



# Ashland Police Department Community Engagement

August 6, 2020, 8:15 AM

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## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Summary Of Responses

<b>As of August 6, 2020, 8:15 AM, this forum had:</b>	<b>Topic Start</b>
Attendees: 430	July 22, 2020, 10:42 AM
Responses: 258	
Hours of Public Comment: 12.9	

#### QUESTION 1

**What would you like to see the role of a police officer become in our community?**

Answered	258
Skipped	0

#### QUESTION 2

**What practices would you like to see APD change?**

Answered	258
Skipped	0

#### QUESTION 3

**Did you know that APD has trained in implicit bias and procedural justice for several years?**

		%	Count
Yes		64.0%	165
No		36.0%	93

#### QUESTION 4

**Did you know that APD's policy manual is posted online for everyone to review?**

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

		%	Count
Yes		47.3%	122
No		52.7%	136

### QUESTION 5

Would you want to participate in any APD training or assist in training if the opportunity were there?

		%	Count
Yes		14.3%	37
No		38.4%	99
Possibly, but would need more information on what would be involved.		47.3%	122

### QUESTION 6

Does the community feel that APD treats the BIPOC community any differently than other members of the community? Feel free to add any first hand experiences, observations, etc. you may have.

Answered	258
Skipped	0

### QUESTION 7

Does the BIPOC community feel they can report racial incidents to APD and know that they will be treated seriously and respectfully?

		%	Count
Yes		41.5%	107
No		58.5%	151

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

QUESTION 8

**How can APD be a better ally to the community and be more sensitive to the BIPOC population?**

Answered 258

Skipped 0

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## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Survey Questions

#### QUESTION 1

**What would you like to see the role of a police officer become in our community?**

#### QUESTION 2

**What practices would you like to see APD change?**

#### QUESTION 3

**Did you know that APD has trained in implicit bias and procedural justice for several years?**

- Yes
- No

#### QUESTION 4

**Did you know that APD's policy manual is posted online for everyone to review?**

- Yes
- No

#### QUESTION 5

**Would you want to participate in any APD training or assist in training if the opportunity were there?**

- Yes
- No
- Possibly, but would need more information on what would be involved.

#### QUESTION 6

**Does the community feel that APD treats the BIPOC community any differently than other members of the community? Feel free to add any first hand experiences, observations, etc. you may have.**

#### QUESTION 7

**Does the BIPOC community feel they can report racial incidents to APD and know that they will be treated seriously and respectfully?**

- Yes
- No

#### QUESTION 8

**How can APD be a better ally to the community and be more sensitive to the BIPOC population?**

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Individual Responses

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#### Name not available

July 22, 2020, 1:38 PM

##### Question 1

The same

##### Question 2

None

##### Question 3

- Yes

##### Question 4

- Yes

##### Question 5

- No

##### Question 6

No. It's laughable, there is no issue.

##### Question 7

- Yes

##### Question 8

Don't pander to these ridiculous claims, the demands and requests will never end.

Thank you APD, I grew up here and it's always been peaceful and awesome.

---

#### Name not available

July 22, 2020, 1:41 PM

##### Question 1

A peacemaker. Someone who is trained in deescalation tactics and can maintain the peace in town without any force.

##### Question 2

More compassion to homeless people and more help with mental health for people who need it. Instead of booking them in jail, with the states help, giving them access to mental health experts would be beneficial.

##### Question 3

- No

##### Question 4

- No

##### Question 5

- Yes

##### Question 6

As a POC I have always been treated with respect by officers.

##### Question 7

- Yes

##### Question 8

Continued Bias training. Bias is something that creeps in at a young age from what society teaches us and a one time training wouldn't really solve things. A continued bias training with feedback from BIPOC community members that can share first hand experiences would really help APD to know how their actions come across to minorities. Again I have only had good experiences but I have heard some other BIPOC folks not have the same.

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#### Name not available

July 22, 2020, 2:04 PM

##### Question 1

I'm torn between the idea of "defunding the police" and having them serve a limited, strictly law enforcement role while other social services would be better funded to address other issues like mental health separately AND wanting to have police officers who are a part of the community and serve a broader role than strictly law enforcement when all other safety net aspects have failed. I come down to thinking that putting the police into a strictly law enforcement role limits them in the wrong way, and having officers with a broader community role and training them so they have a toolbox to fill this role is the better way to go (i.e. rather defunding the police I think we need to redefine policing, giving officers a more complete toolbox and training in how to use their tools so that they aren't

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in a position of having only a hammer and having every situation seem like a nail.).

### Question 2

I have never had a direct interaction with an APD officer in the sense of being stopped or arrested. I've worked downtown for 25 years and seen their interactions with a broad section of the community, and can say that I don't see anything that I would say needs to change (but I'm a middle-aged, middle class, white heterosexual male government employee so I may not be who you should be listening to now).

Friends in law enforcement elsewhere in the state describe Ashland's policing as a "Hug & Release" policy... I've always felt that this might not be a bad thing, moreso lately.

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

### Question 6

I think that one difficulty for all of us is that there isn't enough interaction between the "BIPOC community" and for lack of a better term the rest of the community, so I don't know the perception there...

A friend who is an OSP Trooper stopped a car on I-5 near exit 19 for driving erratically. The black family inside had a woman who was giving birth and they were trying to deal with that while driving quickly to get out of Southern Oregon because of a perception that they weren't welcome here and would be in trouble if they stopped. He helped deliver the baby and got them to the hospital and hopefully helped that perception, but that is I think still the perception of many (and probably also the experience of many)

### Question 7

- No

### Question 8

Again, I'm probably the wrong audience. But as a white city employee I've thought lately that we need to find ways to engage the BIPOC population in meaningful conversation - I've lived in the valley 51 years and worked for the city for 25. There was one black person in Medford schools in my

12 years there, and I can count on one hand with fingers to spare how many black people I've dealt with at the counter in the city. For there to be understanding and sensitivity, we need to find a way to initiate meaningful conversation across the community.

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outside Ashland  
July 22, 2020, 2:09 PM

### Question 1

Keep the peace, be available for help in time of conflicts, available to assist the young the old and all in between.

### Question 2

Be more aggressive when it comes to enforcing illegal campers in our family's parks and streets where our children play and residents walk, keep street people from begging our residents and visitors for everything a manageable.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

No, I believe we truly live in a very open and accepting community where everyone is treated very fair and respectful.

### Question 7

- Yes

### Question 8

Ashland already respects all people "period" (personal opinion were just jumping on the "band wagon" topic of the month, when in reality there is no mistreatment to law abiding citizens in our awesome City, Ashland is where I raised my family and live & work everyday.

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## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Name not available

July 22, 2020, 2:14 PM

#### Question 1

A fellow community member who practices serving the public and keeping the peace, as peacefully as possible.

#### Question 2

I think that that the Ashland Police Department does a good job in difficult situations and that their role as 'Peace Officers' is well represented. I do feel that there are officers who utilize racial profiling however, as evidenced by some interactions my Native American husband has run across.

#### Question 3

- Yes

#### Question 4

- Yes

#### Question 5

- Yes

#### Question 6

Yes and know, I think that as a DEPARTMENT, APD treats all community members similarly. (I am not a BIPOC). But I think individual officers practice more racial profiling than others.

And example; my husband, Native American, was walking in the parking lot of SOU (as an older student) with his lab partner, who is middle eastern. Lots of groups of various people (ages and genders, all mostly white) were walking in pairs at the time in the same parking lot, an APD officer pulled near them, rolled down his window and asked them in a serious tone how they were doing today. My husband and friend were a little nervous, but smiled and said yes, thanks we are good, politely. The officer then drove away, never stopped anyone else, just these two brown guys walking through the parking lot at their school. They both felt uncomfortable and targeted. It's admittedly a small thing, but it's things like that that make my husband feel singled out.

#### Question 7

- No

#### Question 8

Continue to learn, be open to input, and care about the community.

I'm not a BIPOC, but those of us who are not need to be sensitive to the perspectives of others, as well as engage in difficult conversations that might make us uncomfortable in order to be better community members. I don't think police officers are any different.

For the record, I am CONSTANTLY impressed by APD leadership, and am proud of our Peace Officers. Progress is made slower than we want sometimes, but your working for it and that means a lot.

---

### Name not available

July 22, 2020, 2:33 PM

#### Question 1

I think the police department is very manage and I don't see changes needed.

#### Question 2

To add more police officers.

#### Question 3

- Yes

#### Question 4

- Yes

#### Question 5

- No

#### Question 6

I don't feel APD treats the BIPOC community any differently based on watching them interactive with our unhoused community.

#### Question 7

- Yes

#### Question 8

I am not sure.

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### Name not available

inside Ashland

July 22, 2020, 3:02 PM

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 1

I would like to see officers seek to be peacemakers and uphold laws towards EVERYONE, especially folks who are in power/privilege. I often see them engage way more with BIPOC folks/communities versus white folks.

### Question 2

It is intimidating and infuriating watching the way APD huddled around downtown Ashland in the late nights. I'm coming into town sometimes at 12AM/1AM finishing work in Medford and see upwards of 4 patrol cars on my way to my residence near Safeway. It feels targeting when they just huddle in these areas.

### Question 3

- No

### Question 4

- No

### Question 5

- Yes

### Question 6

Yes.

