers, Police
Maintaining the changes that have been mandated by the courts. We are doing better, but can still do better.	
Enforce the laws	Enforce
Cultural Diversity and value of equity	
Transparency.	
Peace and understanding, respect, have a heart. Not wanting to kill everyone. Talk to the youth and everyone with respect, not mean!!!! I can tell you mean situation, with the Seattle and Renton police.	Officers, Police
Building trust that black lives matter.	Trust
Anti-racist policing	Officers, Police
community building, managing the department,	Community
Working with survivors of sexual assault and helping victims receive the special care and attention they deserve.	
Collaborating with people of color community leaders. Holding officers accountable for their actions. Focusing on nonviolent methods of policing. Basically, not harassing/hurting/killing people of color.	Accountability, Officers, Police, Community
Law enforcement.	Enforce
Safety of those in all communities, and understanding the root cause of crimes committed and providing support to communities/groups of people accordingly.	Crime, Safety, Safe, Safely, Community
Reduce crime and not "play favorites" to any element in our city. Hold both sides accountable in incidents. Bending the law for any segment leads to a broken Seattle.	Accountability, Crime
Restructuring how their officers think about policing, implementing anti racist practices and policies	Officers, Police
Cultural Change with SPD	
Organizing the department in such a way as to build strong relationships between it and the communities it serves including de-escalation training.	Training, Community
Ending police bias and excessive use of force, holding officers accountable when incidents do occur, not cooperating with ICE to harass or deport our residents.	Accountability, Force, Officers, Police
Hold other police accountable if there is any wrong doing.	Accountability, Officers, Police
Reform	
Anti-rasism action.	
Building trust among city residents	Trust
building trust within the department and with the communities of the city.	Trust, Community
Implementing anti-racist, anti-poor police policies and holding officers accountable for their (shitty) actions.	Accountability, Officers, Police
The new chief should be a black woman of color	
Establishing trust by being truly accountable to marginalized and historically oppressed populations.	Accountability, Trust
To reduce all types of crime, improve safety and reinstate order.	Crime, Safety, Safe, Safely
restore confidence in the ranks,that they can trust leadership to stand behind them	Trust
RESPECT. It is a multi-faceted issue. She/he must respect the officers in his/her charge. She/he must respect the citizens of Seattle. He/she must be respected by those who know policing. I don't need for them to be respected by politicians because they always have agendas. I want the chief to not mince words when talking about problems. "You know, if Joe Perpertrator had not swung at the officer, he likely would not have been taken to the ground. Actions have consequences." "If Joe Perpertrator had not pointed his cell phone at the officer in a dimly lit alley, odds are the officer would not have shot him. If you can tell the difference from 30 feet in low visibility, you can ride along with our officers to help. Hopefully, the next person will not have a gun. If you are willing to risk your life, join us."	Officers, Police, Gun

Changing the culture and practices of policing	Officers, Police
Not murdering people.	
Filling in the depleted ranks of officers at each precinct.	Officers, Police
Antiracist efforts.	
Police accountability	Accountability, Officers, Police
Upholding the laws that are now on the books. The homeless should not have more rights than the tax paying citizens.	
Keeping our city and citizens safe. Treating individuals with respect.	Safety, Safe, Safely
All people despite their housing status are treated equal under the law. No double standards.	
Dealing with drug use and homelessness and illegal camping	Force
Someone who is intelligent and caring and inclusive. I'm thinking Serpico, maybe?	
Dismantling the structural racism of police departments.	Officers, Police
All people despite their housing status are treated equal under the law. No double standards.	
motivate of the various teams in the SPD to grow, to care to do good work, and to be a real part of Seattle's future.	
thank you for asking!!	
Show all residents are equally protected and valued by law enforcement	Protect, Enforce
Community policing in all areas	Officers, Police, Community
Training on unconscious/implicit bias and de-escalation	Training
Bringing respect back to the police department	Officers, Police
Targeting ways to deal with neighborhood crime on the rise. More police presence and responsiveness.	Crime, Officers, Police
Protecting vulnerable populations	Protect
Race and equity	
I would appreciate having police officers be trained on de-escalation techniques.	Training, Officers, Police
Focus on violent crime and deemphasize victimless crime	Crime
Reduce crime, especially in Southeast Seattle. More patrols in the farthest Southeast Seattle boundaries. Months go by when we don't see a SPD vehicle go down out street.	Crime
Communication and listening to community members.	Community
Getting officers to take the new requirements deadly seriously and more habitual to be automatic.	Officers, Police
Collaboration and changing the broken system.	
Ability to work with Federal and State law enforcement to protect American citizens and people with legal status.	Protect, Enforce
Protecting the safety of US citizens and people who are here legally.	Protect, Safety, Safe, Safely
Building trust with communities of color, youth, and other disenfranchised communities.	Trust, Community
Bridging the gap between the community so that people don't view cops as part of the problem, but as your fellow citizen who's working to make the community safer, and part of the solution.	Community
Motivating a discouraged force; untying their hands so they can do the job they have been hired to do; work with City Council and the Mayor to help them understand the job. Bring the city together behind our men and women in blue. It's been too long since we've supported the people who put their lives on the line every day to protect us.	Force, Protect
Healing	
Accountability of officers and ensuring a culture that emphasizes protection of all citizens, not being an action hero.	Accountability, Protect, Officers, Police

Reduce use of deadly force	Force
Black lives matter	
Establishing authoritative, compassionate control of the homeless, vagrant and drug-addicted population. Like so, so many of my frustrated neighbors, I want the City's continuing - often experimental - efforts to provide care/support/pathways for struggling people to be BALANCED by an alert and responsive police presence that upholds the law firmly and consistently.	Officers, Police
Lead by example; the example should be un-Trumpian.	
Decreasing police violence against people of color and the mentally ill. Improving police's ability to de-escalate situations. Decrease use of deadly force within the police.	Force, Officers, Police, Violence
Regaining trust of the community.	Trust, Community
Making our community and neighborhoods safe again	Safety, Safe, Safely, Community
Reducing crime caused by rampant drug addiction and homelessness in this city.	Crime
Cleaning up the drug problem, homeless sleeping on the streets and litter everywhere.	
De-escalation! Not another citizen killed by the Seattle police.	Officers, Police
De-escalation, examining bias, dis-arming officers, arrest alternatives, building trust.	Officers, Police, Trust
Trust from the policed community.	Officers, Police, Trust, Community
Spending time with our front line officers and with members of our community who are fearful of the police and then working to bring them together in different ways and repeatedly over time; we need someone who is going to hang in and not settle for quick fixes.	Officers, Police, Community
Homelessness, addiction and mental health are such an enormous issue for Seattle and this affects everyone here. I would like to see further outreach for those in the community with such issues. It's not simply a law enforcement issue but a socioeconomic issue etc. I would like to see someone who has a tangible plan for addressing this problem and finding a police chief who puts a priority on this.	Officers, Police, Community, Enforce
policing. Seriously. This survey is concerning in that it seems like you are asking a bunch of random citizens who never had an administrative or managerial role of any type to write job descriptions & evaluation criteria for an important job	Officers, Police
Enforcement of existing laws.	Enforce
Reducing crime - our Seattle has changed so much	
Work with the DA office to actually prosecute and get criminals help or off the streets - disincentive to their thieving	Crime, Officers, Police
Mandatory monthly counseling, alcohol drug testing, stress reduction, and de-escalation training for every officer. Make them carry insurance to pay shooting settlements.	Training, Officers, Police
reducing crime and making the city safer.	Crime
Transparency, Fairness and Justice for ALL.	
Clean up the rabble infesting our neighborhoods, crack down on vagrancy.	
Work with the youth. Get rid of prison to pipeline problems in Seattle. Young kids stealing ask why not tell them it's wrong.They know its wrong.	
implementing cultural change within the police department and rebuilding community trust	Officers, Police, Trust, Community
Someone with top notch leadership and management skills.	
Continue the work that began while under the consent decree	
Making the force less violent and abusive.	Force
Leadership and humility.	
Defending the safety of all people in Seattle, regardless of immigration status, and any other protected status.	Protect, Safety, Safe, Safely
Inclusive, responsive to community input, but a strong leader	Community
Investment in Deescalation Strategies	

Good relationship with citizens of all colors and backgrounds.	
Enforce the law.	Enforce
Improving relationships/trust with the community. This will mean taking a hard look at long established practices that are biased, corrupted, or plain not working and proactively changing them. Right now it seems change doesn't come until we are under some federal investigation.	Trust, Community
Somewhere in this I read that our police should be guardians not warriors. That about sums it up for me.	Officers, Police
Empowering our communities through supporting training, policy, and culture reform within the organization. Cops should be equipped to support and protect our communities, not criminalize them. Cops should be a part of the community, not outside or against it.	Training, Protect, Community
Enforce the laws again! The same laws for every citizen, not double standards. Hold people accountable, clean up our streets.	Accountability, Enforce
Significantly reducing car thefts/prowls, Increasing funding for department so there are more officers on the street and to investigate and follow up on crimes that are reported, Significantly reducing crime overall (but especially residential burglaries, drunk driving, reckless driving, and other driving related offenses)	Crime, Officers, Police
Reducing crime rate through law enforcement (not ignore crimes), cleaning up the drug plague.	Crime, Enforce
I would like to see Carmen Best eliminate or reduce the racial disparities in stop and frisk, and arrest of blacks.	
Justice reform and racial equality.	
Safety. Safety within the department as well as the community. Closing the door to race segregation and bias as the city is becoming more racially tense.	Safety, Safe, Safely, Community
Safety	Safety, Safe, Safely
Getting the department actually focused on deescalation practices and holding officers accountable.	Accountability, Officers, Police
Listen to real people get out knock on doors sit down with folks on a regular basis and find out what needs to be done.	
Deescalation and racial bias.	
Repairing the harms that over-policing of communities of color has created	Officers, Police, Community
Teaching and reinforcing de-escalation techniques that are non-violent	
Developing processes for holding all officers accountable in their treatment of the public AND each other.	Accountability, Officers, Police
Enforcing the drug laws, cleaning up the streets	Enforce
Enforce the laws.	Enforce
Rule of LAW	
Speed limits. Left lane passing laws.	
Getting the resources they need to clean up this filthy city! People can be offered drug treatment with the 200 million we give you to handle this.	
Be able to enforce city laws and bring back a city where I feel comfortable walking to pick up my son from school again.	Enforce
Compassion and de-escalation.	
Keeping everyone safe, not just the rich and not just white people.	Safety, Safe, Safely
Stop killing black people.	
Build trust with the community and have a clear statement about their vision for policing in Seattle. (two things, I know)	Officers, Police, Trust, Community
Getting gang activity eliminated and impounding junk cars/mobile homes and trailers off our city streets!	
Dismantling institutionalized racism within the department.	
Reduce crime. Enforce all the laws equally. Rebuild and grow the SPD. Build the new SPD North Precinct	Crime, Enforce

Violent crime like we have seen recently especially in South Seattle with shootings and gang activity. Second priority would be neighborhood policing to combat property crime and narcotics sales.	Crime, Officers, Police, property
To increase safety for the highest risk groups: people of color, homeless, lgbt, women, low income, people with disabilities	Safety, Safe, Safely
Arresting people that break the law. Emphasize doing it right so if offense is potentially prosecutable it can be prosecuted.	
Make it clear all the laws will be enforced regardless if certain laws are too minor to prosecute, not worth the trouble.	Enforce
Addressing crime. Excessive use of force.	Force, Crime
To bring the community and police together in assuring a welcoming, safe, healthy community.	Officers, Police, Safety, Safe, Safely, Community
Dealing with property crime, getting a fair contract for officers, hiring more officers	Crime, Officers, Police, property
Arresting criminals	
getting all segments to trust the department	Trust
Follow the laws.	
To provide a Police Force the is seem has fair and unbiased by all members of the greater Seattle Community.	Force, Officers, Police, Community
Clean up our streets, not allow loitering in neighborhoods, keep the tax payers and homeowners feeling safe	Safety, Safe, Safely
In-depth knowledge of the community and issues in this area, all of which embody Interim Chief Carmen Best. She has proven herself to be a leader on the department who believes in transparency and building relationships with the community.	Community
Getting the best conflict resolution trainer police offers out here. Making weapons the very last resort, making sure police actually listen to victims.	Officers, Police
ACCOUNTABILITY for all police officers	Accountability, Officers, Police
Youth & Family outreach in vulnerable neighborhoods	
Mental health training	Training
Make the city safe again	Safety, Safe, Safely
Responsiveness and reducing crime in Seattle.	Crime
Crime suppression	Crime
Building back the lost relationship between community & our police force. This will help lead to less crime and more people feeling comfortable helping the police.	Force, Officers, Police, Crime, Community
Reducing (/eliminating) police brutality and racial disparities in our justice system.	Officers, Police
Get back to law enforcement. We already have social service agencies that can focus on community outreach to disadvantaged populations.	Community, Enforce
To enforce the law that protect the citizens of this great city.	Protect, Enforce
Ensuring that officers face substantial consequences for misconduct.	Officers, Police
Rebuilding the trust between the people of Seattle and the police department. Protect & serve... I don't feel protected or served by the Seattle police department.	Protect, Officers, Police, Trust
Clean up the city	
Restoring faith in the police by reducing property crime rates. This is what most residents see every day. Heck, I'd be glad to see a police officer in my neighborhood more than once in a blue moon.	Crime, Officers, Police, property
Accountability	Accountability
As a rich white person, the police are an extension of my insurance companies. They take reports and perform record-keeping duties. I think other communities have more intensive needs.	Officers, Police, Community



Maintaining open, transparent and community-led relationships across ALL Seattle neighborhoods- not just the north side. This community-police relationship should extend beyond enforcement to a real partnership where we know our officers outside of negative interactions. They are our neighbors and fellow citizens at the end of the day.	Officers, Police, Community, Enforce
Safety, crime-solving, and effective enforcement.	Crime, Safety, Safe, Safely, Enforce
I want to see a chief that is going to come in and do the right thing because it is the right thing to do. I want to see a chief that is not one of the good old boys. I want a chief that speaks Spanish and is willing to be part of the whole community. I want a chief that is going to rock the boat and make positive change for all.	Community
safety of the community and connection with the community	Safety, Safe, Safely, Community
I want to see a chief that is going to come in and do the right thing because it is the right thing to do. I want to see a chief that is not one of the good old boys. I want a chief that speaks Spanish and is willing to be part of the whole community. I want a chief that is going to rock the boat and make positive change for all.	Community
Rooting out corrupt and racist practices in the ranks. More cams.	
Not just complying with police reforms, but leading the nation in best-of-practice non-discriminatory policing.	Officers, Police
To make our city safer without supporting or defending crooked cops (ex: Ian Burke)	
Make Seattle a safe place for ALL . Race , gender should not matter . A women .	Safety, Safe, Safely
Support his department and those who work in it.	
Proven record of dismantling racism and bias in policing.	Officers, Police
Awareness and increased training and change regarding race	Training
Black Lives Matter	
A leader with the ability to stand up to the city council and keep our citizens safe. Crime is out of control!	Crime, Safety, Safe, Safely
Working with the city's social services to address our drug and homelessness problems.	
Reduce crime.	Crime
Reducing crime. Including personal property crime, violent crime and the vagrancy in this city.	Crime, property
Changing the culture, preventing officers from behaving violently towards people of color.	Officers, Police
Hiring good cops and firing bad cops.	
To keep everyone safe.	Safety, Safe, Safely
Crime reduction.	Crime
Protecting citizens from both crime and bad police officers.	Crime, Officers, Police, Protect
Safe neighborhoods, property crime is at ridiculous levels.	Crime, Safety, Safe, Safely, property
Lack of malice and gestapo-like policing.	Officers, Police
Work with law makers to make the punishment fit the crime. The police should not participate in a catch and release program. Limited resources are wasted on bad policy and laws.	Crime, Officers, Police
Safety	Safety, Safe, Safely
Community safety through deescalation practices.	Safety, Safe, Safely, Community
The number one job is to maintain an effective police force that reduces crime by aggressively going after criminals, making the city safer for average citizen, not to display the required level of "sensitivity" to small, vocal groups that advocate against enforcing the law	Force, Officers, Police, Crime, Enforce
Removing the criminal and drug elements from the neighborhoods that have been created by the city council.	
Focus on listening to the community and including community members in discussions about the transition to a new leader.	Community
Reduce property crime, enforce existing laws, hire more police officers.	Crime, Officers, Police, property, Enforce

That they are trauma informed, understand how ACE (adverse childhood experiences) impact people/communities	Community
End police violence and eliminating sweeps on homeless persons.	Officers, Police, Violence
Ending the sweeps, ending the violence against poor, black, brown, and gender non conforming bodies.	Violence
Preventing harm to members of the community	Community
Reduce crime, duh.	Crime
Equal enforcement of the law.	Enforce
To uphold the law!	
Homelessness and drug addiction.	
Increase staffing to better morale and support rank and file officers so they can safely do their jobs well, safely, and in the best interests of ALL Seattle citizens.	Officers, Police, Safety, Safe, Safely
Increase beat cops	
anti-racist training, de-escalation, not using excessive force	Training, Force
Protect the citizens from crime and use necessary force against aggression to them or citizens! The police are the ones to stop crime!	Force, Officers, Police, Crime, Protect
He/she will always see that murders and large crimes are investigated and solved. Let's prioritize small crimes. Pick an issue (like car prowling) and go after it until positive change is visible.	Crime
Public safety and trust	Safety, Safe, Safely, Trust
More action on property crime.	Crime, property
Restoring faith in the department.	
Having an emphasis on personal accountability for officers	Accountability, Officers, Police
Equitable safety.	Safety, Safe, Safely
criminals must be held accountable otherwise they reoffend	Accountability
Enforce the laws.	Enforce
-working with other city officials to develop evidence-based responses to big events such as natural disasters, (earthquakes), large protests, and etc.  -work with other city officials to promote ethical and evidence based response to the homelessness crisis in Seattle	
Repairing trust with communities of color, investing time and resources into understanding the people who live here compassionately. Training police officers to see why certain groups of people understandably do not trust or feel safe with the police. Pay attention to how policing is racist - where are you sending the most officers, what is their appearance like at a Black Lives Matter Event vs a Women's March? Try to imagine how your presence affects the people you are near. Increase flexibility and understanding.	Training, Officers, Police, Trust, Safety, Safe, Safely, Community
curb the homelessness epidemic.	
Equity and reduction of crime.	Crime
Reforming negotiations with the police union. It had far too much, negative power.	Officers, Police
Female chief, preferably a person of color.	
Commitment to deescalation.	
Justice	
Protect and serve. Not kill and belittle.	Protect
Prioritize officers' time to more progress, problem-solving goals	Officers, Police
Reducing crime and improving safety	Crime, Safety, Safe, Safely
Fighting racial inequality, finding constructive ways to better assist the growing homeless population, and most importantly fighting corruption within the department.	