### Question 7

- Yes

### Question 8

I need APD to be intentional in how they invest time and resources as it affects our communities of color. It would be nice to see them be active in community events.

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### Name not available

July 22, 2020, 3:13 PM

### Question 1

I would like to see the Police uphold the law and keep the community safe.

### Question 2

I think they are doing a good job.

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

### Question 6

I see the Police treat every one Equally and respectfully.

### Question 7

- Yes

### Question 8

I recall the police arresting a Black Man that fit of the description of the suspect given by an eye witness. I feel the Police made a mistake by not having the witness positively ID the suspect or check the surveillance video But I do not feel it was racist He unfortunately fit the description of the suspect.

The Only Racist action I've Heard of in town is from the homeless population. One made a comments to a Black Lady walking down the street (John) He has sense passed on. The other incident was in Lithia Park when a homeless crowd assaulted a Gay Man.

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### Name not available

July 22, 2020, 3:15 PM

### Question 1

De-escalate conflicts to reduce or eliminate violence to citizens, perceived criminals, and officers. Protection of home and business properties from burglary and vandalism. Offering aid to anyone who needs help in the form of safety or referral advice. Upholding traffic laws for public safety.

### Question 2

I hear stories of BIPOC people being harassed by being stopped and questioned without good cause. Some as young as middle school. This is traumatic for the people being stopped. The "fits the description" line is way over used. I would like to see this stop.

### Question 3

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Yes. Unfortunately I keep hearing stories from people I know despite the training that our force has had. Because we are a predominantly white city, I think APD notices BIPOC people more and makes assumptions about them. They are seen as different instead of just human.

### Question 7

- No

### Question 8

We should have public database that tracks these stop and question incidents for better transparency and demographic reporting

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### Name not available

July 22, 2020, 3:25 PM

### Question 1

An entry in the history books. A list of new applicants for unemployment. A Village People singing telegram service. Take your pick. Just cut the APD by more than half. Ashland is the most overpoliced place I've ever been, despite their total disinterest in serving the city's residents, rather than its visitors.

### Question 2

Stop harassing the homeless. Stop serving only OSF and the Chamber of Commerce. Stop hiring children to "patrol the park" as deputies. Stop focusing on broken windows nuisance violations. Leave guns in the car like the British model. Stop being so condescending. Stop thinking Die Hard is an educational film. Wear a Covid mask.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

I think they treat the entire city with scorn, condescension, and brutality, and treat BIPOC people even worse. A close friend of mine was once arrested, and then told by the arresting office to yell out of the window "it's because I'm Mexican." Another time I saw an APD officer take medical aids from a disabled person and tell them to walk home, which they were physically incapable of doing. Video of them beating a homeless man on the plaza can be seen on YouTube.

In my more than thirty years of living in Ashland, I've never seen them help anyone, or take any meaningful action to aid the community. I have however seen them terrorize the homeless, arrest children, refuse to take reports from the victims of robberies, ticket people for things that are legal so as to burden the citizen with a court appearance, abuse their power through entrapment schemes, and attempt to use their position as police officers to get people fired from their jobs on multiple occasions.

The APD is an organization convinced that token efforts like implicit-bias training somehow balance out that its mission is rotten, its enforcement intentionally targeted at minority populations, and its ability to actually stop or deter crime is virtually non-existent because it doesn't address root issues of crime. Having lived here since elementary school, I know a lot of people in town, and I don't know a single one that would call the APD for help, should they need it. And a public safety agency that people are afraid to call for help serves no purpose whatsoever.

### Question 7

- No

### Question 8

They should quit their jobs and do literally anything else.

Since that won't happen...

End the targeted practice of economic oppression through ticketing. End scapegoating, abuse, and harassment of the homeless. Make a public statement telling OSF to do its own dirty work. Stop terrifying people by bringing guns with them to every conversation.

Mostly, they need to do less. There is a marked power imbalance in any citizen interaction with police, because the police officer has a gun, and the license to take away the citizen's life, freedom, or economic ability to survive. There is no way to be sensitive to someone you are in the process of subjugating. Every interaction causes trauma through the terror of

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

navigating the inherent risk. The less interactions citizens have with police, the better off they are. Traffic stops don't need to exist. Nor do park patrols. Or smoking tickets. Or noise complaints. Or any of the other things police do under the banner of "quality of life" concerns, that actually degrade quality of life for all people, BIPOC most of all, as they are the most frequent victims of frivolous complaints.

The best thing APD could do to be a better ally to the community is to do nothing. They're already halfway there by refusing to do anything useful. So why not go all the way and just do nothing at all.

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**Name not available**  
inside Ashland  
July 22, 2020, 3:30 PM

### Question 1

Handling difficult situations where there's probable cause to believe that a crime is being committed. Investigating crimes, finding evidence to prosecute crime, proving innocence when that's possible.

### Question 2

Can't think of any

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

### Question 6

I don't know. Many of us know a lot about bias, so we assume that the BIPOC community is treated differently by biased police, but we don't know for sure. I think the BIPOC community feels somewhat reticent to report racial incidents because they make assumptions about the bias of police, sad to say.

### Question 7

- No

### Question 8

More engagement with the BIPOC community. Invite members of that community to events. Invite them to attend listening, brain-storming, and planning meetings, and hard as it might sound, ask the white people to not attend so that their voices don't drown out the voices of BIPOC.

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**Name not available**  
July 22, 2020, 3:53 PM

### Question 1

I LOVE Ashland PD. They are our friends and neighbors, we go to school with their children and they service our school. In the unlikely event of a school shooting, they actually know where to help.

### Question 2

They should get more K9 units. People in Ashland like Dogs. And Dogs could help protect the Police from harassment. Also, dogs could help sniff out covid19 if trained.

OUR MAYOR SHOULD STAND BEHIND AND WITH THE ASHLAND POLICE LIKE THE LIFE OF HIS FAMILY DEPENDED ON IT.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Yes

### Question 6

YES, they threat POC different. Our community is 95% white. With the NEW slogan of "silence is violence" we MUST see color and treat POC differently - Same with Mexicans. Were as before MLK said judge not by color but by character. We were supposed to be color blind. First hand experience, we are Mexicans in this community and come from Los Angeles and therefore are always on our best behavior and if we get pullover for not tail light we are trained to keep our hand on the steering wheel and protect both us and the police. Maybe we need to teach student how to behave when they are pullover and or exactly what would help the APD - feel safe when dealing with POC breaking the law. Let's ask the 5% in our community.

### Question 7

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

- Yes

### Question 8

The Shakespeare actors KNOW they can contact the APD. Social Media and Cancel culture hold Racial incidents on hold. When the AHS football player who was black robbed the Trans pizza girl a few years ago, Officer Williams did an amazing job with the actions of the football player. Let's hire Mexican's and POC APD and give them a raise just for wanting to live here among 95% tall white people. BETTER YET, lets hire Mexican's and poc in the office. So, we can file police reports without feeling like the white people don't understand.

---

### Name not available

July 22, 2020, 3:57 PM

### Question 1

To keep law and order

### Question 2

Get the transients off the plaza

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

n/a

### Question 7

- Yes

### Question 8

n/a

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### Name not available

July 22, 2020, 4:08 PM

### Question 1

Friend, helper, uphold the laws, keep us safe, honesty, respectful of differences,

### Question 2

Nothing at this time

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I don't believe so

### Question 7

- Yes

### Question 8

I see no problems. I believe it is individual attitudes that get in the way

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### Name not available

July 22, 2020, 4:35 PM

### Question 1

Social workers

### Question 2

stop carrying guns

### Question 3

- No

### Question 4

- No

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 5

- No

### Question 6

they should leave people alone and focus more on bears and wild cats

### Question 7

- No

### Question 8

just leave bipoc people alone even if you suspect them of a crime, like CHAZ.

---

### Name not available

July 22, 2020, 4:56 PM

### Question 1

Police should only be called into situations where imminent violence is threatened.

### Question 2

I would rather see other social workers be dispatched to handle the homeless, issues of mental illness.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I know firsthand that BIPOC are treated differently; countless actors with OSF have described walking driving home late night after rehearsals; only the black actors are continuously interrupted by police.

I was stopped as was a black friend - we were treated more harshly than white counterparts who were not stopped.

### Question 7

- No

### Question 8

Hire more black POC officers, hire more women; stop hiring white men who don't refuse in our community. Fire officer Matthew Carpenter

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### Name not available

July 22, 2020, 5:27 PM

### Question 1

Protecting the citizens from crime, with all other, unrelated activities being handed off to appropriately trained professionals.

### Question 2

My experience of APD has been limited in the 2 years I have lived here, but totally satisfactory.

### Question 3

- No

### Question 4

- Yes

### Question 5

- No

### Question 6

I have not heard of any such bias.

### Question 7

- No

### Question 8

I am not BIPOC so have no idea how to answer the immediately preceding required question

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inside Ashland

July 22, 2020, 5:29 PM

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 1

I would like to see the role of the police officer diminish in the Ashland community. I would like to see every police officer in Ashland accompanied by a social worker who has the power to issue tickets, who is the first touch on all incidents unless a weapon is confirmed or violence is confirmed. For example, if there is a domestic dispute the social worker, not the police officer should be the one to address the issue at point.

Find ways to decrease your budget, such that the funds saved could be shifted to more mental health professionals, social workers, and housing for houseless individuals.