Fostering a sense of community to attack crime as a community problem	Crime, Community
Transparency and communication	
Gang violence and shootings in the south end. I worry about the safety of my young children down here. The violence against our elderly citizens is very concerning as well.	Safety, Safe, Safely, Violence
Address the rampant racism within SPD and SPOG.	
Keeping the city safe while respecting the individuals in the community	Safety, Safe, Safely, Community
Equity.	
Building community	Community
Address homelessness and loitering and littering. It won't be long until we are a city of garbage and homelessness.	
Changing the culture of SPD to more progressive	
Restore a sense of law and order to our city.	
Ending police brutality, gaining more trust from the community	Officers, Police, Trust, Community
That (s)he is transparent with the community and is trustworthy. And a be good leader--which sometimes means makes unpopular but ethically sound choices.	Community
Addressing unconscious bias and excessive force, promoting community policing, and raising officer wages to recruit and retain people from Seattle and communities of color (also relaxing some of the initial screening requirements).	Force, Officers, Police, Community
Community based policing. Figuring out ways to address individuals needs through non-penal system approaches.	Officers, Police, Community
Serving and protecting the people of seattle.	Protect
Someone willing to make better progress regarding the DOJ investigation	
Civil rights	
Addressing the concerns of our communities of color, who are disproportionately targeted by police.	Officers, Police, Community
Civil Engagement with the community they serve. Educate and Retrain officers on the what,why, and how of our community issues.	Officers, Police, Community
Equitable presence in North and South Seattle	
Increasing officer accountability and allowing communities to take a more active role in these processes.	Accountability, Officers, Police, Community
Establishing trust	Trust
Finding a more humane solution to the homelessness crisis	
Transparency and honest	
1) Rooting out those cops on the force who clearly enjoy having the power to threaten, harass, or hurt people with impunity - and instituting safeguards to better screen those applicants out; 2) prioritizing violent crimes and hate crimes over "disorderly" infractions (such as homelessness-related issues)	Force, Crime
Accountability	Accountability
Establishing strong values and a culture of accountability and support.	Accountability
Consistent policing that holds people accountable for their actions.	Accountability, Officers, Police
Providing sufficient training to de escalate situations without deadly force.	Training, Force
Reforming the SPD to encourage all officers to behave appropriately and report officers who behave inappropriately, especially with issues of racism or other discrimination.	Officers, Police
They should not be happy with the way the department is working at this time	

get their own house in order re: police violence, become a national leader on best practices instead of dragging their feet b/c the union doesn't want to change	Officers, Police, Violence
Self policing of his officers	Officers, Police
Racial equity and holding officials accountable for any misconduct	Accountability
Protecting all the people of the city of Seattle.	Protect
Earning trust, exhibiting radical transparency, being a member of the community. Be a herd dog, not a guard dog.	Trust, Community
Upholding the law. Focus on being involved in the community rather than revenue generation (ticketing) Making officers approachable, and being a de-escalating element in tense situations.	Officers, Police, Community
strong understanding of how the growing income gap in Seattle is creating a breeding ground for crime and generating the criminalization of cash poor folks.	Crime
Arrest people with criminal behavior	
Focus on non-lethal and de-escalation policing tactics.	Officers, Police
Someone who is focused on making decriminalizing and creating safe communities for people of color.	Safety, Safe, Safely, Community
Communities being included in the problem solving policing.	Officers, Police, Community
To get along with the Feds. Especially on immigration issues. Avoid the politics.	
Ensuring that officers act in accordance to the law & strive toward a decorum of accountability so that federal oversight of the agency is no longer needed	Accountability, Officers, Police
Stop killing black people at a higher rate. De-escalation training. More women and a tougher curriculum to become a cop. There seems to be a lot of military hires and we need all kinds of backgrounds and abilities.	Training
Serving the people who live here, not policing them	Officers, Police
Police reform!	Officers, Police
Crime reduction and community policing	Crime, Officers, Police, Community
Prevent drug problems Seattle area	
Reduce police shootings.	Officers, Police
Searching out the Alt-Right that have infiltrated the Seattle police and removing them.	Officers, Police
Making sure that police do their job and don't break the law.	Officers, Police
Human trafficking	
Enforcing laws that allow others to ruin Seattle.	Enforce
Reducing racial bias	
Building trust.	Trust
Building trust with people of color.	Trust
Mandatory overtime issues in all units.	
Getting all officers to build relationships with the community and help keep it safe.	Officers, Police, Safety, Safe, Safely, Community
Community trust in the police force and policing tactics	Force, Officers, Police, Trust, Community
Restoring trust with communities	Trust, Community
Not allowing protesters to shut down the city would be a great start! How can we believe the police can help in case an emergency or terror attack happens if they cow tow to PC city council?	Officers, Police
Addressing homeless and focusing on low level offenses such as vehicle prowling, jaywalking, and minor thefts as a way to deter more serious violent crime.	Crime
To create a department that is well educated and trained. To set an example for the rest of the country.	Training
Increased police accountability for poor behavior, reducing racial bias	Accountability, Officers, Police

Safety for all...not just those with money	Safety, Safe, Safely
Reform	
Police accountability, officer training for specific populations, developing programs that divert people from entering the criminal justice systems, decriminalizing homelessness and sex work.	Accountability, Training, Officers, Police
Finding someone who has a strong commitment to serving the public.	
Drugs /homeless /mental health /crime	Crime
Reduce crime	Crime
Expanding department capacity (without bringing in under-qualified people)	
Minimal use of violence and no racial profiling	Force, Violence
To eliminate racism	
Protect those who support diversity and don't want our city - and country - to spiral back to a time when only white men had real rights!	Protect
For city police officers to have the same status as sanitation workers: work that is often unpleasant but necessary to making the city continue to function.	
If a garbage collector were to steal something on their route or frame someone for a crime, the average partner on that route wouldn't cover for them or help them do it. And as of right now, we know the average police officer would still rather make their partner escape punishment than help take care of the public	Crime, Officers, Police
Ensuring safety of people of color	Safety, Safe, Safely
Minimize the recourse to use weapons	Force
Training officers to be community-oriented problem solvers and creating bridges between communities	Training, Officers, Police, Community
Accountability	Accountability
Community-based policing, built on developing relationships and emphasizing de-escalation in all encounters.	Officers, Police, Community
Hiring enough officers to solve crime issues.	Crime, Officers, Police
Building trust with members of the community	Trust, Community
Reducing structural racism promoted in the criminal justice system and implementing evidence-based practices.	
Ethics and transparency.	
Public safety WITH trust from communities of color	Trust, Safety, Safe, Safely, Community
Listening to the people to create a safer city	
Focusing on Community-Oriented Policing & police reform	Officers, Police, Community
Building a police force that does not leave any room for the public needing to question the actions.	Force, Officers, Police
Working to reduce bias	
drug testing of every officer for PEDs, steroids fire any who test positive	Officers, Police
Reducing gun violence in the city	Gun, Violence
Reward integrity and merit...out with the good ol' boy's club	
Safe community	Safety, Safe, Safely, Community
To be a servant of THE PEOPLE. All of them. Every person deserves to be safe.	Safety, Safe, Safely
Building and leading a department that is nationally recognized as an innovator in modern, progressive policing.	Officers, Police

A safer city with less open air drug dealing, less property crime, fewer citizens in crisis on our streets (a bigger problem, I know) and citizens of all races who feel supported and served by SPD. My interactions with officers have almost all been positive, so I acknowledge I don't understand the concerns and experiences of marginalized communities. I do know how unsafe I feel waiting for a bus at 3rd & Pike, though.	Crime, Officers, Police, property, Community
Improve race relations	
Community-based, problem-solving policing	Officers, Police, Community
Making every day Life better and easier for law abiding tax paying citizens	
Accountability, officers should be held to a high standard of respective behavior towards citizens and be held accountable for their actions.	Accountability, Officers, Police
supporting communities of color, and making Seattle a safe space for them to exist in	Safety, Safe, Safely, Community
Public safety for all/team building with community	Safety, Safe, Safely, Community
Stopping the school to prison pipeline; instituting racial bias training for all police; not killing innocent people	Training, Officers, Police
Community trust building	Trust, Community
Rebuilding trust in minority communities, better/more training for new recruits, community transparency.	Training, Trust, Community
Rebuilding trust both within and without department	Trust
See above. Stop Seattle police from killing citizens. Stop covering up and covering for officers who abuse their positions, authority, and use of weapons.	Force, Officers, Police
Building trust in communities of color	Trust, Community
Reform	
Ensure the police officers are sufficiently supported and over-trained, especially in the field of de-escalation.	Training, Officers, Police
Reducing addiction levels.	
New to Seattle, don't know	
Lead by setting a good example. A good officer, a good leader, a good administrator, and most importantly, a good neighbor.	Officers, Police
Ability to lead and direct the department to a higher standard.	
Enforce laws regarding drugs, encampments and thefts that are ruining our city.	Enforce
So many competing priorities, I would only ask that sex trafficking, especially of minors and immigrants be more strongly and holistically responded to.	
Recruitment under a revised set of qualifying standards. They should be focused on hiring "the right" kind of officers & doing more thorough background checks.	Officers, Police
Reduction of violence committed by civilians and police.	Officers, Police, Violence
Fully embracing DOJ reform mandates, particularly around reducing harm to communities of color and vulnerable populations.	Community
Continuing the work that the consent decree process started - in my view there has been real progress under O'Toole, but the push to call that process "finished" is so premature as to be insulting to Seattle's people of color.	
Building trust in communities of color	Trust, Community
The safety of all citizens.	Safety, Safe, Safely
Accountability to the public	Accountability
Connecting with communities to improve safety and trust.	Trust, Safety, Safe, Safely, Community
Officer training and accountability.	Accountability, Training, Officers, Police
Ensuring we have adequate training for all officers, and including more community outreach	Training, Officers, Police, Community
Continual de-escalation and bias training.	Training

Zero tolerance for racial bias and profiling // Stop treating trans people like criminals when they seek out help	
An exit plan. Seattle activists and politicians will turn on the chief the instant s/he says or does something that goes against their desires, no matter how correct the action might be in terms of sustaining law+order.	
Building trust with our communities--particularly our minority communities, having an extensive strategy to deal with mental health situations and recognizing that police work is scary--and supporting officers so they don't let fear cloud their judgment.	Officers, Police, Trust, Community
Build trust with communities, keep communities safe, focus on violent crimes.	Crime, Trust, Safety, Safe, Safely, Community
Ridding department of biased-policing and making efforts to restore public trust	Officers, Police, Trust
Guns never ever help a situation. Learn to deescalate with words not bullets.	Gun
Recruitment to alleviate the pressures of under-staffing.	
Ensure that officers are well-trained and perform their jobs to the best of their ability while holding said officers accountable for their actions.	Accountability, Training, Officers, Police
Restoring trust	Trust
Homelessness	
Stop allowing drug use, loitering, defacating, and destroying property. If the city attorneys don't prosecute that's on them not the police	Force, Officers, Police, property
Gaining the trust of all of the people who live in the city, and protecting everyone's rights and safety.	Protect, Safety, Safe, Safely, Trust
Sadly I am not well informed enough to know what the weaknesses/strengths of our police our.	Officers, Police
No deaths of unarmed people and less arresting of youth and getting the help that they need (i.e.) drug rehabilitation and counseling	
Addressing drugs, guns, human trafficking, and opioid crises related crimes. Poverty causes homelessness and that leads to crimes of survival, usually borne out of a dependency on drugs like alcohol and heroine. Poverty also leads vulnerable women and children to fall victim to human traffickers who prey on those who are duped into a false sense of "I have nothing and this man wants to help me" but in reality their lives are in immediate danger.	Gun
Officer education.	Officers, Police
Engendering trust and accountability.	Accountability, Trust
Safe, compassionate human being. Open to change, not seeking power, not a white man, anti-racist and anti-oppression of mentally ill and other marginalized people.	Safety, Safe, Safely
Improve trust with the public, by focusing on dexcultation techniques and by eradicating and exploring the officers personal biases towards the public they serve.	Officers, Police, Trust
Be a leader for change among the rank and file officers.	Officers, Police
To reduce the violent tactics utilized by police and to hold all employees of SPD accountable.	Accountability, Officers, Police
Shooting less people.	
Deescalation	
Making neighborhoods safer while protecting citizens' rights and promoting equity	Protect
How to build strong relationships with communities of color who are facing an enormous amount of profiling and policing	Officers, Police, Community
Reducing gang violence and shooting while creating a positive environment with the public	Violence
Equitable law enforcement	Enforce
understanding of the issues that cause minorities to commit alleged crimes	Crime
Reducing racial bias among the police force and decreasing officer violence against citizens of color.	Force, Officers, Police, Violence
Repairing the divide between the force and the community. Assuring that Seattle is still a city where people who do not conform to traditional gender identities and sexual orientations feel safe.	Force, Safety, Safe, Safely, Community

Safety and confidence to trust each other.	Safety, Safe, Safely, Trust
REFORM. Fuck the unions. Dump the bad cops and start from scratch.	
Improving SPD's de-escalation skills.	
- Shrink the layers of management, so that more of the existing police force can actually be out in the community. You don't need to add more employees. Instead, be more efficient in using the existing human resources. Less administration, more real police work.	Force, Officers, Police, Community
Work with and encourage the city to deal with drug addiction and homelessness.	
Rebuilding trust	Trust
Black Lives Matter	
Restoring trust between the police and the community. Police are often viewed as an instrument of oppression rather than as a support for the safety and vitality of communities in our city. Changing that perception will require a lot of work and will not come with any quick fix or "re-branding."	Officers, Police, Trust, Safety, Safe, Safely, Community
Comply with federal reforms addressing the use of force.	Force
Anti-bias training	Training
protecting vulnerable communities - homeless, transgender, people of color	Protect, Community
The police need to be part of each neighborhood - on foot, not driving around or huddling with each other while ignoring what's going on around them.	Officers, Police
Reduction in both police and civilian violence.	Officers, Police, Violence
Hold officers at higher accountability for shooting unarmed people of color.	Accountability, Officers, Police
Holding police accountable.	Accountability, Officers, Police
Stopping corruption and police violence	Officers, Police, Violence
End police harassment and inappropriate use of force and create a culture of community policing.	Force, Officers, Police, Community
Decreasing homelessness and requesting to lower the mortgage rate in Seattle, very expensive at the moment.	
No more shootings like Charleena Lyles. Also, I think police overreacted in shooting Che Taylor. Should have called for backup, peaceful arrest if necessary.	Officers, Police
Accountability	Accountability
Open transparency and accountability for the whole organization, with a goal to help every single person feel safe and protected equally.	Accountability, Protect, Safety, Safe, Safely
De-escalation training.	Training
Not being afraid to use force. Money/budget management. Stopping the crime of the homeless which is overwhelming right now. Getting drugs off the streets.	Force, Crime
Reach out to schools/universities in Seattle and educate them about race and diversity	
REDUCING/ELIMINATING civilian deaths and serious injuries at the hands of police officers.	Officers, Police
be consistent, be equitable, be transparent	
crime reduction	Crime
Training and emphasis in defusement for all officers	Training, Officers, Police
Collaboration with marginalized communities, reduction of brutality and brute forced used when making arrests, more emphasis on de-escalation tactics and community service rather than arrests and fines.	Force, Community
Record in prioritizing marginalized voices and encouraging trust between community and officers.	Officers, Police, Trust, Community
Ethical person	
Accountability	Accountability
Crime in south seattle	Crime