I would like to see additional changes made which would diminish the role of the police officer. The police officer in so many circumstances should be the last line of defense not the first.

### Question 2

I would like to APD to remove the line "During a deadly use of force application officers may use any means necessary as described in policy 300.4" removed from the APD Use of Force Policy related to the chokeholds. I want this removed because the defense of Daniel Pantaleo, the man who killed Eric Garner, was such that he felt that his life was in danger and as such felt that he could perform a chokehold on Eric Garner, which was allowed by the New York City Use of Force Policy.

I would also like the APD to adopt at least one use of force continuum measure. Such that a taser gun or pepper spray must be used before a gun is pulled on a suspect. I want this because I imagine that a black male with their hand in their pocket, griping a cell phone, who at the order of a police officer attempts to take their hand out of their pocket to raise in the air, only to have the police officer pull their gun and shoot the man several times. The police officer in my scenario, will of course feel like their life is threatened, which to many will justify the officer's actions. However, what should be noted is that there should be a check on the officer in my scenario, a check that requires a taser gun or pepper spray be pulled first so that the scenario that I described isn't even a possibility.

Mandate a two to one ratio of de-escalation training to firearms training. APD officers should spend more time on de-escalating situations than firing their weapons.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I am not a BIPOC individual, and can therefore not speak to their issues. However, because APD does not actively advertise or present various ways that BIPOC individuals or others can reach out to APD to describe such instances. One idea is to place that information on the city council homepage and on the back of every ticket given to an individual who is involved in an incident with the APD.

### Question 7

- No

### Question 8

APD can value the lives of the citizenry over that of the lives of APD officers.

I understand that is not an easy task, but it is one that must be undertaken if we are to avoid repeated instances of George Floyd.

---

### Name not available

July 22, 2020, 5:36 PM

### Question 1

Personally, I think APD does a great job. With that said, long ago Bob Given of APD walked the downtown, stopped into businesses and knew everyone's name. He chatted w those on the street and was simply a friendly gregarious civil servant. That kind of relationship is invaluable.

### Question 2

I'm not the right person, I simply have so little interaction. But youth can feel targeted. We should avoid that.

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

### Question 6

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

Not that I know of but I'm white. With that said: I've heard nothing that would suggest a problem

### Question 7

- Yes

### Question 8

I'm stumped; no idea.  
I think racism is a white people problem. We all could do better. Police reflect the sentiments of the community leaders-here and everywhere. If people feel police are acting inappropriately, they should look up the food chain to determine why.

---

### Name not available

inside Ashland

July 22, 2020, 6:16 PM

### Question 1

Uphold the law uniformly, maintain high ethical standards, model good behavior, connect with young people through engaging school/afterschool activities.

### Question 2

As of now, I have no criticisms of the APD. I think they are doing a great job. Please don't let our fine city slide into chaos like Portland. I highly recommend everyone in the city council, the police/fire department read the book "The War on Cops" by Heather Mac Donald <https://www.amazon.com/War-Cops-Attack-Order-Everyone/dp/1594038759>

### Question 3

- No

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Bias and treating others differently depending on race, I have not observed this nor heard of it.

### Question 7

- Yes

### Question 8

Enforce the law without prejudice, uniformly.  
Personally, I have seen how officers wearing body-cams whenever interacting with suspects has been a great thing in the city of Las Vegas. I watch the officer debriefs on youtube, and I am convinced that officers act better when wearing cams. Criminals, well they just do what they do.

---

### Name not available

July 22, 2020, 6:21 PM

### Question 1

Our police are awesome. One item that comes to mind that could be studied is:  
Would less police hours be needed with appropriate mental health staff ?

### Question 2

None I can think of.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

I don't believe they do... I've heard of no instances.  
I have to answer but can't answer the next question because I can't speak for the BIPOC community,

### Question 7

- Yes

### Question 8

No response.

---

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Name not available

July 22, 2020, 6:28 PM

#### Question 1

Good question! How often are these engagements reported? The last one I saw was a male black arrested for ??? and suddenly released with no explanation. That is basically how the incident was reported in the police logs. I printed out the incident which was about 3 sentences long.  
NFI/NFD

#### Question 2

Looks can make a big impression maker with the public. Neat, clean, professional goes a long way. Beards, gang tats, cat naps in the car, not so much.

#### Question 3

- Yes

#### Question 4

- Yes

#### Question 5

- Possibly, but would need more information on what would be involved.

#### Question 6

I cannot speak for others

#### Question 7

- Yes

#### Question 8

Listen and learn first. These issues can be difficult and time consuming, but doable.

---

### Name not available

July 22, 2020, 6:41 PM

#### Question 1

The purpose of law enforcement in a free society is to promote public safety and uphold the rule of law so that individual liberty may flourish. Trust and accountability between law enforcement and the communities they are sworn to protect is essential to advancing these goals.

#### Question 2

They have too much to monitor and enforce. A community lead effort to take any calls that require police to manage mental illness, juvenile crime, homelessness, drug addiction and any kind of abuse (rape, elder, child) off their list of primary responsibilities as they cannot be expected to manage the load.

#### Question 3

- Yes

#### Question 4

- No

#### Question 5

- Possibly, but would need more information on what would be involved.

#### Question 6

Yes. BIPOC children (12 years and younger) are detained for questioning because of racial profiling by white citizens.

#### Question 7

- No

#### Question 8

More training. More diverse hiring. Severe consequences for abuse of power. BIPOC representation in police leadership.

---

### Name not available

July 22, 2020, 7:17 PM

#### Question 1

The officer needs to be a "keeper of the peace" and engage especially the homeless as human beings who are in need of services.

Officers should not try to provoke a person after engaging them for some kind of offense. I've been a victim of this.

I have seen homeless persons egged on to say or do something that will get them a citation.

#### Question 2

Their activities and approach to the homeless.

I also think that when they know there is a meth house in a neighborhood they should do all they can to get what is needed to prosecute the perpetrator.

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

I was told by a reliable source that the police do know where these drug houses are but they can't do anything about them. Then find a way through an undercover officer to take them out. Do this, instead of taking out the homeless.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Yes

### Question 6

Yes, especially the mentally ill. I did witness an autistic person being told by the APD to not yell at the police when they were arresting his friend. The officers, five of them, took him down to the ground and took him to jail for interfering with police work. He mentally ill. An officer could have talked him down from his state of excitement.

### Question 7

- No

### Question 8

Talk with them. Meet with them. Listen to them. Do all this without uniforms.  
Develop trust with the folks you serve - All the folks you serve.

---

### Name not available

inside Ashland

July 22, 2020, 7:19 PM

### Question 1

I would like to see police officers reserved for criminal investigation, and intervention of serious (violent, abduction, DUI) events only. I would prefer other professionals (social workers, for ex) take the lead on most other issues, like ordinance violations, drugs & alcohol, domestic violence, mental health breaks.

### Question 2

I would like to see APD not have to shoulder the burden of so many types of responses and be able to do more criminal justice work than "hall

monitor" work, which I think will also lead to restored trust in police, and better outcomes when people who specialize in treating (rather than just responding to) addiction, mental health, domestic violence, sexual assault can use their skills to de-escalate situations and support victims.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Yes. I think that APD probably does better than many areas of the country (including neighboring Medford), and I think that puts us in an even better place to reform policework to be a model for others. I do not think having a lack of scandalous incidents is proof that there is no bias, however. I think it's also important to remember that police play one part in the criminal justice system and that even small differences on the part of police compound when there is also bias present in the courts and again in prison.

### Question 7

- No

### Question 8

Volunteer to be re-structured as one part of a multi-modal crisis response framework.

---

### Name not available

July 22, 2020, 7:38 PM

### Question 1

Protect and defend the citizens.

### Question 2

None. The officers do an excellent job

### Question 3

- Yes

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

No. Absolutely not

### Question 7

- Yes

### Question 8

Every officer I have encounters is excellent, bar none. Thank you.

---

### Name not available

July 22, 2020, 8:53 PM

### Question 1

Enforcing tragic laws and responding to calls to protect people in need or in harm's way.

### Question 2

Harassing homeless people because they look bad for the tourists. Giving bicycle tickets for harmless violations but not for refusing to use blinkers and going 34 in a school zone.

### Question 3

- No

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Since there are not a lot of BIPOC here it is hard to say. I have seen them treat poor people differently. They would also ticket homeless people for having dogs in the park and giving tourists just a warning. They put abandoned car stickers on run down vehicles that still drive around but

leave a new Sprinter alone that hasn't moved in months.

### Question 7

- No

### Question 8

Ask for new positions that support the community. Trained mental health people for instance. Stop looking for crime unless it is obviously putting someone in danger like speeding.

---

inside Ashland

July 22, 2020, 8:59 PM

### Question 1

I think the Ashland police are doing a wonderful job and I think they should continue doing what they're doing we need to get the transients out of Ashland. is really what they need to do so that the visitors and tourists will eventually come back

### Question 2

I think they should have more dogs.

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I think Ashlyn is a remarkable town and I'm glad I own a home there there's a lot of diversity at southern Oregon University a lot of different students from a lot of different states and countries and my son went there for 1/4 and he's biracial and he said it was a nice place a nice campus friendly.

### Question 7

- Yes

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 8

frankly there's not a huge amount of diversity in Ashland or or in Oregon other than maybe Portland I think the Ashland police are are fine as they are.