More patrol officers - pushing the city for more funding to put more cops in the neighborhoods to combat thefts, larceny, car prowls, etc.	Officers, Police
Reducing crime	Crime
Reducing crime, education of the force on racism, trainings	Training, Force, Crime
Regaining trust of the diverse communities in Seattle	Trust, Community
protecting vulnerable communities - homeless, transgender, people of color	Protect, Community
Building and maintaining trust with community	Trust, Community
I want the leader to bring a de-escalation culture to the SPD.	
Building a trusting positive relationship with communities who currently don't have that.	Trust, Community
Pioneer Square and it's rampant drug issues	
De-escalation and racial bias training across the board.	Training
To reach out to communities. To teach youngsters how to be responsible for their future life. Coordinate communities to safeguard their neighborhood.	
Reduce crime.	Crime
De-escalation. De-militarization.	
Transparency about the standards of policing.	Officers, Police
Ability to be a leader while still being flexible and open	
Community policing practices	Officers, Police, Community
Public trust is broken. Show us that you can be trusted, not that you're trying to close ranks and cover for criminal activity among your officers	Officers, Police, Trust
Ability/interest in reducing the number of citizens killed by cops, and focus on de-escalation as a core priority.	
Collaboration with the communities they serve	Community
Transparency	
Provide effective positive forward thinking leadership to the department.	
Lower rate of use of fatal force	Force
More officers and more enforcement.	Officers, Police, Enforce
Holding officers and managers accountable for inequitable or racist behavior and practices.	Accountability, Officers, Police
Hiring more quality officers.	Officers, Police
Prioritize eliminating civilian deaths by police and hiring more women of color.	Officers, Police
Communications. With communities and as an accurate voice from officers.	Officers, Police, Community
Demonstrate SPD's commitment to reform	
Cleaning the murderers out of SPD.	
Getting people trained on appropriate responses. Weeding out cops who continually can't seem to get that the answer to everything is not use of force or shooting the people they are called to help	Training, Force
A serious reduction in biased policing. Police departments overwhelming target POC, queer people, and mentally ill people.	Officers, Police
stopping officers from shooting so many innocent people	Officers, Police
Reform	
Reducing gun violence.	Gun, Violence
To promote the safety and well-being of all Seattle residents and to understand the economic causes of criminal acts.	Safety, Safe, Safely
Add more police officers!	Officers, Police
Recruiting, training, and retaining excellent officers	Training, Officers, Police

Upholding the law.	
Regaining trust of minority communities.	Trust, Community
The Seattle Police Department needs to be committed to change and community engagement which expresses not only the values of the department, but also of the community they serve. The leader should give top priority to engagement and service.	Officers, Police, Community
Put an end to the depolicing. Make police officers start enforcing the law.	Officers, Police, Enforce
Community outreach and trust building.	Trust, Community
De-escalation training. Equitable justice.	Training
Community police	Officers, Police, Community
Resist illegal ICE requests and actions. Build community trust by becoming worthy of that trust.	Trust, Community
To protect residents and visitors in an unbiased manor and to enforce the law.	Protect, Enforce
To maintain transparency with the community and to own up to/make amends to existing weaknesses.	Community
Safety for queer people in Seattle, safety for our immigrant neighbors, neighbors of color	Safety, Safe, Safely
Reducing instances of violence in police-public contact.	Officers, Police, Violence
The intent and skills to eliminate the racist excessive force that is ingrained in our police department. They currently do NOT protect and serve people who are not white, middle class individuals. As a white woman I will not call the police even if I am being harassed and fear for my safety if the perpetrator is a person of color... because I don't believe the sentence for making me uncomfortable should be a brutal beating or death.	Force, Officers, Police, Safety, Safe, Safely, Protect
Protecting and serving everyone in Seattle, not just making people with money feel more at ease	Protect
Safety of the community.	Safety, Safe, Safely, Community
Gain respect of the rank and file officers.	Officers, Police
Stop over policing and profiling people of color especially black people	Officers, Police
Zero tolerance of police brutality and racial profiling	Officers, Police
Make a police force that is part of the fabric of this city, not at odds with it and has equitable operations throughout the city- don't punish poor and diverse areas.	Force, Officers, Police
Enforcement of laws broken by homeless population. Camping illegally, drug use, littering, defecating in the parks, etc.	Force, Enforce
To remind the police that they serve the community, not the other way around. Law abiding citizens shouldn't be more afraid of the police than gang violence.	Officers, Police, Community, Violence
to get rid of the cops who are a disservice to the badge	
Training and emphasis in defusement for all officers	Training, Officers, Police
Getting police officers that have abused citizens, off the force. No blue wall.	Force, Officers, Police
Developing a de-escalation policy for the SPD.	
Protect and serve. Foster a department that understands mental illness and how to approach it. Provide training for officers so that they aren't prone to shooting first and asking questions later. Advocate for education, not incarceration.	Training, Protect, Officers, Police
Develop officers who are members of the community who work for, represent and look like all the many types of people that make up our city. There should be no us (cops) vs. them (the public).	Officers, Police, Community
Public safety with fair, just enforcement.	Safety, Safe, Safely, Enforce
Making Seattle a safe and happy city.	Safety, Safe, Safely
Marginalizing the police unions. I don't care if they strike. They need to be destroyed.	Officers, Police
Focus on deescalation - no one should die because of officer overreaction. Guns should never be the first option.	Officers, Police, Gun
Value for human life.	

Protecting vulnerable populations instead of penalizing them.	Protect
De-weaponizing the SPD.	
Community policing, with structures in place to weed out/deal with racial bias, mental health crises, non-violent interventions	Officers, Police, Community
Working with communities of color	Community
Decreasing/erasing racial disparities and racial profiling and stopping police brutality against people of color	Officers, Police
Ensure SPD officers are not above the law, eliminate excessive force.	Force, Officers, Police
Fair and equitable policing.	Officers, Police
Community trust. I want to see cops talking to kids, adults, and business owners when there isn't a problem.	Trust, Community
Involving the community to address issues that lead to crime, fixing issues before they become a problem.	Crime, Community
Creating a SPD culture that enables officers to be helpful members of the community who better the areas they serve. No one should be afraid to call the police when they need help.	Officers, Police, Community
. Maintaining reforms in place and getting all officers to follow the rules	Officers, Police, Community
. Listen to communities most impacted and seek new innovations and reforms.	
To ensure SPD polices constitutionally	Officers, Police
Reduce officer-involved shootings	Officers, Police
Making it so that officers do not panic and kill people.	Officers, Police
Build trust in the community by increasing transparency of procedures, implementing change as a result of an adverse outcome, and focus on de-escalation as the first, second, and third method of choice. Publish results.	Trust, Community
Crime fighting and hiring new officers.	Crime, Officers, Police
Community outreach	Community
Promoting public safety, including for communities that have historically faced disproportionate (in)justice when dealing with the police. Let's get to a department that makes everybody feel safer.	Officers, Police, Safety, Safe, Safely, Community
Accountability for officer indiscretions -- willing to impose jail sentences upon officers who abuse their position.	Accountability, Officers, Police
De-escalation training.	Training
Shaping a police force of citizens, not "warrior cops"	Force, Officers, Police
Focusing on community driven solutions.	Community
The top priority of the department should be ensuring both the physical and emotional safety of all of our community members - not just the white and wealthy, but our growing homeless population, and our LGBT, disabled, and nonwhite communities too.	Safety, Safe, Safely, Community
Officer accountability	Accountability, Officers, Police
Being the best leader he or she can be for the department, then the community.	Community
obviously the safety of the community, but i think that should be measured by whether or not people in the community actually feel safe	Safety, Safe, Safely, Community
The top priority for the leader of the Seattle Police Department should be managing a growing department (to match the growing population) and improving relationships with the community.	Officers, Police, Community
Integrity	
Deescalation and disarmament	
A reduction and ultimately elimination of racism in Seattle's policing.	Officers, Police
A desire to protect and serve *every* person in the community. Even the ones they think are "bad", can't judge from a distance	Protect, Community
Training officers to use appropriate force.	Training, Force, Officers, Police

Increase training/support for officers so that they better understand unconscious racial bias, and how to combat it (i.e., you don't have to consciously racist to have your action result in racially disparate outcomes--you can even be consciously for racial equity, and have the same result. So if you're not racist, you should want to learn how to correct that.) Also, police officers who do hold bigoted views should be fired, so they do not keep ruining the good name of the rest of the force.	Training, Force, Officers, Police
Rebuilding trust between the public and the department.	Trust
Homelessness crisis.	
Establishing Law and Order and cracking down on all criminal activity, regardless of the identity of the criminals.	
Eliminating civilian deaths by police	Officers, Police
De-escalation training. Stop shooting people. The use of force indicates that you have lost control of the situation.	Training, Force
Crime prevention and legal accountability.	Accountability, Crime
That police officers have consistent stress and anxiety check ins with professionals that can help them to deal with current day to day triggers in their jobs.  I would also love to see sufficient training for dealing with the population in the city that struggles severely with mental health. I don't feel our police force in any way has had a historically positive relationship in dealing with this population without brutal force.  This needs to be reconciled.	Training, Force, Officers, Police
Making SPD a valuable, engaged part of the Seattle community.	Community
Making all people in Seattle, but especially the marginalized feel safe in Seattle	Safety, Safe, Safely
Creating a police force which is invested in our community which emphasizes protecting all of Seattle.	Force, Officers, Police, Protect, Community
protecting vulnerable communities, partnering with high crime communities to build confidence with residents.	Crime, Protect, Community
Non violence. No more POC dying at the hands of scared and untrained officers. This is the biggest issue, followed by humane treatment of homeless populations. Instead of the constant "sweeps", help work with communities to find alternatives for homeless, such as permanent camps they can call home.	Officers, Police, Community, Violence
Reducing police violence. Police officers are often called into situations that would be better served by mental health professionals and other service providers, so the department should increase partnerships with these organizations to ensure positive outcomes in police engagement. Officers should also be trained in how to de-escalate a situation rather than resort to a use of force. Many unfortunate cases of police violence could have been resolved by calmly talking.	Training, Force, Officers, Police, Violence
Bring together officers to hear concerns as they are in touch with all citizens including the homeless	Officers, Police
Transparency and accountability.	Accountability
People feeling safe and not threatened by police officers or citizens	Officers, Police, Safety, Safe, Safely
Enforcing laws as written and standing behind his officers.	Officers, Police, Enforce
Accountability for the officers in its department.	Accountability, Officers, Police
Community-led policing and de-escalation	Officers, Police, Community
Continued community outreach.	Community
Becoming the leading department in the country wrt eliminating bias and brutality.	
gun violence reduction	Gun, Violence

Removing the blight of transients and attendant crime and debris of streets and public areas in the City of Seattle.	
Have the City Council get a clue.	Crime
My ethnicity is not listed below.	
Leading by example, not cowering to the powerful special interests, enforcing the laws as written	Enforce
Addressing biases and corruption.	
Changing the culture of violence/excessive force, ensuring police officers can de-escalate effectively,	Force, Officers, Police, Violence
Reducing crime.	Crime
End the gang activity in South Park neighborhood. Implement a mobile gang unit in South Park neighborhood.	
Hire and maintain trustworthy and respectable police officers.	Officers, Police
Training all officers in deescalation techniques.	Training, Officers, Police
Total accountability and transparency	Accountability
Suicide	
Rebuilding trust between communities and law enforcement.	Trust, Community, Enforce
REDUCING CRIME AND RESTORING ORDER	Crime
Engaging with officers and the community	Officers, Police, Community
Ability to admit department's mistakes and commitment to fix/improve on them.	
Crime fighting	Crime
Justice, peace, kindness, de-escalation.	
Improving accountability and enforcing consequences on officers who are "bad apples" esp with regards to violence and discrimination	Accountability, Officers, Police, Violence, Enforce
An ability to understand diverse communities and how to serve them evenly and without bias.	Community
Spend more on patrol officers and less on gizmos	Officers, Police
Unity within our communities and SPD, transparency, and cultural literacy.	Community
Stopping the killing of unarmed people being killed or shot by police	Officers, Police
Unity	
Reduce police violence! Demilitarize the police!	Officers, Police, Violence
Making sure police don't see themselves as the opposition to the residents of the city.	Officers, Police
Fostering trust with the community.	Trust, Community
Cleaning out the bad apples	
Reducing deadly force.	Force
Implement mandatory racial bias and de-escalation training for all police officers, multiple times throughout their career; hiring officers from the community	Training, Officers, Police, Community
Give people the tools and confidence to report, stay safe, help others	Safety, Safe, Safely
Getting to Vision Zero.	
Rooting out the domestic terrorists in right-wing communities. The most consistent indicator of a school shooter is reactionary viewpoints.	Community
Ensuring that our growing city remains safe, with particular emphasis on safety for minorities and undocumented immigrants.	Safety, Safe, Safely
Restoring confidence in SPD officers by removing those who abuse their authority.	Officers, Police

Reducing property crime	Crime, property
Stop killing black and brown people; stop locking up black and brown kids	
Reform of SPD as an institution.	
Reforming the department in spite of the police union.	Officers, Police
phasing out SPD as it now stands in favor of public Safety Committee	Safety, Safe, Safely
To build trust between the police force and demographics of people who have been historically bullied by law enforcement.	Force, Officers, Police, Trust, Enforce
Make the City safe.	Safety, Safe, Safely
Enforcing the laws of Seattle fully	Enforce
Building a REAL community communication and holding ALL officers accountable.	Accountability, Officers, Police, Community
Addressing racial bias and police brutality within the department.	Officers, Police
Supporting the individuals and families in our communities most in need - those who have been marginalized from society and need the most care and support.	Community
Someone that will reduce crime in Seattle and make it a safer place to live.	Crime
Equity	
The department still suffers from bad optics and a lack of public trust because of the Justice Departments findings concerning bias and use of force. Any future police chief must continue to reform the department and ameliorate the department's image while working with the Guild to get buy-in from officers at all levels of the department.	Force, Officers, Police, Trust
Destroy SPOG	
Anti-racist policing	Officers, Police
Making sure that those addicted to drugs or alcohol receive treatment as a first option, rather than incarceration.	
Making police accountable for the crimes they commit against the citizens of Seattle	Accountability, Crime, Officers, Police
Building trust with local communities	Trust, Community
Equity	
Reform	
Making Seattle Safer.	
Applying a race and social justice lens to policing	Officers, Police
Weeding out the bad cops and replacing them with officers who see their job as a vocation, not a power trip.	Officers, Police
NOT KILLING PEOPLE OF COLOR.	
Being part of making Seattle an open inclusive city.	
Selecting someone who has a background in a community of high need, to build trust amount high needs populations.	Trust, Community
Residency requirement, and growing the department. There are not enough police in this city!	Officers, Police
Creating a formal legal process for transparent officer accountability by the community that uses restorative justice principles.	Accountability, Force, Officers, Police, Community
Dismantling structural racism	
Actually regaining the public's trust	Trust
Reducing property crime and quality-of-life issues, while maintaining low violent crime rates.	Crime, property
Permanent, long-term changes to the overall functionality of the SPD.	
Arresting open air criminal operations and drug dealers in which our "leaders" think are just homeless down on their luck.	