---

### Name not available

July 22, 2020, 9:15 PM

### Question 1

I would like to see more police presence in Ashland not as an intimidation but as comfort that's laws are enforced in the community.

### Question 2

I was given advice from an officer on an occasion when I was looking for help. The information was very inaccurate when I later tried to take her advice. So from that negative experience I would like to see the Police be more informed on laws and resources.

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I have never seen, heard or experienced indifferent treatment because of race. I do feel that Social class has come into play in my experience. I have had mostly good interaction with local officers. I support the the Ashland Police Department.

### Question 7

- Yes

### Question 8

I really couldn't say not being a person of color.

---

### Name not available

July 22, 2020, 9:17 PM

### Question 1

What it is now. APD is way ahead of the curve with current policies and practices.

### Question 2

None.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Yes

### Question 6

yes.

### Question 7

- Yes

### Question 8

no changes.

---

### Name not available

July 22, 2020, 9:26 PM

### Question 1

Exactly what it is. In my opinion and experience the people complaining have almost no understanding of the realities of law enforcement. There's also a tendency to blame police for responding (appropriately) to nonsensical and dangerous actions by the people they have to engage with.

### Question 2

None. Keep it up.

### Question 3

- Yes

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 4

- Yes

### Question 5

- Yes

### Question 6

No. You guys rock. I'm part middle eastern and have been the focus of various law enforcement personnel in other locations... it's all good. Do your job as you have been. Someone is suspicious you check it out. Someone elects to present themselves as a threat? Deal with it. This whole police reform stuff is nonsense.

The one caveat: if a police officer is actually breaking the law then I'm in favor of 2x the punishment a civilian would take, but other than that I'm in your corner

### Question 7

- Yes

### Question 8

You can't. You're doing a fine job and BIPOC people who have a problem with police typically can't see their own flaws or change their own activities which result in "negative" experiences. Also self fulfilling prophecy much?

---

### Name not available

inside Ashland

July 22, 2020, 9:31 PM

### Question 1

Kinder keepers of peace and more stern warnings versus escalation of situations.

### Question 2

less trivial traffic citations, especially when there is no 2nd party involved.

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

between the few interactions I've had, my impression is that APD is very chill with people and I personally have not witnessed a racial bias. And I'm not familiar with any racially biased tendencies in our community. Good job.

### Question 7

- Yes

### Question 8

Perhaps try to have more BIPOC police members if possible.

---

### Name not available

July 22, 2020, 9:51 PM

### Question 1

Exactly what you have been. Protecting the community and being fair to those you deal with daily.

### Question 2

None. Ashland PD has always been ahead of their time in helping the community.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

You have always treated everyone the same that I could tell.

### Question 7

- Yes

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 8

Just continue to be the great department you are

### Name not available

outside Ashland

July 22, 2020, 9:54 PM

### Question 1

In my view, police should focus solely on serious crime, especially violent crime. Social workers should help people who are homeless, mentally ill, or addicted. Traffic specialists should address issues related to driving (speeding, expired plates, car accidents, etc). Mediators should help with disputes between neighbors or family members. And of course society should address a major cause of crime--poverty, racism, and disconnection.

### Question 2

I don't know what specific practices APD uses.

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

Yes, they are treated differently.

### Question 7

- No

### Question 8

Disarm. De-escalate.

### Name not available

July 22, 2020, 10:08 PM

### Question 1

Keep people safe, protect residents and business who actively engage in our community, keep our parks and public spaces safe for children and families.

### Question 2

I'd like the police in Ashland take a more conservative stance in managing our transient population. As a parent of young children, I'm tired of having to leave playgrounds because the people hanging out/living there seem unsafe d/t notable mental health factors or intoxication. I'm tired of finding needles in parks. I'd like to see our community and police more oriented towards measures that benefit children and families.

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

### Question 6

I think the APD is doing great. My only suggestion is a more aggressive policing strategy, which I'm sure is the minority opinion right now! You guys have hard jobs and I appreciate what you do.

### Question 7

- Yes

### Question 8

I have no idea. I suspect you guys have already had great training and all my interactions have been very positive, though I'm a white woman. I'd like to hope that the experience wouldn't be wildly different for a person of color in Ashland though I realize it could be. Thanks for trying to make the department better.

### Name not available

July 22, 2020, 10:17 PM

### Question 1

Peace officers who protect the public.

### Question 2

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

Actually, I think the APD is doing a good job right now. I appreciate the APD dedication to being keepers of the peace.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I'm not aware of any community complaints concerning targeted mistreatment of the BIPOC community. The concerns I hear most often are lack of police response to threatening behavior by hostile anti-abortionists, right wing extremists, gun nuts, and white supremacists harassing SOU students at bus stops near the SOU dorms. It's my understanding that the local police feel that the aggressors are entitled to their first amendment rights even if others feel threatened.

### Question 7

- Yes

### Question 8

Not being a member of the BIPOC community (but knowing many people who are) I can't honestly answer the previous question. As I stated earlier, the concerns I hear most often are lack of police response to threatening behavior by hostile anti-abortionists, right wing extremists, gun nuts, and white supremacists harassing SOU students at bus stops near the SOU dorms. It's my understanding that the local police feel that the aggressors are entitled to their first amendment rights even if others feel threatened. This can be interpreted by the public as police apathy for violent threats. It might be helpful to hold forums to let the public know what the police can and can't do in these situations, and what steps they and the public can take to de-escalate the hostile threats. It would be good to know that the police and the community are on the same side when it comes to resisting racist, sexist, and homophobic aggression targeted to our community. I appreciate the leadership in the APD, and have had nothing but positive interactions with the local police. Thank you for requesting community input.

---

### Name not shown

inside Ashland

July 23, 2020, 4:18 AM

### Question 1

They have been doing a good job now of responding to my noise complaints in my neighborhood.

### Question 2

I always see them as being fair, but hey, I am not a black male.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

I have heard of no incidences where there have been problems. But I am a white older female.

### Question 7

- Yes

### Question 8

Just keep vigilant and be consciously aware when interacting with these folks. Don't let up. Keep trying!

---

### Name not available

July 23, 2020, 5:13 AM

### Question 1

I'd like to see APD continue its great work as ambassadors for the City and the community, and continue to maintain peace.

### Question 2

None that I am aware of as an old white guy.

### Question 3

- Yes

### Question 4

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

- Yes

### Question 5

- No

### Question 6

Not that I am aware of.

### Question 7

- Yes

### Question 8

Continue its education and evolution in these areas.

---

inside Ashland

July 23, 2020, 5:57 AM

### Question 1

I would like to see police officers as advocates and protectors of each and every one of us. When a citizen is engaged in nefarious activities, consider the possibility that person is acting out aspects of treatable mental illness vs. demonstrating character disorder the result of an upbringing that did not foster the development of attachment, compassion or empathy. I would like to see mental health professionals as part of the team that addresses calls from the community.

### Question 2

I am not sufficiently aware of current practices in Ashland to suggest how officers might improve.

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

As a white woman, I am not sufficiently aware of possible bias toward the BIPOC community.

### Question 7

- Yes

### Question 8

Meet and get to know remarkable families, like that of Cely Constanza, featured on the front page of the May 23,2020 Mail Tribune.

---

inside Ashland

July 23, 2020, 6:07 AM

### Question 1

For my perspective as a middle class white male, it does not need to change. However from the perspective of people of color and from the perspective of women, there is still a perception that the police is not safe. I would like the police to build trust with these populations

### Question 2

Same as above.

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

Having lived in this community for 26 years, I have never seen evidence of the police treating people of color any differently than anyone else. However I also know that people of color are afraid of calling the police for help

### Question 7

- Yes

### Question 8

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

Trust needs to be built. It will take time and require diligence, doing things outside the box, reaching out to people of color and building relationships.

treat differently Black citizens. No more racial profiling of brown skinned individuals. .

---

### Name not available

July 23, 2020, 6:14 AM

#### Question 1

Just as they are

#### Question 2

None

#### Question 3

- Yes

#### Question 4

- No

#### Question 5

- No

#### Question 6

I don't think they do

#### Question 7

- Yes

#### Question 8

No Chang

---

### Name not shown

inside Ashland

July 23, 2020, 6:14 AM

#### Question 1

Public service and support

#### Question 2

How the homeless folks are treated as well as the mentally ill populations. More dignity and respect. Also to change how the police mistreat and

#### Question 3

- Yes

#### Question 4

- No

#### Question 5

- Yes

#### Question 6

Yes. I've heard stories of a black Shakespeare actor being asked for his identity papers when he was walking at night downtown. And then this led to his arrest and put in jail. And I have another black friend who shared how often he is racially profiled.

#### Question 7

- No

#### Question 8

Be more open about how people can make these reports.post a sign downtown, and around the city. Put it in the city newsletter, public announcements, make leaflets that get handed out at the homeless shelters and Uncle Fred's food pantry, at Ashland Food Bank and community center, churches, medical and at other places where black and brown skinned people frequent.