Establishing community policing - giving citizens voice and listening to them at events that go beyond conflict driven situations. Having officers as part of the community, not above the community.	Officers, Police, Community
Community buy in from all marginalized communities. Strong commitment to furthering City's no youth detention goals.	Community
Uphold and enforce existing laws	Enforce
Letting cops know they aren't above The Law.	
End the culture of excessive force and brutality and make the police a friendly and accessible part of our communities again.	Force, Officers, Police, Community
Continuing the process of healing SPD's relationship with communities of color.	Community
Transparency and an opened to changing culture and procedures that don't work	
Building confidence that they protect everyone, not just certain people in our community. Understanding that to overcome bias, you must try harder in certain communities.	Protect, Community
regaining the trust of the community	Trust, Community
Transparency about use of force, and holding officers responsible (meaning, fire them) when they violate use of force policy. Standing up to the police union, who pits officers against the public who wants to hold them accountable for their actions.	Accountability, Force, Officers, Police
Community. Building a renewed sense of community between the police and the people.	Officers, Police, Community
Stop police shootings.	Officers, Police
Focus on investigating property crimes.	Crime, property
Fight crime	Crime
The ability to stand and fight for the department against the politicians.	
Address increase in property crime, shoplifting and other crime negatively impacting neighborhoods and small businesses.	Crime, property
Right size the department, start addressing property and nuisance crimes. They are going to lead to increasing lawlessness in the city.	Crime, property
Increasing trust between officers and communities	Officers, Police, Trust, Community
Enforcing existing laws to keep the city safe and clean.	Safety, Safe, Safely, Enforce
Respect. (Earned)	
Focus on developing a culture of respect, introspection, and accountability	Accountability
Hiring & training more Street cops	Training
Safety for our school children and our neighborhoods	Safety, Safe, Safely
Would like to see more police interactions with the community. Bike patrol, more	Officers, Police, Community
Deterring property crime and street disorder	Crime, property
Community trust and collaboration. Officers can not be everywhere at all times, and they can not help where people are not willing to call them.	Officers, Police, Trust, Community
To stop the overrepresentation of people of color who are stopped by police due to bias and racism and to stop murders at the hands of police.	Officers, Police
To take whatever action is necessary to ensure that if a police officer murders a citizen, such as Ian Birk did to John T. Williams, they are charged with and tried for Murder, regardless of whether the City Attorney and County Prosecutor feel "we won't win the case given the current laws".	Officers, Police
Public safety.	Safety, Safe, Safely
To enforce the laws.	Enforce
Enforcing the law.	Enforce
Serving the public and enforcing the law while making it clear racism & abuse of power by police will not be tolerated.	Officers, Police, Enforce

No new juvenile hall detention center. Those millions of dollars need to go toward other social justice programs, NOT putting kids in jail.	
Increasing the safety of our city for all citizens.	Safety, Safe, Safely
Community engagement  De-escalation training and changing the culture to be less “shoot first ask questions later” to engage with social workers, community leaders and do a big listening and partnering tours.  Removing hate groups from Seattle, such as alt-right terrorist groups. The rise of neonazis in Seattle is alarming.  Build trust and respect with Seattle minorities, immigrants and lgbtq communities.	Training, Trust, Community
Lead by example	
High standards and accountability	Accountability
Serving and protecting, which may possibly include putting themselves in danger and giving the public the benefit of the doubt	Protect
Enforce the existing laws. I realize this is not an easy task given the views of the City Council and the Mayor's office.	Officers, Police, Enforce
Public safety	Safety, Safe, Safely
Enforcement of laws and protection of law abiding citizens	Protect, Enforce
The balance of compassionately managing homelessness, especially violence within the camps and preserving safety for the rest of us.	Safety, Safe, Safely, Violence
Keeping us safe, equipping officers to do their job	Officers, Police, Safety, Safe, Safely
Transparency	
Training/reform	Training
Leadership ability (NOT management). We need someone with a strong vision and who has a proven ability to effect change through his/her leadership.	
Get more officers out in the neighborhoods	Officers, Police
Holding officers accountable for racially biased actions.	Accountability, Officers, Police
community outreach	Community
To create a first-rate police department that truly protects and serves all members of our community.	Protect, Officers, Police, Community
Enforce the law.	Enforce
Gang violence and crime in homeless encampments.	Crime, Violence
Protect the citizens	Protect
Equal treatment for all residents. And pushing for more officers.	Officers, Police
Equal treatment for all residents. And pushing for more officers.	Officers, Police
Reduce crime	Crime
enforce the LAW	Enforce
Ability to work with neighborhoods to increase safety, but also to work with the mayor and city council to enable enforcement of existing laws (which is not happening now), and to hold officers accountable for racial/ethnic profiling and violence against citizens.	Accountability, Officers, Police, Safety, Safe, Safely, Violence, Enforce
Make Seattle safer. I read that property crimes are escalating and response times slow.	Crime, property
Proactive policing.	Officers, Police
Serving and protecting	Protect
Building morale in department & solving property crimes.	Crime, property
Safety of citizens is paramount. They need to be able to lead under pressure of a very liberal city.	Safety, Safe, Safely
make it clear who is in charge.	



protect people and property	property, Protect
Enforce the laws. Reduce crime. Do not let people get away with breaking the law simply because they are homeless.	Crime, Enforce
to make sure preemptive violence/aggression etc. (in other words police brutality) is eradicated from police departments, this includes making sure officers are held accountable when they are violent towards the communities they are supposed to be protecting.	Accountability, Protect, Officers, Police, Community, Violence
More officers, fight City Council, enforce laws that would reduce crime.	Crime, Officers, Police, Enforce
Develop trust with the community and not just the liberal.	Trust, Community
Build trust and show us that the police are interested in our safety and well being.	Officers, Police, Safety, Safe, Safely, Trust
Law enforcement! Today, the SPD, at the city councils request, is hands off on crime committed by vagrants and homeless this has to stop.	Crime, Enforce
Don't be so focused on revenue generation (writing tickets) - not going to fix the problems	
Need to reestablish the respect of the citizens - which you don't have now.	
Citizen safety, support of victims of crime.	Crime, Safety, Safe, Safely
Support and uphold the actual law, not what the corrupt Seattle city council wants you to do.	
As a bias living in South Park, I would say the violence in this community needs to be addressed.	Community, Violence
Reducing drug use and crime, including property crime.	Force, Crime, property
Clean up the cease pool that is Seattle in 2018.	
Communication. Listening. Developing a strategic action plan, then measuring outputs and outcomes toward achieving the goals in a defined timeframe.	
enforcing the laws	Enforce
Honesty and forthrightness, even if some feelings may get hurt.	
Enforcing the court-approved agreement.	Enforce
Stop and prevent crime, including those using guns, those involving mail thefts, those victimizing under-represented minorities	Force, Gun
Protect the citizens of Seattle. Get the homeless	Protect
population off the streets. CLEAN UP our city, please.	
To enable law enforcement in a fair, just, non-biased fashion.	Enforce
reduce crime, reestablish trust nad respect of officers, ENFORCE EXISTING LAWS AGAINST NON-RECREATIONAL TENT AND RV CAMPERS (aka "homeless") who contribute to trash and crime	Crime, Officers, Police, Trust, Enforce
Make the police presence known in Seattle. Crack down on drug users and thieves!!	Officers, Police
restoring trust of the average citizen that police will respond when called and will pursue property crimes	Crime, Officers, Police, Trust, property
public safety	
police accountability	Accountability, Officers, Police, Safety, Safe, Safely
honesty and integrity	
Excellent leadership qualities! Fair and equitable.	
An increase in police officers to meet the needs for the ever increasing population of our city.	Officers, Police
I want a police chief who will lobby hard for increasing the number of officers in the Seattle Police Department.	Officers, Police
Make neighborhoods safe. Get more funding from city council for more officers.	Officers, Police, Safety, Safe, Safely
Reducing crime	Crime
Enforcement of existing laws. From arresting people who lie on for 4473/NICS checks, to stopping illegal breaking& entering (squatting), to car thefts, to package thefts...	Enforce
Do SOMETHING that you are hired to do...	
safety and security of the citizens.	Safety, Safe, Safely

Safety of Seattle!	Safety, Safe, Safely
Public safety, particularly reducing the rampant property crime we have.	Crime, Safety, Safe, Safely, property
Enforcement and street level problem solving.	Enforce
The leader of the SPD should be willing to stand up to the police union and advocate for the community when it comes to discipline, accountability, and things like body cameras	Accountability, Officers, Police, Community
To ensure people feel safe in utilizing police services.	Officers, Police, Safety, Safe, Safely
We need more officers!	Officers, Police
Enforcement of the law	Enforce
Enforcing law	Enforce
Making Seattle a safe city to live in and to promote trust within all communities/neighborhoods and diverse cultures.	Trust, Safety, Safe, Safely, Community
Holding officers accountable for abusing power.	Accountability, Officers, Police
Peace and livability in the city through fair yet firm enforcement of the law.	Enforce
Enforce the Law	Enforce
Good honest policing	Officers, Police
Safety of neighborhoods and reducing crime.	Crime, Safety, Safe, Safely
Less gathering of squad cars for breaks	
Law enforcement instead of stroking the publics fragile egos.	Enforce
Stop police brutality against minorities.	Officers, Police
Allowing officers to do their job. Cite and or arrest people that are breaking the law, whether it is murder, assault or mail theft or vehicle break ins.	Officers, Police
Prioritizing people over property.	property
I would like law enforcement to put more focus on getting people with addiction and mental health issues connected with agencies that can give them the right kind of help.	Enforce
To place the wants/needs of the citizens of this city that actually pay taxes first.	
Reducing crime for everyone in all areas of the city	Crime
Address the drug problem and enforce the laws.	Safety, Safe, Safely, Enforce
Help the citizens feel safe in their own neighborhoods.	
Accountability for insuring best practices in policing are known by officers and are implemented.	Accountability, Officers, Police
Making america great again	
History of transparency	
Incentivize and motivate change, hold officers accountable for using excessive force and escalating situations, remove officers from contact with the community if they cannot demonstrate the use of de-escalation techniques or use excessive force, require officers to hold community forums and workshops to build relationships and trust with marginalized communities.	Accountability, Force, Officers, Police, Trust, Community
Drugs and illegal immigration. I would also like someone to lay out a plan on how to protect our schools. Patrols durring lunch before and after school	Protect
Reinstate proactive policing, hire 100's of new officers to keep up with population growth, officer retirements, lateral transfers, etc.	Officers, Police
Reduce crime & improve public safety.	Crime, Safety, Safe, Safely

Reduce crime. For the first time in my life living here, I don't feel safe any more. In the past 3 months, two women who live within a mile of me had intruders enter their homes. One was attacked, the other was brutally tortured and murdered. Every day there are multiple thefts in my neighborhood and many of my neighbors feel hopeless and powerless because the message they receive is that it doesn't matter and there are no consequences. FYI, if you are wondering, I am a very liberal female who works for a feminist, anti-racist organization. So if I'm feeling this way now, you know it's bad.	Crime, Safety, Safe, Safely
Developing trust in all communities and outreach to meet unique needs of each area	Trust, Community
Restoring trust by meeting justice dept demands.	Trust
Getting our police the best training and supporting them to do their job while working with the community.	Training, Officers, Police, Community
Someone who can lead the department to fulfill its job responsibilities to the community and someone who is strong enough to not bow to the City Council and the stream of constant protesters	Community
Advocate of personal police cameras with sound recording ability	Officers, Police
Actually enforcing the laws to keep vagrants and criminals out of our neighborhoods	Enforce
Standing up to policy makers who believe that enforcing the law or creating new ones are not important elements to protecting the public health and safety of our City. We have augered in to a state of lawlessness under the former Mayor and recent past and present Council.	Protect, Safety, Safe, Safely, Enforce
Reducing crime while addressing homelessness issues.	Crime
Dealing with the "homeless," and the associated drugs, property crime, and violence.	Crime, property, Violence
Enforcement of laws. Residents of the city who pay the taxes shouldn't feel ignored by thier police department.	Officers, Police, Enforce
crime	Crime
To lower the high crime rate that has skyrocketed since the homeless populations have dramatically increased.	Crime
Property crime, and restoring trust between management and the rank & file officers. Put an end to depolicing.	Crime, Officers, Police, Trust, property
Remaking the SPD in to a functional police dept	Officers, Police
Reducing crime.	Crime
reduced crime in neighborhoods (significant increase in 98115)	Crime
Homelessness care and housing placement.	
Making sure officer have proper equipment like tasers and body cams so the have non lethal options and accountability to actions	Accountability, Officers, Police
Cracking down on drugs and crime. Listening to community voices concerning skyrocketing drugs and crime. Getting people OFF the streets NOW.	Crime, Community
Make Seattle livable again. Stop all the theft that is making neighborhoods horrible.	
Work to secure funding to hire more officers	Officers, Police
Human beings	
Crime reduction	Crime
Improving public safety through law enforcement.	Safety, Safe, Safely, Enforce
Working with the business district, Chamber of Commerce, neighborhoods to combat homelessness and substance abuse.	
Preventing shootings - mass shootings, racial shootings by police, shooting of police, shooting at homeless camps. I consider shooting anywhere other than a shooting range in Seattle a problem.	Officers, Police
Being able to work with people of color and police to help end racial bias and inequity within the police department.	Officers, Police
Providing a safer city	

Valuing collaboration with community based organizations like the peace circle that works with juvenile offenders in the justice system AND youth victims that have been harmed	Community
Safety of every citizen including the homeless.	Safety, Safe, Safely
Putting criminals behind bars and enforcing the law.	Enforce
The SPD need to be a group that all people can be safe turning to. Officers who have a history of abuse or violence need to be let go. A force that innocent people are afraid to go to for help, is more a band of thugs. And the idea that black children, and other minorities, have to be taught by their parents, how to act, move, speak, just to avoid being killed during a traffic stop, is shameful. It is utterly and disgustingly shameful. We need a leader who agrees that it is shameful, even sheds tears at the idea, and searches for a way to end that.	Force, Officers, Police, Safety, Safe, Safely, Violence
Drugs downtown and increased break-ins/robberies in the suburbs.	
Restore faith amongst homeowners in Seattle that they can live without being constantly vandalized by an increasingly emboldened homeless population.	
Increase diversity in the ranks. Improve response times to crimes.	Crime
To stop crime of course	Crime
Reduce crime in our neighborhoods where we live. We should not feel unsafe in our homes or shopping in the in our neighborhoods. Stores have stopped apprehending shoplifter's for fear of repercussions.  We should not stumble over homeless people when walking in our parks, or passing doorways of closed businesses going to restaurants at night.	Crime
Actively Enforcing laws & reducing crime, including protection of property & persons	Crime, property, Protect, Enforce
Deal with the homeless issues....clean up our streets and neighborhoods.	
The safety of all residents of Seattle.	Safety, Safe, Safely
Work to provide a safe, equitable, friendly city with a low crime rate, including property crime	Crime, Safety, Safe, Safely, property
Make citizens feel safe	Safety, Safe, Safely
Reducing crime	Crime
Making Seattle safer without regard to gender, race or economic status. In the last few years crime has risen dramatically. 10 years ago, I often times didn't lock my doors, never an issue, wouldn't dream of doing so the last few years and AFTER is started locking my doors all time, I've been burglarized, twice.	Crime
Hire police officers who are NOT racist and NOT bullies and reprimand or remove those who are.. I have seen far too much of this and enough already!	Officers, Police
enforcing the law	Enforce
Fighting petty crime and other issues in hotspots around the city. While most of Seattle and the nation have seen declines in crime rates, a few areas have seen steep increases.	Crime
Cleaning out homeless camps and "persuading" the homeless to go elsewhere. This would cut down on crime considerably.	Crime
Building meaningful trust and collaboration between the public and SPD.	Trust
Safety in Seattle!	Safety, Safe, Safely
More officers	Officers, Police
More officers	Officers, Police
Diversity training	Training
Transparency	

Make neighborhoods safer. Way too much property crime in areas where children live and are supposed to be safely walking to and fro from school, friends houses, businesses, etc. It's become completely unacceptable, as if they're waiting for a truly catastrophic occurrence to finally prove we've hit a tipping point. People are literally considering walling off their homes and recommending vigilantism. It's as if we are devolving as a society given that we even need to entertain neighbors resorting to this kind of advice. The worst part is that the crime has become so bad that they don't even sound that crazy when they make these suggestions I typically associate with developing countries who lack rule of law or are suffering from overwhelming corruption.	Crime, Safety, Safe, Safely, property
I don't think there is a single top priority. If I had to pick only two, I would say reducing violent crime and improving the community perception of and relationship with the department/individual officers.	Crime, Officers, Police, Community
Empowering and performance managing the department. Adding staff to do more neighborhood policing.	Officers, Police
Property crime. Police presence and response time.	Crime, Officers, Police, property
Why doesn't being gay or transgender matter in this survey? We are all people looking for police to do their jobs and prevent crime.	Crime, Officers, Police, property
Strong leadership qualities that will allow the SPD leader to stand up to the City Council.	
More police living where they work! This is paramount to buildings bridges and long term relationships.	Officers, Police
Safety	Safety, Safe, Safely
Reducing crime in the City, including the pollution, human waste, and vandalism emanating from homeless encampments.	Crime
Understanding the issues of concern to our city - property crime and other "non-victim" crimes are a low priority but are getting to a level where the citizen of this city do not feel the police are active in supporting them. What methods will be used to address the drivers of property crime like drug addiction to reduce the occurrences?	Force, Officers, Police, Crime, property
community trust	Trust, Community
Continued progress toward Justice department reforms/recommendations	
Homeless problem.	
Making Seattle a safe place with low crime or no crime	Crime, Safety, Safe, Safely
openness both to community and officers	Officers, Police, Community
Leadership development, strategic coaching, and mentoring. Reduce gaps by bringing people together.	
Homelessness	
Enforcing the law and reducing crime! Plain and simple!	Crime, Enforce
Fostering integration between the police force and the local community. Familiarity breeds understanding and compassion.	Force, Officers, Police, Community
Although reducing crime and creating safer communities should be at the forefront, I think that introducing programs that help our vulnerable populations be connected to resources should be a top priority. Whether that be at-risk youth, the homeless population, or those suffering from a mental health disorder. Unfortunately, police have more responsibility than just keeping the peace. If they had the knowledge of new and current resources they could redirect those in need.	Crime, Officers, Police, Community
Law and Order.	
building trust within our community. Instead of building MORE prisons and detention centers, I think outreach programs and temporary housing is WAY more important.	Trust, Community
Fair and equitable policing (encompassing accountability and eliminating biases)	Accountability, Officers, Police
reduce use of deadly force	Force
De mystifying the SPD, real community engagement, and internal cultural work.	Community

Community policing. The communities need to be more involved to help the officers do their jobs.	Officers, Police, Community
Reduction in opioid and meth trafficking, significant reduction or elimination of unsanctioned homeless encampments	
Hire more officers, lower call response times and restore confidence in SPD.	Officers, Police
Enforce policies that impact the majority of the people (tax paying) vs. only focusing on those that impact the minority (homeless).	Enforce
Reduce and contain crime. Why are you asking about gender and ethnicity?	Crime
Getting enough officers on the force to be able to return to preventive patrolling, which is no longer feasible due to short-staffing.	Force, Officers, Police
Build trust among all members of the community, especially minorities.	Trust, Community
reduce all levels of crime	Crime
Reducing crime and improving residents' feelings of safety. People should feel like if they are the victims of crime, their experiences will be taken seriously and the offender will not be able to completely circumvent any punishment.	Crime, Safety, Safe, Safely
Reduction in opioid and meth trafficking, significant reduction or elimination of unsanctioned homeless encampments	
Getting the rampant drug-related property crime issues back under control. The Crackdown on homeless campers trashing our city and leaving their needles everywhere.	Crime, property
Protecting real U.S. citizens in Seattle by enforcing existing U.S. immigration laws and reducing crime, including property crime.	Crime, property, Protect, Enforce
More police	Officers, Police
Keep Seattle streets safe! Let criminals know that they will face consequences if they break the law, not simply be ignored.	Safety, Safe, Safely
Understanding and implementing holistic, majority public opinion, coupled with evidence-based practices.	
Continued mental health and de-escalation training.	Training
Law. Enforcement.	Enforce
experience in implementing organizational change at all levels in a large institution	
Non white privileged, non racist	
build trust in the police, reduce property crime	Crime, Officers, Police, Trust, property
Better treatment of people of color, mentally ill/impaired, vulnerable populations.	
Working with the union, the foundation, the mayor, and the community to identify "good" police officers and exiting any "bad apples".	Officers, Police, Community
Support and enforce federally mandated reforms.	Enforce
Accountability	Accountability
Effective change to institutional bias against POC and marginalized groups.	
Public safety.	Safety, Safe, Safely
Ability to work effectively in a diverse community	Community
Building trust within the community, especially the South End. And you earn trust by interacting with people and showing them you care about them and the community. And you can't do that from the car!	Trust, Community
Restoring community confidence and continuing the process of reform.	Community
Community-based policing. Officers need to be known by & care about the neighborhoods they work in.	Officers, Police, Community
Appropriate responses by police. No more deadly or excessive force where it is not warranted	Force, Officers, Police
Law enforcement	Enforce
Hire someone who will arrest the idiots who block 4th and Jackson.	

Protect the silent majority and not make the good people sit in the middle of the street to be noticed.	Protect
To not perpetuate racism.	
STOP letting the few massively impact the many. Seattle police are laughable shit.	Officers, Police
Ending police violence against people of color.	Officers, Police, Violence
Gain trust with his/her subordinates and the Mayor.	Trust
Reducing the number of arrests for minor offenses, especially for the homeless in Seattle. It is inherently reactive to a larger problem, which arrests and charges only exacerbate, all while jamming up the courts with minor cases and defendants who will ultimately fail to appear in court for those charges.	
Protect the majority of Seattle citizens, who are law-abiding.	Protect
Having control of the officers.	Officers, Police
Reducing police violence and abuse	Officers, Police, Violence
Not be a "political insider" that is concerned about advancing political agendas. Someone who will uphold and follow local, state, and Federal laws.	
Ability to work with a Diversity of communities.	Community
Elimination of the destructive forces of bias, sexism, racism, and love-of-violence within the SPD, valuing instead compassion, openness, listening, information-using, creativity, and problem-solving skills.	Force, Violence
Reduce crime - big and little	Crime
Protect the community without killing the community	Protect, Community
Setting an example of working hard, not staying a lot lobbying at a club but work hard by willingness to be available physically too.	
Get the militant attitude out of the force. Educate ALL officers on techniques to de-escalate potentially volatile situations and particularly on how to talk to the mentally ill.	Force, Officers, Police
Get the junkies and homeless people off the sidewalks and out of the parks.	
Enforcement of the laws.	Enforce
Public Safety	Safety, Safe, Safely
Secure enough officers to effectively police the City of Seattle	Officers, Police
Explaining to the Seattle City Council why its 72 hour rule for cleaning up illegal encampments -- and the assorted other political limitations placed on sweeping out dens of depravity -- is so harmful to the vulnerable within the unhoused populations.	
Regaining the trust of the community in their police department. Without this, it's basically impossible to have an effective department.	Officers, Police, Trust, Community
Effective handling of abuse claims so that the community believes something is being done about these issues in a way that does not alienate the serving officers.	Officers, Police, Community
Recognize that excessive force has disproportionately been used against people of color in our city and figure out ways to change this pattern.	Force
Crime Duh!	Crime
Focus on long-term solutions, not harsh unequal quick fixes	
Stop police murders of Black and brown people!	Officers, Police
Understand they work for ALL the citizens of Seattle. (I've had two police officers in my family)	Officers, Police
Listening and responding to the communities most impacted by crime. Policing is not possible unless people have trust in their officers and command staff. People of color and immigrants/refugees do not currently have much faith in SPD.	Crime, Officers, Police, Trust, Community
Public safety	Safety, Safe, Safely
Work with Public Health to reduce open drug use and drug crimes	Force, Crime

Restoring community trust in the Seattle police.	Officers, Police, Trust, Community
Building trust in the department and building a new team of public servants. People who will walk the best and become part of the communities they serve.	Trust, Community
Weeding out any officers that have any sort of bias that would threaten the trust of the community.	Officers, Police, Trust, Community
To work on ways that everybody feels safe in dealing with the police.	Officers, Police, Safety, Safe, Safely
Stand up to the ignorant and racist city council when needed. If Chief Best is the best you have, we are all messed up.	
decreasing crime, especially property crimes. advocating for increased funding to put more cops on the streets	Crime, property
Being a great leader in the SPD job of protecting city residents from criminals. This takes a tough leader who is willing to lock horns with the special interest groups that now run our city.	Protect
Experience	
All people should be treated fair and equal not just the ones that yell or protest the loudest. We all need fair and equal protection.	Protect
Balancing public safety and community relations with internal staff needs.	Safety, Safe, Safely, Community
Building a community well being motivated force - accountable, professional, less militaristic and more engaged. Give back the military equipment - stop shoving tanks in my face when I march.	Accountability, Force, Community
Safety in our neighborhoods. Get illegal guns out of the hands of criminals.	Gun, Safety, Safe, Safely
The ability to get things done.	
Connecting officers with the communities they serve	Officers, Police, Community
Rapport with our police that helps them to see themselves as part of the community.	Officers, Police, Community
Reducing crime, including property crime, vagrancy laws, drug laws, and immigration laws (including those silly federal laws).	Crime, property
Day one: put into place a mandatory retraining for all officers. The entire force needs to receive ongoing diversity and culture sensitivity training. There needs to be a policy put into place that rewards "whistle blowers" (no more blue honor code) officers should have to commit 100 hours of community service working with the underserved as civilians. For example at shelters, youth centers, high school, churches and such. The chief needs to bring community based programs that link officers with the community.	Training, Force, Officers, Police, Community
Rebuild trust in the police department	Officers, Police, Trust
If a police person kills somebody and a better way to deal with the situation is found to have been available to the police person the police person should be charged with murder and not just go back to work.	Officers, Police
Ability to work with a Diversity of communities.	Community
De-escalation training of all officers on a regular basis and assessment of any training programs.	Training, Officers, Police
CLEAN THE CITY and the STREETS and SIDEWALK once and forever from these parasites and enemies of AMERICA. They are the ENEMIES of AMERICA. Drive them out once and for ever. When Ms. O'TOOLE came as CHIEF POLICE several years ago she promised a STRATEGY. She started to clean the SIDEWALKS on PIKE street and 1. 2. 3 rd Ave. and there were many arrests made. The 2 weeks the SIDEWALKS were empty, I could not believe. SHE STOPPED HER ACTION. After 2 weeks all these INFRACTORS came back on the PIKE street and 1, 2, 3 rd Ave. as a BEGGARS or PERFORMERS or PASSENGERS in the BUS STOP. What sad !!!!!!! NOBODY is to put an END of this SHAMEFUL and DRACONIC aspect that affects our life every day.	Officers, Police
Restoring trust and actively policing the city.	Officers, Police, Trust
Bringing together the diverse communities that make up the city while insuring that we protect the physical safety and property of our residents.	property, Safety, Safe, Safely, Community, Protect
having a police force that is smart, creative and empathetic, as well as effective	Force, Officers, Police



Regain trust and confidence that Officers should not be feared, and will not presume the worst of citizens as their default behavior.	Officers, Police, Trust
Reducing violence to marginalized populations and giving police officers real training in de-escalating their responses. Additionally, as we are seeing homelessness on the rise, getting training for officers to respond to people experiencing homelessness (particularly as this relates to the sweeps of encampments).	Training, Officers, Police, Violence
Crime reduction.	Crime
Crime reduction. Homeless population control.	Crime
Enforcing the laws of the city. Currently even good normally law abiding people see no cause to follow laws.	Enforce
Holding police accountable	Accountability, Officers, Police
Training officers on de-escalation and implicit bias recognition. Hiring officers that live in (or near) the neighborhoods that they patrol.	Training, Officers, Police
Creativity in how to deal with difficult situations.	
Safety of citizens and strong relationships between officers and communities	Officers, Police, Safety, Safe, Safely, Community
Improve relations	
A strong ethical leader who empowers her staff to develop positive community relationships with all.	Community
Public safety	Safety, Safe, Safely
Working to increase accessibility: including seeing and getting to know officers (see above), working to pursue redesigning the police stations to be more friendly and accessible (instead of looking like prison reception areas as they are now), quicker response times to calls (especially in light of the push for more citizen led block watch groups, et al).	Officers, Police
Continue to Increase Public safety and awareness.  Hiring many more officers-obviously needed.....  Create early education opportunities with public school districts, criminal justice classes at middle school and high school levels. Old school "Explorer" or ROTC opportunities? Educate and recruit for a safer and respected future!  Analyze and bring forth programs and procedures from different states or countries that have been proven successful.  Gain respect and trust from us Seattlites!	Officers, Police, Safety, Safe, Safely, Trust
Enforcing the law and protecting the city's citizens from criminals and dangerous people. It's hard to believe the chief law enforcement officer would be expected to do anything else.	Protect, Officers, Police, Enforce
That they consider themselves a true member of the community.	Community
I believe the top priority should be on crime prevention and response. Our downtown area has become frightening, and responding to this reality must be a priority as well.	Crime
Training officers to react calmly and without bias and holding officers who use excessive force accountable (by firing them because they aren't making our city safer).	Accountability, Training, Force, Officers, Police
public safety.. being visible.. fair.. trustworthy.. honest..	Safety, Safe, Safely
Considering everyone in the city worthy of the same respect and openness from the police (officers and administration)	Officers, Police
Creating a strategic partnership with BLM groups AND getting ahead of school safety risk.	Safety, Safe, Safely
Hiring. We need more officers and we need more community service staff. And, Seattle based additional training for officers. Manage the department so that all officers are accountable to the people they serve, which is all of us.	Accountability, Training, Officers, Police, Community
Seattle's property crime rate is one of the very worst among large cities in the USA. I want our next police chief to sharply reduce our high property crime rate. I am repeating the same thing four times because I believe it is very important, and we need results, not more Seattle Process.	Crime, Officers, Police, property

Enforcing the law equally among all residents homeless or not.	Enforce
Sensitivity to all racial, ethnic, and gender groups in Seattle. Agreement with th Mayor on priorities	
Racial bias in policing.	Officers, Police
Reducing the stigma and threat of calling the police	Officers, Police
Transparency	
Find money for more street policing. I want a safe neighborhood, and I want the South end to be treated equally as the North end.	Officers, Police, Safety, Safe, Safely
Transparency of possible solutions and challenges facing the department, especially in areas where the public holds negative perceptions.	
Ethical policing	Officers, Police
Safety and making sure people under his/her command act in the best interests of the larger Seattle community.	Safety, Safe, Safely, Community
Transparency, trust gained through out all the levels of the community.	Trust, Community
Eliminating gun violence and shots fired.	Gun, Violence
Stop gun violence, gang presence and property crime in neighborhoods	property, Gun, Violence
Ending racial bias in policing	Officers, Police
Community engagement.	Community
Community-oriented policing and working with the community.	Officers, Police, Community
Listens and Open	
Work to regain trust of seattleites. Including anybody that ICE is targeting.	Trust
Shooting to kill isn't always the solution.	
out and eliminate white supremacist officers.	Officers, Police
follow through with consequences of officers that have violated human rights, provide mandatory counseling sessions for each officer, have officers meet in an empathetic circle of trust and compassion when they are faced with traumatic choices and incidences.	Officers, Police, Trust
Officer accountability	Accountability, Officers, Police
For everyone to live in harmony and to feel safe around the police we are policed by.	Officers, Police, Safety, Safe, Safely
Safe Communities	Safety, Safe, Safely, Community
Get rid of the macho officers. We don't need shot, taze, or hit first and ask questions later policing.	Officers, Police
Make SPD a compassionate and effective partner in addressing needs and safety within Seattle's growing homeless populations.	Safety, Safe, Safely
Increasing safety in neighborhoods and streets.	Safety, Safe, Safely
The top priority should be making Seattle safe for all people and understanding that privilege and equity have an impact on how neighborhoods are policed.	Officers, Police, Safety, Safe, Safely
community policing and neighborhood engagement	Officers, Police, Community
Balance	
Justice for marginalized communities.	Community
Hold staff accountable for actions and values	Accountability
increasing property crime	Crime, property

Preserve life of the public and police... period (police get paid to accept some risk, so within reason put the public first). Get rid of institutional reasons to use deadly force, like the suspect has mace. Stop escalating and defining people as "suspects", rather, presume a "person of interest" is innocent. Get rid of command and control demands by police... give people time to cool down. No need to taser someone for verbal abuse or non-compliance. Rushing things ends in tragedy. Officers need to ask themselves - is a woman or feeble drunkard with a pocket knife really a threat? Are officers capable of backing off, if it would de-escalate things?	Force, Officers, Police
Stop police brutality	Officers, Police
Improve upon and move forward the reforms in which SPD has engaged the past few years.	
Transparency	
Keeping victims informed on the progress of their case. Being visible and engaged	
the safety of the citizens	Safety, Safe, Safely
Making Neighborhoods safer.	
Figuring out how Seattle PD becomes a leader in combating the deaths of people of color at the hands of police officers, in all forms.	Officers, Police
Gun violence	Gun, Violence
ENFORCEMENT OF LAWS, such as "you can't camp in public areas - PERIOD"	Enforce
Dismantling institutional racism and stopping the evolution to prison pipeline	
Deescalation tactics.	
Break the culture of violence, impunity, reduce the use of deadly force (or any force for that matter), and solve problems with dialogue, diplomacy, and restorative approaches.	Force, Violence
Community policing and public safety.	Officers, Police, Safety, Safe, Safely, Community
Holding officers accountable while supporting them with the best working environment, equipment, and training.	Accountability, Training, Officers, Police
Addressing racism, queer/transphobia, ableism, classism, and other forms of discrimination and bias within the Department.	
Oversight & Accountability	Accountability
All residents should feel safe, having enough staff to combat crime	Crime, Safety, Safe, Safely
All of these above are important including the ones not checked	
Ability to make sure all personnel are doing a good job and if not remove them swiftly.	
Continuing to implement the consent decree	
Abolition	
Alternatives to incarceration	
Redress for undue harm caused by racism and classism	
Reform	
Inclusion of public interest	
Decreasing property crimes	Crime, property
Do everything in their power to get guns off the streets !!  To bring us ALL together and MUST understand that the First Amendment is "key" to us in Seattle.	Gun
Decreasing the number of individuals who become system-involved through advocacy, community partnership, and officer anti-bias training.	Training, Officers, Police, Community
Increase Community Trust while strengthening the mission of Serving and Protecting	Protect, Trust, Community