---

### Name not available

July 23, 2020, 6:14 AM

#### Question 1

Just as they are

#### Question 2

None

#### Question 3

- Yes

#### Question 4

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

- No

### Question 5

- No

### Question 6

I don't think they do

### Question 7

- Yes

### Question 8

No Chang

---

### Name not available

July 23, 2020, 6:15 AM

### Question 1

The same as it always has been. To help keep family's, communities and schools safe ! To keep crime, including vandalism, rioting and take overs from happening. Police officers are the biggest part of safety in our lives. Keep drugs, minders and rapes from haspening. Keep children safe in school

### Question 2

More officers and better resources

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

No I think everyone is treated fairly.

### Question 7

- Yes

### Question 8

They don't need to be more sensitive. They are police.

---

### Name not available

July 23, 2020, 6:17 AM

### Question 1

Safety and service first - all people treated with respect

### Question 2

I don't know the current practices well enough to comment

### Question 3

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I don't have any first hand experience

### Question 7

- No

### Question 8

Treat everyone as if they were one of your own family members

---

### Name not available

July 23, 2020, 6:18 AM

### Question 1

Respectively stop crime in Ashland.

### Question 2

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

Get help from community health service when dealing with mentally ill person.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I hope not. I am white and do not know the answer to this.

### Question 7

- No

### Question 8

Meeting (possibly) with BIPOC and police to see how it going on both sides.

---

### Name not shown

inside Ashland

July 23, 2020, 6:19 AM

### Question 1

Responders to calls for police otherwise as a community partner. Less intentional engagement with people of color, unhoused, etc. have the same level of contact they do with people of privilege.

### Question 2

Less focus on people who are other as explained in number one.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

I think it is clear they do often under the pretense of being helpful. That can and must stop.

### Question 7

- No

### Question 8

Hiring, training, calling each other out.

---

### Name not shown

inside Ashland

July 23, 2020, 6:48 AM

### Question 1

"Serve and Protect" should be the role of the police in Ashland. This policy should apply to all residents, plus any peaceful homeless people in town.

### Question 2

I have no suggestions.

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

I don't know what the BIPOC community is, so have no opinion.

### Question 7

- No

### Question 8

I have no idea.

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

**Name not available**  
July 23, 2020, 6:52 AM

### Question 1

Manage crimes. Less emphasis on mental health issues more on crime prevention. Get rid of the black uniforms!

### Question 2

As above, get rid of the black uniforms - very intimidating and unnecessary. What happened to 'men and women in blue'.....more easily seen. Love the white and blue police cars.

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

### Question 6

I have never seen the APD treat a BIPOC person unfairly. I have seen police work carefully and respectfully with homeless on the plaza.

### Question 7

- Yes

### Question 8

The question above should have 'I don't know' option because I have no idea how the BIPOC community feels.....i am a white person. Question should be worded differently to get an informed answer.

---

## Name not shown

inside Ashland  
July 23, 2020, 6:53 AM

### Question 1

I would like them to walking the streets more, and keep the homeless people from hanging out in front of businesses.

### Question 2

Not sure. I don't see that many officers as it is

### Question 3

- No

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I think they treat everyone equally.

### Question 7

- Yes

### Question 8

Be more friendly

---

## Name not available

inside Ashland  
July 23, 2020, 6:58 AM

### Question 1

I would like to see police officers become peace officers. I also think it's important that the majority of officers NOT be carrying weapons. I think much more extensive training is required for all officers in order to become an ally in the community rather than a potential threat. Personally, I doubt that I would call the police as my family includes people of color and the officer's "bias" could be dangerous for my family members. Basically, all police officers should be the type of officer that Malcus Williams was. APD should NOT be hiring officers with credits towards previous military experience - we need officers who have retained their compassion, not officers who have been taught to respond harshly regardless of the individual situations.

### Question 2

APD officers need to stop targeting people of color. I don't think that APD owns any militarized equipment or vehicles but, if they do, those items should be discarded. Qualified immunity should be stopped immediately. I would also like to see APD officers wearing masks in public - seriously.

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Yes, absolutely. APD officers routinely used to stop my son's friend (who is black) and ignore all of the other young men with him even though none of them were breaking any laws and all of them were acting the same. Friends (black and Latinx) who work at OSF are often stopped on their way home (late at night after the play is over) simply for driving or walking - no citations given out, just citizens stopped and harassed by police officers.

### Question 7

- No

### Question 8

Extensively train your officers. Take away their weapons which make them feel superior and terrify everyone else - especially BIPOC. Root out and fire those who are racist/sexist/homophobic, you know who they are. Discard the practice of qualified immunity and make sure that people know that you're doing it. Create a forum for people to safely speak with an officer on a monthly basis - where people can come and ask questions, demand answers and expect complete accountability. Members of the community need to be reminded that you work for us . . . to serve and protect, not to intimidate and harass.

---

### Name not available

July 23, 2020, 6:58 AM

### Question 1

I am not sure

### Question 2

I would like 911 to send unarmed social workers in instead of police for mental health issues. Eugene has a successful model for this called CAHOOTS.  
<https://www.npr.org/2020/06/10/874339977/cahoots-how-social-workers-and-police-share-responsibilities-in-eugene-oregon>

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

I have not witnessed an interaction between the APD and a BIPOC member of our community.

### Question 7

- Yes

### Question 8

I would like the City of Ashland to look closely at the Eugene CAHOOTS model of cooperation with trained mental health counselors. It sounds like 911 sends unarmed social workers to homes instead of police about 60% of the time. It sounds like a better response to mental health issues, domestic issues, etc. here's the link:  
<https://www.npr.org/2020/06/10/874339977/cahoots-how-social-workers-and-police-share-responsibilities-in-eugene-oregon>

---

### Name not available

July 23, 2020, 7:07 AM

### Question 1

I think APD does a great job. I don't think it needs to change.

### Question 2

I don't think they need to change. I don't know if it's for them but I sure would like to see something done about all of the transient folks hanging out everywhere and taking over parks in a way that makes it weird for families to be there.

### Question 3

- Yes

### Question 4

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

- No

### Question 5

- Yes

### Question 6

They seem to. I have heard poc say they feel they get pulled over a lot.

### Question 7

- Yes

### Question 8

I think the information in this survey is a good start. I think people should also know they took the training with Jackson county mental health. And that some of them have been trained in FETI. I think more of them should be trained in FETI.

---

inside Ashland

July 23, 2020, 7:07 AM

### Question 1

Police officers are charged with enforcing the laws of this community, so it really starts by looking at those ordinances/laws to see if they would better be handled by social workers or mental health counselors than police. To protect and to serve as Peace Officers.

### Question 2

The current update of the police policy is a good first step. This survey is another. The Social Equity resolution is another. I think that BIPOC should come forward with their proposals and be listened to.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

I don't know. My observations are limited to seeing white, obviously poor, some mentally ill or drug dependent Folks who are living rough being given citations because they won't comply with requests.

### Question 7

- No

### Question 8

I can't answer for BIPOC. And you should have a Don't Know answer on the previous question

---

### Name not shown

inside Ashland

July 23, 2020, 7:13 AM

### Question 1

I'm a big supporter of Community Policing and it seems to me that our APD has done a pretty good job of that approach.

### Question 2

A few years ago, our APD tried to establish a Mental Health presence through a grant. It seemed to be a good idea, but unfortunately the grant funding expired. Our community (like all community these days) desperately needs more mental health resources. The question is: Is this really a police function or is it a social service function; what's the best way to supervise and manage this type of function?

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Probably not a good one to make a judgement .... I'm white

### Question 7

- Yes

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 8

I wonder .... of the 30 officers (+ or -), how many are members of the BIPOC?

---

### Name not available

July 23, 2020, 7:14 AM

### Question 1

Solving crimes, keep us safe from druggies, transients, and homeless by choice people ruining our community.

### Question 2

Quit babying lawbreakers. Clean up our town!

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

No.

### Question 7

- Yes

### Question 8

They are already overly sensitive. Fear of political repercussions should not keep police from doing their jobs.

---

### Name not shown

inside Ashland

July 23, 2020, 7:19 AM

### Question 1

I am interested in the Cahoots program and how that works. We have a huge problem with people who are dealing with mental illness and

addiction that are unhoused in Ashland. And so many transient people passing through. I would like our police officers especially the officers downtown paired with a mental health worker.

### Question 2

I would like more training specifically in disabilities and mental illness for our officers.

I would like to see recruitment of more officers of color and especially Latinx officers who are bilingual.

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

I do not have any experiences of observing this in Ashland. I have lived here as a white woman for 25 years. I raised my children here. I have never seen an Ashland police person interacting with a POC, frankly, because we have such a small number of POC here. I have observed Ashland police interacting with some street people who appeared to be mentally ill. Those folks were white. I had the feeling that they might have responded better if a non-uniformed person had first approached them. At other times, I saw an Ashland police officer trying to help a man who seemed to be experiencing a major psychotic episode outside a store in downtown Ashland. The officer was very respectful and calm.

### Question 7

- No

### Question 8

Hiring a more diverse police force.

---

### Name not available

July 23, 2020, 7:21 AM

### Question 1

Maintain peace, order, and safety. Proactively address threats to the safety of the community. Enforce the law.

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 2

More proactively addressing the (often drug related) mental health issues in our community.

- Yes

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

### Question 6

No. Just last week I watched an officer engage with a BIPOC who was being asked to leave a location and was screaming at him. His response was calm, measured, respectful and appropriate.

### Question 7

- Yes

### Question 8

The APD needs to receive more support from the community. Perhaps be given social worker ride along partners. Be given the resources and support they need to deal with mental health issues.