See above	
Going strictly by the law and not letting "feelings" or political correctness cloud his/her judgment.	
Reduction in personal and property crime	Crime, property
Not shooting minority citizens!! Black Lives Matter!	
Reduce the city's #1 crime problem, property crime.	Crime, property
First appoint/promote an Asian into a command position where none exist now.	
Accountability, safety, equity, transparency,	Accountability, Safety, Safe, Safely
Have the ease & grace to connect with all groups & people including but not limited to the men & women who work to keep us all safe.	Safety, Safe, Safely
The ability to let ER crime and keep people safer.	Crime
training, especially in de-escalation skills and provide support to officers, especially in terms of the vicarious traumas they experience to give them safe and healthy ways to manage stress	Training, Officers, Police, Safety, Safe, Safely
Undoing racism in police enforcement.	Officers, Police, Enforce
Trust98116	
De-escalation and implicit bias trainings and terminating officers who do not comply	Training, Officers, Police
White collar crime	Crime
Commitment to delegating sufficient resources to pro-actively solicit and support community-led efforts to diagnose and resolve local problems. Make the efforts required to get citizens involved in decision-making.	Community
Someone who will bring crime down without resorting to Baltimore's tactics. That should be the first priority.	Crime
Looking with extreme scrutiny at those officers who were found to engage in unconstitutional use of force, have been found to engage in misconduct, have a history of accusations of misconduct, or are on the Brady list, and also at those officers' partners, at those officers' supervisors, and at investigators who studied their past actions. Fire bad cops.	Force, Officers, Police
Making our community safer - both for citizens and for police officers.	Officers, Police, Community
Increasing police officers in the neighborhoods	Officers, Police
The safety of the community and the morale of the Department	Safety, Safe, Safely, Community
Public safety	Safety, Safe, Safely
Increasing public trust, increasing budget for more cops.	Trust
Maintain the and continue the scorecard and doj finding of the past to strengthen our department.	
To deter crime and protect/serve the people of Seattle.	Crime, Protect
Respect for communities and neighborhoods	Community
Willing to take on Police Union and get them to bargain for more accountability, discipline, and training.	Accountability, Training, Officers, Police
strong vision and ability to communicate with all sectors of the city.	
Creating a sense of safety and community.	Safety, Safe, Safely, Community
Getting addicts and mentally ill off the street and into housing and treatment. It should be mandatory. There should not be an option to camp in the park and steal to fund an addiction.	
Continue efforts for reform, internal education to overcome legacy of racism, sexism, heterosexism.	
Be able to transform SPD into the deal we have set up with the federal government.	
Less bias and implicit racism.	
Rebuilding public trust regarding policing/handling of minorities and minority communities	Officers, Police, Trust, Community
Safety of all community members!	Safety, Safe, Safely, Community

Creating relationships within the police department to promote/inspire officers to actively create community relationships for their particular patrol area.	Officers, Police, Community
leading the nation in innovative solutions to issues left behind in other major cities today.	
Developing trust with the community.	Trust, Community
Keeping all members of our community safe - across all constituencies.	Safety, Safe, Safely, Community
Arresting Criminals.	
Shifting away from a "warrior" culture toward genuine community involvement and trust building across the wide variety of communities within Seattle.	Trust, Community
Rebuilding trust within the marginalized communities and implementing strategies to tackle implicit bias in policing. I have every respect for our police, after all they run towards danger while we run away! But during such adrenaline filled, traumatic moments our brain power is limited (for very good reasons) and naturally implicit bias takes over - so we need intensive training to try to overcome that reduce disproportionality in lethal responses in incidents involving people of color. We also need to recognize that officers are suffering from PTSD and have organized systemic way to treat this. They are the walking wounded just like those who have been deployed and seen combat in the military. Everyday they go out they cant say for sure they are coming home.	Training, Officers, Police, Trust, Community
diversion prevention re entry	
Increasing the prerequisites for application to be a SPD officer; a Bachelor's in Criminal Justice should be the bare minimum it's an embarrassment that you can become an SPD officer with just a gun and a GED.	Officers, Police, Gun
Be Non-dictator, Have passion for that job to serve all people include minority groups	
Finding different alternatives for youth	
engage with the minority communities. It would be cool that the leader stop by abused Deaf Women's advocacy service site. We are working close with the police but want to meet with the leader.	Officers, Police, Community
Reduce property crime and start addressing the homeless problem by allowing police to arrest for trespassing in parks and setting up tents on sidewalks. Seattle is a disgrace	Crime, Officers, Police, property
opioid crisis	
The top priority of the leader of the Seattle Police Department is to keep the community safe. That means decreasing the violence coming from the police department in interactions with community members, as well as violence from outside the department. The next police chief should be an advocate for a stronger social safety net, more affordable housing, and more jobs programs that keep people of street and away from harm.	Officers, Police, Safety, Safe, Safely, Community, Violence
Improve the morale of the force and recruit more officers.	Force, Officers, Police
Restore trust with communities of color	Trust, Community
restorative justice	
Identify and address disproportional policing promptly.	Officers, Police
Building trust with the community, particularly communities of color, and reducing unnecessary use of force	Force, Trust, Community
Building trust in the community, chiefly in overpoliced communities disproportionately affected by police violence.	Officers, Police, Trust, Community, Violence
Anti-racist policing. Reducing incarceration rates by more than half. Restorative justice.	Officers, Police
Regaining the trust of Seattle's marginalized communities and incarceration reduction.	Trust, Community
Corruption	
Bringing the police force back to a "public servant" mentality instead of an "enforcer" mentality.	Force, Officers, Police, Enforce
Citizen well-being.	
Safety and accountability	Accountability, Safety, Safe, Safely
racial equity and social justice work	

Property crime is out of control and far above the national average. Criminals seem to think they can carry out non-violent crimes with near impunity. Police chief should be someone who can also work with the city council to recommend policies that will not encourage disorder and property crimes.	Crime, Officers, Police, property
This is a complicated question.	
The ability and focus to make changes/decisions, without hesitation, that benefit ALL of the constituency, not just those who are white and/or wealthy. The acknowledgement that no compromise gives any party entirely what they are negotiating but the loss can't disproportionately be greater for any one party, would also be nice.	
Public Safety...People and property.	property, Safety, Safe, Safely
crime non revenue rasing	Crime
Promoting programs that will prevent people from ending up in the prison system.	
LAW ENFORCEMENT	Enforce
Accountability any time an officer shoots someone.	Accountability, Officers, Police
Understands the people of Seattle. Enough "expertise" from outside of Seattle. Find the "best and the brightest" that have shown potential and leadership skills throughout their career here - with a reputation for respecting others. Do that and everything else will fall into place.	
Demonstrated ability to build trust and confidence with people across the community and within the department	Trust, Community
Adherence to the DOJ guidelines.	
We need transparency and community involvement.	Community
Officer safety.	Officers, Police, Safety, Safe, Safely
Community engagement and an understanding to then reduce crime, increase trust and build stronger bonds.	Crime, Trust, Community
See above list.	
Maintaining the safety of Seattle, while opening channels for community involvement to enrich and expand its efforts to break down barriers between communities.	Safety, Safe, Safely, Community
Racial justice. Protection of immigrant families.	Protect
Equality and safety for everyone-force and community.	Force, Safety, Safe, Safely, Community
Giving police better training so both they and the community they're supposed to protect feel safer.	Training, Protect, Officers, Police, Community
focusing on sex crimes and other violent crimes rather than drugs and homelessness. Mental health training.	Training, Crime
Top priority should be ensuring safety in the city: in neighborhoods as well as the downtown area. I believe that also means the chief is in the city most of the time being a leader who focuses on fixing the city's issues and being a face of the department (and not running off to Ireland or other places to promote the city or gather data).	Safety, Safe, Safely
Public safety.	Safety, Safe, Safely
Trust building and doing the job they are hired for (e.g. no outside consulting)	Trust
Transparency.	
Community Trust and Respect.	Trust, Community
Positive interactions with our diverse communities.	
Homeless and more patrols	
Prevention of crime and maintaining safety for all people in the city	Crime, Safety, Safe, Safely
Increase community trust	Trust, Community
Accountability	Accountability
Protecting the welfare of all people in Seattle.	Protect

Protection of the community without antagonizing less powerful members	Protect, Community
Eliminate firearms. -- I know this is a little unrealistic but guns gotta stop.	Gun
Reduction in abuse of power and excessive use of force.	Force
Enforcing our laws.	Enforce
That is for them to figure out.	
Ending officer involved shootings of civilians and rebuilding trust with marginalized communities	Officers, Police, Trust, Community
Carmen Best should be disqualified from consideration given that under her watch the officer who killed Charleena Lyles was only given a 2 day suspension.	Officers, Police
De-Escalation. Civilian Oversight, binding authority. Commit to My City fully. Live in it with us.	
Improving community relations in all parts of Seattle.	Community
Racial justice in policing. If SPD focused on that, we would all be safer and crime would decrease.	Crime, Officers, Police
Not being a white man.	
Leading this city as an example of acceptance	
Publicly document all civilian deaths that occur in police presence, information on people who are shot by police, information on people who are injured by police.	Officers, Police
Bias elimination at all costs necessary (fire them all).	
Fair distribution of chili.	
maybe not a white man	
Stop killing people	
Be a keeper of peace, not another member of the armed white boy's club.	
someone who will openly challenge and seek to change how the police interact with Seattle communities	Officers, Police, Community
Holding police in and out of seattle accountable for their violent murders of innocent people	Accountability, Officers, Police
serveing the citizens	
Community involvement. It should be self evident that members of some community will understand that community better than law enforcement officers from outside. Officers, then, are not entirely qualified to fight crime in every community; they must work with members of said community to ensure that their work there is both just and moral.	Crime, Officers, Police, Community, Enforce
Making SPD a trusted community resource.	Trust, Community
The safety of people who live in Seattle.	Safety, Safe, Safely
Bring the city together, hard to do, but I think Mayor Durkan and the new chief should have a solid foundation of collaborative policy.  I also think it would be a good idea to show the city how SPD is helping criminals, old and young. I think most of them are good people in bad situations. People could benefit from knowing that. Rather than media trying to scare everybody.	
Building a police force where the community has faith and respect for the police and the police have faith and respect for the community.	Force, Officers, Police, Community
Racism.	
JUSTICE.	
A safer city.	
Taking care of homeless that refuse help/treatment/want to stay addicted to drugs. If you want help, there's help. If you don't want help, the SPD shouldn't implicitly allow you to take drugs on the street and be the black eye of our society. It makes Seattle a worse place for everyone. Enforce the laws.	Enforce
Decreased use of force	Force
Building community trust	Trust, Community

Unbiases policing and fully staffing posts.	Officers, Police
Addressing racism in the penal system. Decriminalizing truancy and other crimes by minors, understanding ACE scores	Crime
Experience in reform and implementing effective policing strategies that build trust with communities. The relationships between police and communities need to be healthy and police chief that has experience doing that sort of thing is important.	Officers, Police, Trust, Community
Tap the enormous ethnic diversity in this city for officers. TRAIN to mediate more and engage more.	Training, Officers, Police
Reducing crime rates	Crime
Ensuring quality service provided by its employees.	
That individual should strive to take care of Seattle PD's greatest asset, it's officers. If they can focus on that, the officers will take care of Seattle.	Officers, Police
To maintain a well trained police force	Training, Force, Officers, Police
Keeping people safe.	Safety, Safe, Safely
Leading the department out of the consent decree.	
Safety for everyone, especially for teens considering what happened....	Safety, Safe, Safely
Cutting down on crime and making Seattle much safer to live and play in.	Crime
Cutting down on crime and making Seattle much safer to live and play in.	Crime
Building trust with the community and reducing crime associated with drug use and homelessness.	Force, Trust, Community, Crime
Safety and efficiency	Safety, Safe, Safely
All that I've mentioned above is important. If I had to pick one thing, I'd ask for a humane, kind leader.	
Strengthening partnerships with communities, especially those in communities who are most often over-looked and not considered.	Community
Cameras on all police that cannot be turned off	Officers, Police
I'd say drugs. Not necessarily marijuana because it's not all that dire, but I've read that meth is becoming cheaper because of the attention towards heroin. Meth sucks. That would be worth attention.	
To keep innocent people safe.	Safety, Safe, Safely
Safety of the youth	Safety, Safe, Safely
De-escalation, Non-fatal intervention, building community trust through transparency and openness	Trust, Community
Helping black people	
Helping them get social workers to do that part of the job.	
Community-driven strategies for public safety.	Safety, Safe, Safely, Community
Acknowledging that racial profiling does occur in our historically whitewashed city and the steps the SPD will take in training veteran, old, and new officers how to treat all people of the city (residents, immigrants, visitors, etc) with respect and dignity.	Training, Officers, Police
Ending brutality and police shootings that kill civilians	Officers, Police
To stop the police killing black and brown people and people with disabilities.	Officers, Police
De-escalation of police violence	Officers, Police, Violence
Ending police violence and police shootings... working for restorative justice and entire transformation of the role of policing in our society.	Officers, Police, Violence
disarming the police	Officers, Police
Recruiting more high quality officers.	Officers, Police
preventing armed crimes	Crime
To create police reform and build trust within the City of Sesttle	Officers, Police, Trust



Initial #1 priority needs to be eliminating standard use of force standard procedures that allow the use of deadly force before every single other option is depleted. For example, just look at British police procedures for subduing knife-wielding persons.	Force, Officers, Police
1) Stop drug crimes at all levels. 2) Increase accountability to the public.	Accountability, Crime
Firstly - Get these officers in Seattle a pay raise to motivate increase Dept. morale. Then Get the feedback of his/her officers of what they are seeing and experiencing out in our communities. Share that information with those above and get the support of every one to attack those issues one by one. Who would better know than the men and women out in our communities every day?	Officers, Police, Community
Stop the sweeps; work with, not against, the homeless community to find long-term solutions to address homelessness.	Community
Seattle's intersectional populations and making sure they are treated equally by the police dept	Officers, Police
De-escalation training and moving our officers towards a "vision zero" of no shootings of residents. Increased usage of Tasers and decreased usage of bullets.	Training, Officers, Police
Immediate cessation of all homeless sweeps & the firing of the murderers of Charleena Lyles. Those are the bare minimum.	
commitment to bring back safety, reduce crime	Crime, Safety, Safe, Safely
not murdering people	
Ensuring people feel safe.	Safety, Safe, Safely
Accountability. Comprehensive deescalation training. Mandatory carrying of Narcan for distribution.	Accountability, Training
The top priority should be to help create safe communities for all people.	Safety, Safe, Safely, Community
Fighting crime, to protect and to serve the citizens of Seattle.	Crime, Protect
Personal accountability.	Accountability
Ending police brutality and letting the community have more of a voice in the police department.	Officers, Police, Community
More training to reduce police shooting. Police should not use guns unless they are shot	Training, Force, Gun, Officers, Police
Restore the department's morale. SPD officers are amazing, but they've been mentally, emotionally, and more-increasingly physically beaten down by this city's inability to see beyond special interest groups.	Officers, Police
If the officers believe that the city believes in them, they will rise to any occasion thrown at them.	
Getting rid of shitty officers you know will never change. (ex: Meyers, Ditusa, etc.) instead of letting the public be subjected to their abusive garbage for years.	
Training on how and why the culture of hyper masculinity that is inherent in policing is making everyone less safe and practical deescalation alternatives; deep and meaningful training on racism and implicit bias.	Training, Officers, Police, Safety, Safe, Safely
Initial #1 priority needs to be eliminating standard use of force standard procedures that allow the use of deadly force before every single other option is depleted. For example, just look at British police procedures for subduing knife-wielding persons.	Force, Officers, Police
Reduce crime rates, build trust with lower in I need communities.	Crime, Trust, Community
To cultivate the culture of protecting and serving civilians instead of working as a tool for government and corporations against civilians.	Protect
Initial #1 priority needs to be eliminating standard use of force standard procedures that allow the use of deadly force before every single other option is depleted. For example, just look at British police procedures for subduing knife-wielding persons.	Force, Officers, Police

De-escalation training every 2 years. See and endorse WA I-940. Don't cater to police unions.	Training, Officers, Police
End racial bias and criminal policing.	Officers, Police
Police accountability. If current policy means it is acceptable for excessive amounts of force and/or violence to be employed against citizens in the line of duty, policy must be changed and enforced.	Accountability, Force, Officers, Police, Violence, Enforce
A high degree of integrity and ability to set high standards and protect the community without racial bias.	Protect, Community
reducing police brutality	Officers, Police
Improving relations between the city council and their perception of the Seattle Police Department. A lack of understanding from the city council shows poor leadership to the citizens.	Officers, Police
Racial equity in police tactics	Officers, Police
Ending police brutality and police violence and ensuring racial equity in policing.	Officers, Police, Violence
Earning the trust of low income communities of color.	Trust, Community
Recruiting a quality team. That is effective in making our city safer.	
Protect and Serve	Protect
Make it clear to criminals that their behavior will no longer be tolerated.	
Seattle is a progressive city on the forefront of many social issues. The BLM movement has been very vocal here, so I would expect our police to listen to the community around them, and work to be an example of how to properly police a community without excessive force or overstepping their authority. Holding officers accountable and punishing those that act outside of their authority is hugely important, and should be the number one priority along with the safety of the civilians.	Accountability, Force, Officers, Police, Safety, Safe, Safely, Community
The top priority should be to mend the current perception of a department that is not serving all communities, that we have officers trained in serving and protecting, trained with an ability to assess a situation before acting too quickly.	Training, Protect, Officers, Police, Community
<p>1. ETHICAL LEADERSHIP!</p> <p>2. Experienced and competent in policing and leadership</p> <p>3. Appreciates the human condition and values people</p> <p>4. Demands excellent public service</p> <p>5. Creates an organizational culture committed to honesty, competence, responsibility, collaborative working relationships, community policing, problem solving, and public service</p> <p>6. Superior listening and communication skills</p> <p>7. Courageous to engage in public, on-going dialog with the community and elected officials about controversial issues, to take the unpopular position for the common good, to not tout "world class" policing as a goal but to promote "Seattle class" policing that delivers the performance of public service best for Seattle.</p> <p>Thank you for the opportunity to comment -- sounds like Mother Teresa might be the only one who could meet these suggestions (though unavailable) . . .</p> <p>Wish you well in the process!</p>	Officers, Police, Community
More funding and more police, asap.	Officers, Police