### Question 4

- Yes

### Question 5

- Yes

### Question 6

Yes, I have heard from several parents of kids who are African American, that they are constantly getting pulled over, targeted, etc. My own daughter, who is disabled and white, was publicly disparaged and stereotyped by a police officer -- a quote in a newspaper article in the Daily Tidings -- which showed a shocking lack of understanding for people who are disabled. So, it's not hard to imagine that other stereotypes could be pervasive among police.

### Question 7

- No

### Question 8

Hire police officers with at least a bachelor's degree, do not let them carry weapons, give them better training on community resources, teach police officers how to be better advocates in connecting at-risk individuals (of any color) to resources as a first step rather than putting them in jails, create a standardized process for reporting racial incidents, create a BIPOC community board to advise the police.

---

inside Ashland

July 23, 2020, 7:29 AM

### Question 1

I would like to see police become more like social workers, with better training in understanding what resources our community offers to people in our who are disabled, mentally ill, homeless, poor, and of course anyone from a stereotyped group (BIPOC), etc.

### Question 2

Stop targeting individuals who look or act differently; seek to understand and improve community resources for these individuals.

### Question 3

---

### Name not shown

outside Ashland

July 23, 2020, 7:34 AM

### Question 1

Ashland police should be problem solvers and ambassadors for the community.

### Question 2

The department needs intensive anti-bias training. Despite "years of training" the Chief seems to think that they don't hold bias on the force-- which shows he has missed more than a few lessons. We need Black and other people of color trainers to help them personally, collectively and administratively.

### Question 3

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

- Yes

### Question 4

- Yes

### Question 5

- Yes

### Question 6

Absolutely. My cousin, who moved here to work on the census campaign, was stopped 3 times in 45 days. He was given 2 sobriety tests (which he passed) and help on the side of the road for more than an hour one evening after work. Moreover, every Black person we know in town, has a story of interacting with the police in ways that were racial bias.

### Question 7

- No

### Question 8

We need a community oversight commission that has leadership from the community (selected BY the community- not the tokenized people the city likes to work with).

---

### Name not available

July 23, 2020, 7:35 AM

### Question 1

I would like all laws strictly enforced equally for all people regardless of race.

### Question 2

Enforce all laws strictly, no regard to class, income level or residence status.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

No, I feel that skin color shouldn't and doesn't factor into most interactions. My native American heritage has never been an issue in Ashland and any dealings with police have been courteous, fair and reasonable.

### Question 7

- Yes

### Question 8

I've never seen any bias on the part of APD, therefore I don't see a change being required.

---

### Name not available

July 23, 2020, 7:36 AM

### Question 1

Dealing with violent crimes only

### Question 2

redirect policing funds to housing, counseling and mental health services to deal with most of the problems that police have been ill-equipped to handle.

### Question 3

- No

### Question 4

- No

### Question 5

- Yes

### Question 6

no experience with this

### Question 7

- No

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 8

have agencies and trained helpers to refer housing problems, drug and alcohol problems, domestic conflict issues

### Name not available

July 23, 2020, 7:37 AM

### Question 1

Community Policing sounds good at least the words do. In practice we are talking about a cultural change which removes the us and them between citizens and police. Police who are engaged in the community beyond their jobs is a key. Police are better community members when they live in the area where they police.

### Question 2

The policy for police to live here where they patrol (see above) seems to be problematic for two main reasons. First, it is pretty hard to dictate where someone lives so how could this policy be enacted? The other consideration is the cost to live in Ashland. It is expensive and the financial angle of living here makes another concern.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I have first hand experiences of being targeted, arrested and taken to jail back when the war with Iraq initiated. It was a black mark for Ashland and a tough time for me to defend myself. The case was thrown out of court once a video was made available. It clearly showed the police were out of bounds with their outrageous response to civil disobedience. I'll end my story by making the point that we have many good officers working for APD and I do not hold any prejudice against the force in general.

### Question 7

- No

### Question 8

Look to first two answers above... Community policing is best when officers live here.

### Name not available

inside Ashland

July 23, 2020, 7:41 AM

### Question 1

Like it says on their vehicles... "peace officers". A mentality of "How can I help?", not "What are you doing wrong?".

### Question 2

Just be nice.

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

Recent memory of a false arrest leads me to think they do treat the BIPOC community differently. I'm white but will share a negative experience I personally had not too long ago. I was pulled over while riding my bicycle at night because I was wearing a headlamp instead of having my light attached to my handle bars. Officer Hegdahl did not treat me respectfully nor did I feel that he was actually concerned with my ability to safely navigate my way home. It felt like an excuse to make a contact to see if he could find something else I might be doing wrong. As you can tell it left a sour taste in a long time tax payers mouth.

### Question 7

- No

### Question 8

Simple. Be kind. Although it is a stressful job with certain situations requiring hands on actions don't try to create those situations. Have empathy and focus on de-escalation.

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

**Name not available**  
July 23, 2020, 7:44 AM

### Question 1

I want you to be here for things that matter - burglary, theft, assault, etc. I also want you to partner with mental health specialists and people who understand mental and physical disabilities so you can work together to keep us safe.

### Question 2

I want to see less harassment of homeless people here. It's unproductive. I also want less of a power-filled attitude when someone pulls me over to tell me that my taillight is out. Treat us as equal people and assume the best of us. Right now I feel that there is a power differential. I also feel like we need to figure out how to help you better help the homeless population here in Ashland by connecting them with people whose job it actually is to do so...and creating those jobs.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

I don't have any first hand experience so I would have trouble giving my opinion. I am a white person so that's a great question for people of color here in Ashland!

### Question 7

- No

### Question 8

I'm not sure - I would ask people of color what their experiences have been and listen in order to create change :)

---

**Name not available**  
July 23, 2020, 7:46 AM

### Question 1

To maintain safety and peace

### Question 2

Number of officers responding to incidence is excessive.

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

Yes, additionally tickets and citations to increase city revenue without regard to impact on community members

### Question 7

- No

### Question 8

I'm not a social advocate or qualified to interject

---

**Name not available**  
July 23, 2020, 7:54 AM

### Question 1

Traffic Control, protect businesses from homeless and mentally ill. Diffuse emotional conflicts.

### Question 2

none

### Question 3

- Yes

### Question 4

- No

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 5

- No

### Question 6

no

### Question 7

- Yes

### Question 8

no problems found

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### Name not available

July 23, 2020, 7:55 AM

### Question 1

Ashland police should only be peace keepers. There should be qualified professionals who respond to non emergencies, homelessness situations, etc.

### Question 2

I would like to see the amount of roles APD officers are burdened with reduced.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Speaking as a white person who has never had harmful or negative encounters with the APD, I cannot list specific examples. What I can say, however, is that the community is fighting for a complete change to the system. It's not about whether or not each and every cop in the department is a blatant racist, it's that the policing system itself exemplifies racism, and supporting the system means supporting racism.

### Question 7

- No

### Question 8

There needs to be more meaningful interaction between the police and BIPOC in Ashland. APD needs to listen and change. The question above is a perfect example of how broken the system is. How is a person supposed to simply answer "yes" or "no" as to whether they can report attacks on their existence and feel safe and understood? If you care about making Ashland a better place, start with listening to the people, give them the ability to speak their minds, and then understand that you need to change.

---

### Name not available

July 23, 2020, 8:04 AM

### Question 1

respond to calls, stop profiling and seeking offenders

### Question 2

fewer cops

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

yes

### Question 7

- No

### Question 8

leave bipoc alone

---

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

inside Ashland

July 23, 2020, 8:05 AM

### Question 1

In general, I view the role as one of being guardians of our residents' general safety and protectors of their property. The result should be that residents have a sense of being safe in their persons and their homes because they trust that, when that is not the case, an Ashland police officer knows and interacts with his/her community regularly and is trained to do what he/she can to restore a semblance of safe for the individual or to our general community when that feeling has been violated by someone acting in an unsafe manner or by an emergency situation.

### Question 2

I am relatively new to Ashland and have not had reason to engage with APD, though I have gotten to know one officer outside of his job. That said, I am unaware of any practices by APD that are antithetical to good policing of our community.

### Question 3

- No

### Question 4

- Yes

### Question 5

- Yes

### Question 6

There is a small vocal cohort of people that are certain APD is mistreating certain types of people. I have no first-hand experiences to convince me that this is true and suspect that the bias of this vocal cohort is towards policing always being wrong. That said, our police officers must practice policing in an even-handed manner as possible that does not act more harshly towards someone just because of his/her socio-economic status.

### Question 7

- Yes

### Question 8

It's a journey. My sense from what I read is that the leadership of Chief O'Meara is very much on the right track. When I was in corporate life, I once engaged in some teamwork training with the Senn-Delaney

consulting group. One of the few takeaways I had from that was to shift how I reacted to new things by first Assuming Positive Intent. Despite the action of the person in front of you, assume positive intent and frame your reaction within that. It's helped me immensely.

---

### Name not available

July 23, 2020, 8:12 AM

### Question 1

I want police to do what they were intended to do, enforce the law no matter what color or ethnicity you may be. The law is the law and we need to stop moving the goal post.

### Question 2

I would like the hug and release program in Ashland to stop. Police officers have their hands tied way too much here and not allowed to do their job efficiently to deal with transients and crazy people. The city caters to the demands of a few and not the needs of the masses.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I feel that APD should treat everyone the same if you break the law arrest them, it shouldn't matter their color or ethnicity.

### Question 7

- Yes

### Question 8

Sensitivity is the problem, people are way too sensitive if we stop calling people white or black and treat people as they should be this would go away. Racism is not only one way anybody can be racist no matter your skin color. People should not be treated any differently, BIPOC should be treated the same as anyone else if they are breaking the law no special treatment for anyone.

---

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Name not available

July 23, 2020, 8:15 AM

#### Question 1

I would like to see Social Workers and/or counselors who are knowledgeable with minority situations and problems such as language skills, poverty, unemployment, immigration involved or to be participants along side the Police Dept. Often confrontations between individuals of color become serious due to lack of experience and knowledge involving the police who grew up in cultures with lack of diversity, and/or with parents who were typically of caucasian cultures. Police training must include much more education involving cultures of people of colors. It boils down to ignorance, not necessarily racism or hate but ignorance and lack of experience.

#### Question 2

Some of the training changed, absolutely no choke holds, or knees placed on necks or heads. Witnesses are so important, if one police officer sees another officer using too much force, or intentional cruelty, they must report it, tape it, and not fear being the squealer, but realize the importance of being a witness to undue force. It seems that police departments are being given too much military equipment which must not be used on civilians. And who the hell are those back of so called Federal Forces using un marked cars in Portland, are they even legal or are they white supremests posing as officers, they really make the local forces look bad. Those forces in khakis must be gotten rid of and not be allowed, they are causing so much more anger among regular civilians who believe that Black Lives Matter, and that we are all human beings first of all. All the divisions among people are wrong, and it seems that the rich always get away with more crimes because they have the money, this is all wrong.

#### Question 3

- No

#### Question 4

- No

#### Question 5

- Possibly, but would need more information on what would be involved.

#### Question 6

I really don't know. I do know that my grandson was terribly harassed due to his love for loud cars. Far too much harassment perhaps because he is 6'4", I don't know.

#### Question 7

- No

#### Question 8

Perhaps more information as to how the police operate could be incorporated into the 6 o'clock news where citizens of Ashand could learn more about the police, too many secrets.

---

### Name not available

inside Ashland

July 23, 2020, 8:16 AM

#### Question 1

Uphold the law.

#### Question 2

I have had a few interactions with APD, and I have never seen anything I would not expect from a police officer.

#### Question 3

- Yes

#### Question 4

- Yes

#### Question 5

- Possibly, but would need more information on what would be involved.

#### Question 6

I have never seen this happen. As a white person, I was approached by an officer while walking with my son to the park while my son rode his scooter without a helmet. I was new to Ashland and did not realize helmets were enforced for scooters. As a parent, it should have been common sense for me to have my 5 year old wear a helmet, and I appreciated the office informing me of the requirement. He was extremely polite and I did not feel threatened at all.

#### Question 7

- Yes

#### Question 8

I feel like they are currently doing a great job.

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Name not available

inside Ashland

July 23, 2020, 8:17 AM

#### Question 1

Just that, a police officer; not a child care worker, not a social worker, but a police officer that enforces the laws.

#### Question 2

Nothing; they do an excellent job.

#### Question 3

- Yes

#### Question 4

- Yes

#### Question 5

- Possibly, but would need more information on what would be involved.

#### Question 6

I have only seen positive interactions with our police force and BIPOC. However, people profile no matter who they are. I used to get pulled over in Ashland all the time due to how I looked. I cleaned up my look and the police stopped "bothering" me.

#### Question 7

- Yes

#### Question 8

This is an interesting question. Myself and a neighbor were concerned about our neighbors children. When the 5 year old tells you her hands are sore from trimming, you start to have questions. Then when you see their 8 year old in a cast, bruises on his face and such, you start to have questions. Then when you hear the very loud arguments that sound threatening and with foul language, you start to have questions. When you see them off loading 40+ pot plants in their backyard, you start to have questions. The question was do we report this to the police? We were afraid to because they were BIPOC. Not sure if APD can be a better ally, when you have community members who are afraid to report possible child abuse because you are afraid of being considered or labeled a racist. That's sad.

### Name not available

July 23, 2020, 8:19 AM

#### Question 1

They should be peace officers and only respond to events where the law is being broken or someone is violent. They should not respond to situations with people with mental health issues, to schools, and other non-violent situations that should instead be dealt with by mental health professionals and counselors. Use of weapons by police should be a last resort, never a first.

#### Question 2

Hopefully they are getting training on compassion and understanding of people of color, people with mental health issues, and taught how to non-violently deal with many situations. I would want them all to get necessary training be be friendly peace officers that are trusted, not feared. I would like to see more police patrolling on bikes.

#### Question 3

- No

#### Question 4

- No

#### Question 5

- No

#### Question 6

Law enforcement tends to attract a certain type of person that brings many biases and misunderstandings to their work, so it would be difficult to change people that have a whole life of habitats and misinformation. I have no first hand information about police in Ashland, only what I read in research papers about the high percentage of violent and corrupt people in law enforcement. You can't change a person in a year or two. Some will never change. In order for a police force to be an effective agency you must attract the right people to the job, and not try to change the people currently in the job.

#### Question 7

- No

#### Question 8

Be part of the BIPOC community themselves.

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Name not available

inside Ashland

July 23, 2020, 8:30 AM

#### Question 1

More in person contact in a non police issue. A little less in the cars and more personal if possible. For the most part, contact has been respectful and courteous.

#### Question 2

Do not assume that someone is guilty of anything till all of the parties have been heard from.

#### Question 3

- Yes

#### Question 4

- No

#### Question 5

- Possibly, but would need more information on what would be involved.

#### Question 6

Unknown at this time.

#### Question 7

- Yes

#### Question 8

Open meetings with the public for input on concerns.

---

### Name not shown

outside Ashland

July 23, 2020, 8:35 AM

#### Question 1

It seems that the police need to wear so many hats and having homeless/travelers with lots of mental illness harrasing people needs to be addressed by mental health specialists. Being a just/fair police officer needs officers who are compassionate, empathetic, and leave anger out of the equation. Leave anger behind, all officers should be trained in anger management.

#### Question 2

When police drive around with their windows up, it gives a signal that they are not available, not accessable, not there for the people of the community. When they walk the plaza, they are part of the community. We have become a society who have isolated ourselves from each other with closed windows, closed to those around us. This isn't just because it's 100 degrees out.

#### Question 3

- No

#### Question 4

- No

#### Question 5

- No

#### Question 6

If you would define BIPOC, I would be able to answer this question. Do not assume that people know what you're talking about. I just googled this, and since I don't fit into any of the BIPOC community, I don't feel that it would make sense for me to answer this without first hand experience. As a society, my answer would be NO because Indiginous people are marginalized so much that people think they lived a long time ago. My answer would be NO because Spanish speakers are put down and paid far less than whites. My answer would be NO because I don't think that my bi-racial nieces feel safe anywhere they go. My answer would be NO because my husband was followed in Central Point and Medford- for driving while looking middle eastern (which he's not, btw.) Those are officers from CP and Medford, hopefully you're different...

#### Question 7

- No

#### Question 8

Open your car windows to show you are available. Walk, ride bikes, even motorcycles more, to show you are available. The APD should have a reading club on "How to be an anti-racist", and other such books. Offer "ride alongs" to the BIPOC community, and LISTEN to what they have to say.

---

### Name not available

July 23, 2020, 8:36 AM

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 1

Personally I think the Ashland police are doing fine. I think they should focus on crime and we should have a separate organizations take care of homeless people and parking tickets.

### Question 2

I think they should focus on crime and we should have a separate organizations take care of homeless people and parking tickets.

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I don't have any experience

### Question 7

- No

### Question 8

The question above about "Does the BIPOC community feel they can report..." needs a "I don't know " option. So I voted No

---

### Name not available

outside Ashland

July 23, 2020, 8:37 AM

### Question 1

The same as it has always been. Protect and Serve

### Question 2

None

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I have not seen any.

### Question 7

- Yes

### Question 8

Treat everyone the same and there wont be any issues.

---

### Name not shown

inside Ashland

July 23, 2020, 8:42 AM

### Question 1

I don't want to invite more homeless people into Ashland. That said, I do want every police officer to treat our residents and marginalized community members and homeless with respect. How can we do that?

### Question 2

If training includes implicit bias, I would like that to be changed immediately.

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

Since the Black Lives Matter movement, I have noticed the APD interacting with the marginalized community in a manner that made me curious. In several occasions, the officers were writing tickets to marginalized

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

individuals who were pedestrians at street corners. I have no idea what the situations were to merit a ticket, but these incidents did catch my attention and concern.

### Question 7

- No

### Question 8

Evaluate the APD training on this matter and determine if appropriate.

---

inside Ashland

July 23, 2020, 8:50 AM

### Question 1

More community involved with deep connections to social services for situations that are beyond the scope of "policing", such as mental health situations, homeless/houseless situations, some domestic disputes. Roles should be "to protect and serve", more in the sense of 1950s police forces than with military style responses.

### Question 2

Stop profiling and prioritizing arrests and encounters based on race or apparent class status. Train officers to be "friendly and kind" first.

### Question 3

- No

### Question 4

- Yes

### Question 5

- No

### Question 6

Yes.....and I say this not from first-hand observations and experiences, but from friends who are either BIPOC themselves who have share and reported, and someone I know in the social services field who has shared that info with me.