SPD must seek to make Seattle hospitable and healthy for all people, including and especially those who are houseless or of marginalized identity, by enacting a model of community-driven restorative justice.	Community
They should be Carmen Best	
To continue rebuilding trust in the Department.	Trust
Seeking to put themselves out of a job--encouraging a city culture that eliminates need for policing. Allowing protests, disarming officers, and critically examining racial biases. Holding all police officers accountable for their actions and not defending murderers.	Accountability, Officers, Police
Even application of the law and get the drugs out.	
Community partnership and opportunity vs. enforcement mindset	Community, Enforce
Reducing crime	Crime
Saftiness with accountabilty of police and citizens.	Officers, Police
Make Seattle safer for vast majority of residents and workers. Make Seattle parks, sidewalks, road, homes and people properties safe. Make enforcement increasing fair. Make enforcement visible.	property, Safety, Safe, Safely, Enforce
Reduction cing response times and creating good relationship with diverse communities.	Community
Lead the department into the 21st Century and improve community relations.	Community
Fuller understanding of race, ethnicity, gender, sexuality, disability, nationality, spirituality/religious practices prevalent in the city; as well as cultural competence and humility; and the understanding that the former is not necessarily a part of the latter	
Recruitment and focusing on property crime.	Crime, property
Keeping the streets safe for all.	Safety, Safe, Safely
Support of the "working cop"	
Keeping everyone SAFE!	Safety, Safe, Safely
Support our officers.	Officers, Police
Safety and service to the community, not only the law.	Safety, Safe, Safely, Community
NO FASCISM- CALLING OUT RACIST BEHAVIOR	
-Working toward a sense of community for all	
-Acknowledging biases that exist, and working to combat their presence in law enforcement	Force, Crime, Community, Enforce
-Listening and using evidence-based and preventative solutions to reducing crime rates	
Working with communities of color, not targeting them.	Community
Experience building positive, trusting relationships with community members.	Trust, Community
Building unity in a very divided force.	Force
Ability to change the culture of the police, especially regarding attitudes towards communities and individuals of color	Officers, Police, Community
Keeping communities safer without weapons like guns, tasers, batons, tear gas, etc.	Gun, Community
Preventing crime and rebuilding trust between the community and law enforcement.	Crime, Trust, Community, Enforce
Demonstration of change re POC communities.	Community
Working with communities, especially communities of color.	Community
De escalation training. Alternatives to racial profiling.	Training
De-Militarize the Police Culture; Demand Officers Have the Pay to Live In Seattle; Integrate Social Services and Community Supports; Get out of Cars!	Officers, Police, Community
The top priority should be hiring a person of color.	
Reduce crime	Crime
Improving crime rates in the city	Crime

Ending crime in our city.	Crime
Building a police force capable of addressing crimes that impact Seattle's livability (illegal drug use, illegal encampments, car prowls, burglary, drunk driving, traffic violations) instead of ignoring them.	Force, Officers, Police, Crime
Public safety	Safety, Safe, Safely
To address homelessness.	
Must hold officers accountable for their actions	Accountability, Officers, Police
Regain the trust of the people who have developed mistrust toward the Department over the years.	Trust
Accountability for the actions of the police force.	Accountability, Force, Officers, Police
Enforcing the law.	Enforce
Re-instilling the value that police exist to serve and protect everyone in the city, not just the wealthy people.	Protect, Officers, Police
Fewer shootings of people of color.	
Effective policing strategies, not politics and pandering to the city council or advocacy groups.	Officers, Police
Teaching de-escalation techniques and the use of non-lethal force to handle situations, especially when dealing with people of color. Basically make an effort to curb the racist, gun happy tendencies of the force.	Force, Gun
Reducing deaths at the hands of officers and creating a police force we don't hesitate to call.	Force, Officers, Police
Do not criminalize the homeless and/or drug addicted. Work with community organizations to help get them off the streets.	Community
Uphold the law and enforce the law.	Enforce
Public Safety.	Safety, Safe, Safely
getting rid of junkies	
Ensuring that every neighborhood, community, and individual in Seattle is protected with integrity, respect, and diligence. Root out injustice within the department and in the city. White supremacy has no place here.	Protect, Community
Busting criminals, not be a social justice warrior.	
Culture change. We need peace officers.	Officers, Police
Reducing crime	Crime
To restore the trust of officers in the department's administration. This will ultimately result in a reduction of crime and an increase in professional police conduct.	Crime, Officers, Police, Trust
Making the community feel valuable and accountable for their thoughts feelings and actions. A sense of pride in keeping Their community safe and maintained well	Accountability, Safety, Safe, Safely, Community
Resist ICE	
Collaboration and humility	
Ensuring the safety of PAYING RESIDENTS AND BUSINESS OWNERS.	Safety, Safe, Safely
Removing bad officers from the department, and holding all officers to the highest standards	Officers, Police
Finding a reformer who brings truly new ideas to the table and is not afraid to truly do things in a new and entirely different way.	
Creating a culture of transparency and accountability for SPD officers	Accountability, Officers, Police
To enforce the law	Enforce
Developing leaders in the department	
Crime reduction throughout the city. More patrols and zero tolerance in neighborhoods and aggressive policing in places like Downtown/Belltown, Ballard, The CD and Ranier Beach that have chronic crime problems, including gang violence.	Crime, Officers, Police, Violence
Supporting the officers	Officers, Police

Fairness and equity, cultural competence, restorative justice. Teaching the force that black people and other marginalized groups (but especially black members of our community) are not enemies.	Force, Community
Crime reduction	Crime
Hiring a highly skilled leader of color.	
Stop killing black people. Stop killing people in crisis. Stop killing, period.	
Helping find solutions with other city entities to help homelessness.	
Non biased policing	Officers, Police
Hold police accountable in shootings to a much higher standard than currently used, require body cameras to better protect both citizens and officers.	Accountability, Force, Officers, Police, Protect
Do all they can to maintain a professional image, and take the restraints off the paralyzed Officers who are afraid to enforce the law.	Officers, Police, Enforce
REFORM!	
Finding a woman of color who is possessed the qualities outlined. We need committed search for this person. Do not settle.	
Yar,har, tiddlydee a pirates life is for thee, a life on the high sea, they might be pirates. They got a map! to hidden treasure box, all locked up with locks! Once we break the locks, we can get the precious booty!	
Changing the culture of racism and sexism within the police department.	Officers, Police
Medicare-For-All	
I feel the biggest things are the following.  No political affiliation.  Able to rebuild the police and community.  Doesnt give a crap a city leaders kid is in a riot they do their job.  Doesn't act like a Black shirt (Italian fascist)	Officers, Police, Community
Equity and safety. Not just meeting quotas and thus disproportionately policing minorities.	Officers, Police, Safety, Safe, Safely
,m	
Enforcing laws fairly	Enforce
To decrease the historical physical, mental and emotional violence visited on the African American community and build consensus community involvement with youth issues prior to criminalization.	Community, Violence
Reducing by crime and putting more officers on the street. Giving officers the money/ training and supplies that they need to keep the public safe and keep officers safe. Money should not only be funneled to social programs.	Training, Crime, Officers, Police, Safety, Safe, Safely
Keeping Seattle safe  Community relationships  New hiring strategies to get more police of color into the SPD	Officers, Police, Safety, Safe, Safely, Community
Enforce property crime laws and abolish urban camping	Crime, property, Enforce
Recognizing and addressing racial bias in policing practices	Officers, Police
Cleaning house in the Department. Too many stories of racist and biased policing.	Officers, Police
End racial profiling, racial discrimination.	
find ways of working with non police agencies to find mental health, drug and homeless solutions that can take pressure off of sweeps and arrests and to free up the department to concentrate on responsiveness to other complainants	Officers, Police

A commitment to getting rid of any officers that don't share the city's values.	Officers, Police
Professionalism, cleaning up the Homeless Problem.	
reforming policing, making it more professional	Officers, Police
Reducing violent crime across the city	Crime
He/she should be a leader, not a follower, and definitely not a puppet	
The top priority for the leader of the SPD should be taking all the guns away from the officers and implementing policies of restorative justice.	Officers, Police, Gun
Find real solutions for the drug and homelessness epidemics	
Re-establishing the rule of all laws, not the dictate of those who unjustly feel wronged by those same laws.	
We are witnessing it currently. That is a huge plus.	
Giving officers tools necessary to safely to their job. And focus on relations necessary to actually get convictions. With some of the highest property crimes in the nation (by product of the drug/homelessness epidemic) we simply cannot afford to not be prosecuting people. I hsvc SEEN the data. No one gets prosecuted in Seattle for the crime they actually committed. If they are prosecuted, they plead down and are back at it within hours. Unacceptable.	Crime, Officers, Police, Safety, Safe, Safely, property
Community	Community
Enforcing all RCWs and serving the taxpaying citizens who are overlooked and left to live with their property being stolen as "homeless" crusades wager on.	property, Enforce
The five priorities they were stated by the end of them chief.	
Someone who is not afraid to advocate for decreasing policing and investing in communities instead.	Officers, Police, Community
Racial justice	
Supporting and defending a diverse community	Community
Officer training in de escalation and alternatives to pointing a gun at someone	Training, Officers, Police, Gun
Enforcement of laws.	Enforce
Maintaining reform efforts. Transparency. Holding all officers accountable.	Accountability, Officers, Police
That they immediately dismantle the "Blue Wall"	
Fixing racial disproportionality in arrests and prosecutions.	
Neighborhood policing and visibility especially in the neglected, working class neighborhoods.	Officers, Police
Advocating for higher pay so more people are interested in being hired as police officers. Wait time for police response for theft is hours! We need more police!	Officers, Police
Reducing lethal interactions	
Clean this city up. It's heartbraking to see it fall to the point that it is. If there isn't change, my family, and many people I know will probably move away.	
Getting the moral back within the officers. The better the moral the officers are better workers who would get less complaints. They would work better in the community	Officers, Police, Community
Officer training in de escalation and alternatives to pointing a gun at someone	Training, Officers, Police, Gun
Cops should live in the neighborhoods they patrol. If they live there, they have a reason to care and would actually be invested in doing their jobs effectively.	
Safety for all disenfranchised peoples. Especially gay/lesbian/trans	Safety, Safe, Safely
significantly improving deescalation and racial bias training	Training
Stop the gun violence and give us back a sense of community	Gun, Community, Violence
Professionalism and forward thinking policing.	Officers, Police
Clean up Pike, Pine, 1st through 3rd avenue. People that visit Seattle can't believe what it is like in that area.	
Recognize that change is inevitable.	

Re-emphasis on service, that one of the department's role is to serve the community.	Community
Dismantling the Seattle Police Department	Officers, Police
Serving the most vulnerable and marginalized of our communities. Serving the poor and homeless.	Community
Cutting down on the firepower. Breaking out military toys is the opposite of fostering safety, and that is supposed to be the police department's job.	Officers, Police, Safety, Safe, Safely
Practicing non-violence	Violence
See above.	
Transparency and de escalation policing.	Officers, Police
Doh' Reduce crime? Get miscreants off the street?	Crime
Making sure everyone obeys the law	
Get the department back on track with respect of practices and procedures.	
Reduce property crime.	Crime, property
To stop abusing poor people and POC	
Find a law enforcement officer first and a politician second.	Officers, Police, Enforce
Making all parts of Seattle equally safe, not just wealthy parts.	Safety, Safe, Safely
Making America Great Again!	
Reducing violence and militarization of the police.	Officers, Police, Violence
Enforcement of law. Please drop the political correctness. This is a serious job	Enforce
Integrity	
Disbanding the polics	Officers, Police
Building trust with diverse populations in Seattle while simultaneously reducing crime.	Crime, Trust
Ending institutional racism	
Implementing extensive workshops and training that give officers the tools to best respond to various social crisis.	Training, Officers, Police
Disarmament, arresting cops who kill.	
Safety	Safety, Safe, Safely
Fix the crime in Seattle. Especially all the property crimes.	Crime, property
Don't ?? kill ?? unarmed ?? black ??and ??brown ??people??	
Police accountability and anti-racism training throughout the force	Accountability, Training, Force, Officers, Police
Ability to ignore politicking and stand up for the enforcement of our legal system. This should be their number one priority.	Enforce
Ending police brutality.	Officers, Police
Safety and well-being of all citizens, no matter what their race, housing or mental health status.	Safety, Safe, Safely
More empathetic and effective work on solving the epidemic of people experiencing homelessness.	
Accountability to the public.	Accountability
The disproportionate treatment of marginalized communities.	Community
Continuing reforms to combat systemic and institutional racism and other forms of biased policing.	Officers, Police
Public relations. Getting out in the community and listening to the concerns of the citizens. Pushing for the hiring of new officers and additional staffing in the 911 center.	Officers, Police, Community
Reduce crime	Crime
Enforce drug and vagrancy laws. Make it so you can walk down a Seattle sidewalk w/o stepping over them and having to walk into the street to sidestep their tents.	Enforce

Enforces the laws. All of them. Not just the ones that are picked and chosen by idiot DA's.	Enforce
Leading a force that can deescalate conflict and always prioritize nonviolent solutions, avoiding use of deadly force	Force
Make it safe for people of color, people who are lgbtq and other underrepresented groups to use the police force that their tax dollars support.	Force, Officers, Police, Safety, Safe, Safely
Reform policing tactics and attitudes of officers towards minorities.	Officers, Police
Complying with the 14th amendment.	
That this person thinks upholding the law is important.	
Leadership	
Hire more Officers.	Officers, Police
alternatives to youth detention, emphasis on community lead programs, reduction of force, anti bias and training for officers on history of race and policing,	Training, Force, Officers, Police, Community
De-escalation, community policing, accountability	Accountability, Officers, Police, Community
De-escalation	
Changes the focus from bettering/enhancing/growing our jails to rehabilitating and preventing the needs of jails in the first place -- especially for Youth and Homeless and POC populations	
Bring the morale up for SPD.	
Holding police officers accountable in cases of murder and abuse of community members.	Accountability, Officers, Police, Community
Crime fighting	Crime
Enforcement of laws	Enforce
Listen & respond quickly to EPIC, Nikita Oliver, and other community advocates. Trust the community. NO MORE SHOOTING UNARMED PEOPLE EVER.	Trust, Community
Demilitarize the police.	Officers, Police
Earning the trust of all the people of Seattle. Realizing that lives are at stake.	Trust
Repair and restoration of neighborhood relationships	
Stop racial profiling, reduce use of force	Force
Dismantling of white supremacy culture as it manifests in departmental policies and actions.	
Enforcing the law without respect to the economic status of the perpetrator/	Enforce
Abolishing all cops and prisons.	
Reduce crime.	Crime
Knowing the difference being protecting community and policing community.	Protect, Officers, Police, Community
Education, transparency and reform. Funding/efficiency is clearly an issue as well, we don't seem to have enough officers to respond to the needs of the city even yet.	Officers, Police
Running a department that embodies the concept of protecting and serving the entire city and not just those who have access to and influence within the legal system.	Protect
To reduce crime in the city of Seattle.	Crime
Breaking through SPD's historical culture to ensure that, moving forward, policing is done in line with community expectations, with transparency, and with respect.	Officers, Police, Community
Mandatory mental health policies/training and de-escalation practices	Training
not to worry about the next question on this survey	
police that are trained to be culturally credible in their approach	Training, Officers, Police
Safety for both citizens and officers.	Officers, Police, Safety, Safe, Safely
Reduced crime rates!	Crime
Public safety	Safety, Safe, Safely



Ending the excessive use of force and violence by police officers.	Force, Officers, Police, Violence
Eliminating extrajudicial killings of people of color by police officers.	Officers, Police
Rebuilding trust.	Trust
Allowing officers to proactively police.	Officers, Police
reducing violence of all kinds in any situation	Violence
Police reform, ending civilian death by police	Officers, Police
Stop shooting people	
Arrest the Mayor and City Council	
Training officers to respond without violence in situations where this is possible.	Training, Officers, Police, Violence
Returning to a place where cops respect citizens of every kind in Seattle and not operating out of fear and aggression.	
Establishing good community outreach and relations with all SEA neighborhoods.	Community
reducing crime, increasing police presence, increasing training available for police.	Training, Crime, Officers, Police
Improving morale of the force while also improving community relations and reducing crime.	Force, Crime, Community
Put more officers on the street to make our city safer, enforce laws, and prevent crime.	Crime, Officers, Police, Enforce
Enforcing ALL existing laws on the books	Enforce
De-escalation with communities.	Community
Holding officers accountable for community relationship building and deescalation.	Accountability, Officers, Police, Community
Continuing progress on the monitoring goals and implementation of strategies that will prevent future DOJ violations. If this is a priority, all other elements should fall nicely into place. The goals laid out by Interim Chief Best feel like they align with the need to continue making progress on the goals:  Reducing Crime and Disorder  Excellence in Service  Honor and Professionalism  Business Efficiency  Data Driven Policies and Practices	Crime
Reducing violent crime.	Crime
Identifying a candidate that is supportive of the City of Seattle's Race and Social Justice Initiative; someone willing to support that initiative and advance those goals to make a fair, equitable, and safe Seattle.	Safety, Safe, Safely
Elimination of police violence	Officers, Police, Violence
safety and enforcing the law (clearing out homeless encampments, illegal immigrants, protecting women by enforcing stricter laws on sex offenders/harassment)	Protect, Safety, Safe, Safely, Enforce
Public intoxication/drug use	Force
Police response time, making the downtown and parks safe again.	Officers, Police, Safety, Safe, Safely

<p>Same as question #1</p> <p>Emphasis on community policing. I want to see police officers in my neighborhood (Upper Fremont) getting to know neighbors, responding to property crime incidences, updating the neighborhood on SPD initiatives, and addressing neighborhood concerns.</p> <p>Emphasis on building trust and respect in POC communities and amongst POC folks in across the city. I think this goes back to community policing, but it can't be said enough how important it is for Law Enforcement to understand the historical weight between police and POC communities and the fact the it must continued to be addressed and positively changed.</p> <p>Focus on reducing property/petty crimes.</p>	<p>Crime, Officers, Police, Community, property, Enforce, Trust</p>
To make our streets and our property safe again.	property, Safety, Safe, Safely
Address the homeless problem. Get them off the streets and into shelters and/or drug treatment facilities. Allowing them to live unfettered under overpasses and on the side of freeways helps no one, least of all them.	
Reduce crime, get the offenders off the street and out of the area.	Crime
Law enforcement	Enforce
Equal enforcement of the law.	Enforce
The mentally ill, homeless, and youth.	
Public safety!	Safety, Safe, Safely
Set a high standard for officers yet enable them to do their jobs to preserve quality of life.	Officers, Police
Reducing the insane homeless population to reduce crime.	Crime
Stopping the heroin death sites.	
Making all neighborhoods safe for their residents. Stop giving preferences. Regarding the five questions below - instead of asking what I "am," recognize that everyone deserves to be safe.	Safety, Safe, Safely
Decrease crime. Make the streets safe for the taxpayers. Don't pander to special interests like the rest of Seattle government. Remember who pays the bills.	Crime, Safety, Safe, Safely
To protect the kids that are thrown onto the streets for being part of the LGBTQIA+ community	Protect, Community
Taking criminals off the streets.	
To focus on crimes involving a victim.	Crime
Please find a chief of police who has a record of changing cities for the better and creating more trust between the constituents and officers.	Officers, Police, Trust
Building trust	Trust
Homeless	
Promoting a sense of safety and security for all Seattle residents.	Safety, Safe, Safely
More training for police around implicit bias, de-escalation, mental health, and first aid.	Training, Officers, Police
Toughness on crime.	Crime
Cleaning out the homeless and being pro-business	
Working well within the community they serve by keeping it safe from criminals AND from rogue cops. Also, if a homeless, able-bodied person says they don't want work, give them a ticket to another city! They aren't our pets to be fed and sheltered with no accountability. A real leader should demand personal responsibility from all and be fair to all in return.	Accountability, Safety, Safe, Safely, Community
reducing crime by working with neighborhoods to figure out what resources they need	Crime
To create and maintain dialogue with those who actually LIVE in communities of color, not just those who work there.	Community
Dismantling the police department.	Officers, Police
Eliminating violence against unarmed people of color.	Violence

Community policing, more officers	Officers, Police, Community
Upholding safety and the law for residents of the city.	Safety, Safe, Safely
Fighting crime.	Crime
Building Trust	Trust
Slaughter feral hood rats, clean out the commies running this city, drive out the cadres of human debris living in homeless encampments.	
Growing the department so we have the capacity to enforce all of our laws.	Enforce
Accountability	Accountability
Enforce the laws! None of the SJW crap.	Enforce
A strong leader capable of independent thinking.	
Cleaning up the homeless - enforcing the laws.	Enforce
Accountability.	Accountability
Reducing crime and disorder and addressing the junkie zombie apocalypse by enforcing the law rather than coddling.	Crime, Enforce
safer neighborhoods for all, not over policing the poor and homeless, prioritize the safety of kids	Officers, Police, Safety, Safe, Safely
Ethics.	
to end police violence and change the goals and outcomes of the department to human-centered justice.	Officers, Police, Violence
Shifting our policing strategy away from the old standard 'us vs, them' norm to a strategy where the police are doing the work for the community within the community and driven by the community's ideals and desires.	Officers, Police, Community
Protecting the lives and well-being of our city's people of color, women, immigrants, our children, our elders and members of LGBTQ+ communities.	Protect, Community
Reduce crime	Crime
De-escalation training and enforcement among officers	Training, Officers, Police, Enforce
removal of every junkie and homeless person	
Equal and honest enforcement of the law.	Enforce
Enable officers to enforce the laws, address head-on illegal dumping, car prowls, and drug dealing	Officers, Police, Enforce
Public safety.	Safety, Safe, Safely
To Protect the citizens!!!	Protect
Enforce the city, state, and federal laws. Cleaning up the streets of vagrants and public drug users. Keeping the political ambitious politicians and "activists" out of our police force.	Force, Officers, Police, Enforce
informing the public	
Reforming the mafia-like conditions and status of SPD.	
De-escalation and non force tactics for all races/suspected criminals.	Force
To serve the people of Seattle. To protect our citizens. To uphold the law.	Protect
Enforce the laws that are in place.	Enforce
Less police violence	Officers, Police, Violence
Crime prevention	Crime
Support for the line officers. Enforce the laws on the books and clean up Seattle.	Officers, Police, Enforce
The ability to tell the elected officials of the City to go pound sand when passing laws that don't protect citizens over illegal immigrants.	Protect
Settle the SPOG contract	
Forging a new relationship and culture with the community and city	Community

Treat everyone with dignity and respect.	
Reformation of the SPD, acknowledge police brutality, overuse of power, the general behavior of the officers and learn how to build a stronger community.	Officers, Police, Community
THE SEATTLE POLICE DEPARTMENT, and the officers ability to keep our city safe and free from crime. Isn't that what a Chief does?	Crime, Officers, Police, Safety, Safe, Safely
Crack down on opioid and other drug dealers	
Supporting officers	Officers, Police
Let your officers clean up the city and promote proactive policing again	Officers, Police
Reducing crime and enforcing the law	Crime, Enforce
Harsh on crime and give the officers the tools and backing to do their jobs.	Crime, Officers, Police
Real reduction in crime, improvement in Seattle's street experience.	Crime
Integrity - then usually the rest within this individual's qualities will follow.	
A leader that will gain the officers respect to effect meaningful change	Officers, Police
Continue federally mandated reforms to bring the SPD into the current century. Reinstate summonses for 'quality of life' violations - jaywalking, red light running, general driver stupidity.	
Getting the police to do their jobs honestly and enthusiastically.	Officers, Police
Less police. High bar for shooting a human being.	Officers, Police
Catch bad guys	
Making the Community safer and cleaning up the downward spiral that we are now in.	Community
Ending sanctuary status and comply with all federal agencies. Put American citizens first and stop shielding criminal aliens in our city.	
Building trust with all communities in the city, especially ones that have historically been treated poorly or unfairly by the police. AND reduce police shootings. End the killings!	Officers, Police, Trust, Community
Safe community for ALL- safe from violence from citizens and police	Officers, Police, Safety, Safe, Safely, Community, Violence
Crime	Crime
Reduce crime and enforce the law.	Crime, Enforce
Reduce crime, build morale within the police ranks	Crime, Officers, Police
Build trust with all Seattle communities and take time to listen to the issues.	Trust, Community
Constitutional Policing.	Officers, Police
Restore safety and order to our city	Safety, Safe, Safely
Public education, community outreach, increased oversight and supervision of officers. Improvement to technology gaps, and officer working conditions to improve customer service.	Officers, Police, Community
Remove corruption and discrimination from the dept	
Well, in South Park currently gun violence, gang activity and drug houses are pretty much keeping all South Park neighbors worried ( I've been here 18 years in our house- it's really bad lately!)	Gun, Violence
Enforcing the laws and protecting the tax paying citizens and our local business from the rising homeless criminals.	Protect, Enforce
Having Seattle Police Officers working to improve the quality of life of the people who live in, work in or visit Seattle by reducing crime and the fear of crime.	Crime, Officers, Police
Improving the reputation of the city and the police department - giving people a reason to want to work for the Seattle Police Department. Make it a well run, well respected department that protects the citizens/taxpayers. Stop listening to Kshama Sawant!	Protect, Officers, Police
Having the fire department bath the homeless with firehouses twice a week.	
No police brutality	Officers, Police
a reduction in crime.	Crime
Building community trust and eliminating racial profiling	Trust, Community

Creating an environment that kids, students, and everyone else can feel safe and comfortable in	Safety, Safe, Safely
Establishing a close working relationship with diverse communities and be responsive to the needs/wants of our most challenged communities.	Community
getting down around town	
prioritize riots	
Making neighborhood to neighborhood feel safer	
ARREST ED MURRAY. HE BELONGS IN PRISON.	
ALSO - ELIMINATE THE NEXT QUESTION WHICH HAS NOTHING TO DO WITH THIS SURVEY.	
solving drug crimes in and around downtown	
working with communities of color and low income communities to curb violence	Crime, Community, Violence
working to increase community outreach	
Transparency and integrity from the top down, strict enforcement of the laws that affect quality of life - instead of using the police department as a revenue generating service for city hall by oppressive fines.	Force, Officers, Police, Enforce
Ensuring solid day to day management of the department, consistent with City values, law, and fairness	
Improved police response and increased police presence so that neighborhoods don't feel abandoned by the Seattle Police Department!!!!	Officers, Police
Maximize retirement perks.	
Hire good officers. It would probably help if the City Council would not expect their officers to work for over three years without a contract.	Officers, Police
To placate the Left wing leaders and agree that it is all TRUMP's fault that their city is the disaster it has become.	
Protect and Serve.	Protect
A strong leader, deep knowledge of the law, and the compassion to ably blend these abilities to calm and support to entire community.	Community
Clean up crime. Get rid of the tent cities and the car thieves.	Crime
Youth and Gun violence	Gun, Violence
don't be too harsh	
building trust with POC and LGBT	Trust
Making Seattle safe for families	Safety, Safe, Safely
enforcing the law	Enforce
Anti-racism, restorative justice	
Improvement of policing while maintaining morale in the police force.	Force, Officers, Police
Have the ability to bring together officers within the department to an understanding of how to deal with the mentally ill.	Officers, Police
Tackling the opioid and meth epidemic. And having a problem solving approach to non-violent crime.	
We also need to work on police accountability but that should be a given.	Accountability, Crime, Officers, Police
Attaining the two years of compliance with the DOJ agreement, i.e. firmly establishing the new policies that are making SPD better.	

Crime prevention	Crime
Demilitarizing our peace officers. Putting racist cops in jail or at least firing them.	Officers, Police
Understanding of what Seattlelites see their job as.	
Someone who will stand up for the officers, back the officers and not give in to political pressure. Seattle throws their officers under the bus for any reason. Maybe sign a contract with the PD. Forth year without a contract - stupid city leadership	Officers, Police
Making neighborhoods safe	Safety, Safe, Safely
Justice	
Continuing the work of the consent decree. Reducing racial bias and disparities.	
Creating safer neighborhoods and making downtown a place worth visiting w/o being hassled or accosted.	
instill attitude w/in dept that top priority is to "protect and serve" all people of Seattle equally regardless of skin color or class or zip code	Protect
Public safety.	Safety, Safe, Safely
Leading change in urban departments to stop unnecessary use of force and killing, especially black people and people with mental illness.	Force
Reducing crime with consideration of victims and regular people as much as of special interest groups.	Crime
law and order, public safety - not doritos at hempfest	Safety, Safe, Safely
Accountability.	Accountability
Listening and actually hearing what is said	
work with communities and really listen and put their ideas into practice, not just talk about it	Community
Safety of the community -- clean up homeless encampments, remove dangerous people/ criminals from the community.	Safety, Safe, Safely, Community
Decriminalizing sex work so sex traffic victims can feel safer coming forward.	
Crime reduction	Crime
Reduction in crimes.	Crime
Continuing to be a national model for model policing, with a renewed focus on effective/efficient policing on top of all the work already underway to be fair and constitutional.	Officers, Police
Reforming the police organizational system to serve the needs of the citizens, not protect 'big business' interests	Protect, Officers, Police
Eliminate racial bias; eliminate excessive force; require ongoing intensive sensitivity training for all officers and staff, including close monitoring of officers' mental health and biases.	Training, Force, Officers, Police
Neighborhood safety. Decrease theft, open drug use, unauthorized camping and disposing /piling up of waste and garbage	Force, Safety, Safe, Safely
Property crime	Crime, property
To make sure we never need another Black Lives Matter march because of an SPD officer's actions	Officers, Police
More compassionate and long-term solutions for homelessness (no more PR-motivated camp clearings or fences).	
There isn't one top priority. There are many and they are all important. The list at the top is a good start.	
Support and back our officers so they can do their job of fighting crime in this city.	Crime, Officers, Police
Actually spend time within the organization and "Lead" the Department.	
Public safety at all levels.	Safety, Safe, Safely
A move towards restorative justice. Don't carry guns.	Gun
Neighborhoods need to feel safe!	Safety, Safe, Safely
Gun violence	Gun, Violence

0 officer involved deaths.	Officers, Police
Clean up the city! Doesn't need more explanation than that. It's currently a s***** in many places and most of us are sick of it	
Retaining officers, hiring the best candidates, getting a contract settled and fighting crime.	Crime, Officers, Police
Real accountability for officers that act outside of policy. Secondly, they need to use the data that they have and are collecting to make change in the department.	Accountability, Force, Officers, Police
Justice	
Homelessness solution. Enforcing the law.	Enforce
Being visible and trusted by the community.	Trust, Community
Disarming the police. We do not need a paramilitary force on the streets of Seattle.	Force, Officers, Police
continuing to build trust with the community, and the best way to do so is with Chief Carmen Best, who the community knows and respects	Trust, Community
Mutual respect between citizens and officers.	Officers, Police
Getting the contract finalized. Training officers. Helping with moral and overtime.	Training, Officers, Police
Truly instituting community policing that addresses racial disproportionality, and getting rid of the bad apples who resist change.	Officers, Police, Community
Firing all employees and officers, disbanding the PD.	Officers, Police
Reducing crime.	Crime
Continuing to enhance public trust.	Trust
Re-framing violence/crime/etc as an outcome from economic & mental health problems.	Crime, Violence
Stop competing with NYPD, LAPD, and CPD for the title of worst police department in the country.	Officers, Police
See above.	
Putting in place strong accountability measures to make sure that if an officer murders someone there is a strong investigation in to the situation and if it was not 100% justified that officer needs to face the SAME legal consequences that a non-policeperson would face.	Accountability, Officers, Police
Def the racist undertone part	
Bias training. And anything else that has been demonstrated to be effective in the decrease of deadly force usage. New Leader must TRULY understand and address lack of trust between community and police force.	Training, Force, Officers, Police, Trust, Community
Hiring more officers and enforcing drug and camping / loitering laws on the books.	Officers, Police, Enforce
Chief Best has demonstrated leadership;  Chief Best has a proven record of commitment and dedication to community policing;  Chief Best has a strong ability to build trust with all the communities, especially, communities of color. I have watched interim Chief Best grow from outstanding sergeant in the east precinct to captain of the south precinct to assistant Chief and now interim Chief. My participation on the police chief search committee gave me the insight in looking for the right person to lead our Seattle police department. And it is my belief, interim Chief Best is the best choice for Police Chief for the Seattle police department. Interim Chief Best possesses all of the experience, attributes, vision and leadership to run the Seattle the police department.	Officers, Police, Trust, Community
Get tough on property crime	Crime, property
The safety and quality of life of Seattle residents.	Safety, Safe, Safely
Open, transparent, and the ability to work with all groups without bias.	
The new chief must surround themselves commanders are committed to policing reformation, policing innovation, and community outreach.  The department's internal culture norms are inconsistent with its external messaging of inclusion and procedural justice.	Officers, Police, Community

The message needs to be the same internally and externally.	
rebuilding trust with the communities they serve	Trust, Community
Quality of life issues for Seattlites.	
Fewer arrests	
Taking property crime seriously. Cleaning up downtown, specifically the area around Westlake, Pioneer Square, and the routine weekend shootings/assaults in Capitol Hill. I've lived in Pioneer Square for 5 years, and I've lost count of how many times I've called 911 to report shots fired. Open air drug dealing, which often leads to violence is simply unacceptable.	Crime, property, Violence
Deescalation Training for all, and purge force of resist cops.	Training, Force, Community
Go into communities and show they care	
To build trust with local communities so police become a respected force for good, rather than a force to be feared	Force, Officers, Police, Trust, Community
To hire more officers.	Officers, Police