### Question 7

- No

### Question 8

Be better listeners; be aware of the consequences of being a first responder without prejudice; sit down regularly and often with people of the BIPOC community to get constant feedback

---

### Name not shown

inside Ashland

July 23, 2020, 8:58 AM

### Question 1

I would like to see the police protect citizens from crime and violence. I do not want them to be feared or to focus on danger from the community. De-escalation should always be a focus. Police should not be doing social work.

### Question 2

I don't know yet.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Yes

### Question 6

Yes. There continues to be fear that people of color are seen as Other by police, and are there treated differently.

### Question 7

- No

### Question 8

I am not in a position to say

---

### Name not available

inside Ashland

July 23, 2020, 9:00 AM

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 1

Personally, I'm pleased with current APD procedures. I would like to see fewer panhandlers, homeless and transients in Ashland. I don't see how they are contributing to our town/society. I lived in a town where panhandling and living on the streets/sidewalks was allowed. The situation got out of hand, as often happens with this group of people, and was remedied by people being encouraged to not give cash directly to panhandlers and homeless but instead, place donation receptacles around town for money-giving people to place funds. The receptacles had to be emptied daily as they were of course destroyed or broken into. The funds were used at a center where homeless/transients could receive food/clothing/shelter. Intensive case management was also offered, offering mental-health, housing and employment services. Giving free handouts and ignoring people that obviously are not functioning well in society is a cop-out. I worked in social services for over 40 years and with mentally-ill for over 20 years.

### Question 2

I would like to see APD proactively link marginalized people with Jackson County Behavioral Health and other related social services to better serve the homeless/transients. First hand experience has shown that having a crisis-intervention trained social-worker do ride-alongs with police is very effective in dealing with issues. I do believe that receiving free handouts only encourages stagnation. If people truly can not work and contribute to society then they should be placed in a care-home or facility.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I believe APD treats all people fairly. Officers are fair and just. I believe they respond to behaviors which conflict with society norms. If people would follow societies rules and mores, there are no problems.

### Question 7

- Yes

### Question 8

I believe APD is well allied with the community and is sensitive to the

BIPOC population.

---

### Name not available

July 23, 2020, 9:08 AM

### Question 1

I liked that the term "peace officer" as the term used to identify our officers. Keep thinking in those terms when dealing with all of our population. It is a reality that our peace officers have to be on the front lines when dealing with situations that involve issues that go beyond their usual training. Spending money to broaden the services available to peace officers would be a positive.

### Question 2

Not aware of any at this time

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Not that I'm aware of.

### Question 7

- Yes

### Question 8

By having the necessary support and training.

---

### Name not shown

outside Ashland

July 23, 2020, 9:17 AM

### Question 1

Keeper of the peace, keeper of safety of the community, emergency responders.

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 2

No choke holds, no racial profiling, no officers dedicated to speed trapping locals

### Question 3

- No

### Question 4

- Yes

### Question 5

- No

### Question 6

Yes. I have heard numerous stories directly from people of color here about how our police have stopped them when they were doing nothing.

### Question 7

- No

### Question 8

Get rid of any people with bias on the force and require compliance with community policing. Require officers to live in the community.

---

### Name not available

inside Ashland

July 23, 2020, 9:18 AM

### Question 1

Honestly, we should model ourselves on the City of Sunnyvale public safety where all police officers are trained as fire fighters/EMTs and vice versa. <https://sunnyvale.ca.gov/services/departments/dps.htm> I'm not saying we need to change now, but as new hires come on it would be a good way to start implementing the program. This way they see us, the public, from a variety of veiw points and we see them as a resource for our overall safety and quality of life. Also, rotating public safety staff on a regular basis could prevent burn out and stress issues. It would take work, time and money but if we're going to make big changes this is a model worth exploring.

### Question 2

I'm lucky that with one exception my interactions with APD have always been positive. In the short term as we cope with COVID-19 it would be nice

to have officers at the homeless spots helping hand out food at water and just asking if they're OK.

It would be nice if APD had a youtube channel. Let's face it, that's the way the world is going. A short series of videos explaining a person's rights, what's happening in certain scenarios that might alarm the public/witnesses, what happens after someone is detained, especially for a mental health crisis, would give more disclosure.

This is a tough thing to say but you probably need one that explains why people of color, especially black men, should do exactly as you ask, even if they are 100% innocent. Your goal is to keep them alive and safe and if it turns out you were wrong, a public apology. It sounds harsh but that's reality for now.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

Not that I have seen, but I believe the local BIPOC community does feel that way and there is not easy way to address that. Unfortunately, if two people commit the exact same crime the person of color is more likely to make the news.

### Question 7

- No

### Question 8

I guess just start by listening. Invite them to speak to you and just listen. Don't interrupt, don't try to justify, don't complain, don't explain. Thank them for sharing their concerns. Ask them what YOU can do to help and change. Don't put the burden on them to educate you. Compile a list of resources APD can read and review to try to understand their POV. Invite them to review and make comments or suggestions but don't put the burden on them to supply you with the materials.

---

### Name not available

July 23, 2020, 9:21 AM

### Question 1

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

We believe the police in Ashland Oregon are exemplary. We have not noticed any actions by Ashland Police that marginalize any group, ethnicity, cultural or religious people's.

### Question 2

We are unaware of practices that need changing.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

No

### Question 7

- Yes

### Question 8

I don't know

---

### Name not shown

outside Ashland

July 23, 2020, 9:27 AM

### Question 1

I would like to see them be an emergency response team. Also, deal with situations relating to crime.

### Question 2

I would like traffic, mental health issues and monitoring situations on The Greenway to be handled by unarmed individuals from another department.

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I have no experience here.

### Question 7

- No

### Question 8

Like all of us, become more fully aware of white privilege and also police privilege.

---

### Name not shown

inside Ashland

July 23, 2020, 9:36 AM

### Question 1

wear the darn masks! why are police walking around downtown with no masks? this is infuriating and sets a terrible example enforce mask laws

I would like to know the officers more personally so I would know their names and they would know mine

### Question 2

I think they are mostly doing great Except for the masks and not keeping dogs out of parks where they are not allowed please enforce dog rules I also would like to see more enforcement of traffic violations of all kinds-speeding, not waiting until pedestrians reach the curb as they cross the street (I understand that this is law in Oregon)

Also I wish that the transients would be encouraged to move on. Not our own homeless, but you know who those people are and we want to help ours when we can

But the transients can bring the virus and endanger everyone, begging for money while texting on their i phone is ridiculous

### Question 3

- Yes

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

personally I never saw any discrimination against anyone by police

I did witness a dreadful thing at Sat. Growers Market when a young woman started screaming at the Right to Life protesters walking through Her friends had to restrain her She told the protesters they had no right to be there Of course everyone has the right to be on a public street as long as they are following our laws

I am an abortion rights/freedom to choose advocate, but no one should be screaming at anyone that they are not welcome here  
If we support BIPOC rights, we should support the rights of all to peacefully protest

### Question 7

- Yes

### Question 8

I have no idea since I am not BIPOC

---

### Name not available

inside Ashland

July 23, 2020, 9:38 AM

### Question 1

Limited - dealing only with violent and/or dangerous situations, with other "mundane police work" instead conducted by community officers, social workers, etc.

### Question 2

For regular policing activities, only carry the minimal equipment necessary for their own protection and to safely withdraw from a dangerous situation and call for an armed response team instead. No over-vests, only vests under their shirts (or no vests at all). If "back issues" are driving the need for over-vests, reduce the weight of equipment or provide a friendly-looking backpack to carry things in. Carry only a single defensive weapon, or no weapons at all. If they do carry a gun, use a light caliber or a type with non-lethal munition, and only carry a couple of rounds and no extra clips of ammunition (i.e. enough to defend

themselves as they withdraw, but no more).

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Yes

### Question 6

Yes, although not intentionally. It's a systemic issue, not an issue of bad intents.

### Question 7

- No

### Question 8

Do everything possible to be visibly part of the community in all interactions, and avoid appearing as a dominant force in the community (e.g. by carrying weapons).

---

### Name not available

July 23, 2020, 9:40 AM

### Question 1

Peace officers.

### Question 2

Avoiding petty situations, making optimal use of time on patrol, doing nothing that might be construed as harrasment.

### Question 3

- No

### Question 4

- No

### Question 5

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

- No

### Question 6

That can only be determined by examining the mindset of individual patrolmen/women.

### Question 7

- No

### Question 8

Outreach, training, edifying.

---

### Name not shown

inside Ashland

July 23, 2020, 9:42 AM

### Question 1

I would like to continue (reinforce) the idea of the police being here to help-not over armed intimidating people with uniforms and guns.

### Question 2

Right now, none, but I do wish the homeless/travelers/hangers in downtown would be moved along. I don't like going downtown because of the them in the summer (pre pandemic)

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

### Question 6

I've no personal stories about this issue, other than the screw up with the man near Market of Choice. Bias is inherent in all of us and we need to recognize it and try to improve.

### Question 7

- Yes

### Question 8

More police presence in a non-threatening manner-more police walking downtown, at the skate areas, in the high school, etc. Not just in cars and motorcycles.

---

### Name not available

July 23, 2020, 9:47 AM

### Question 1

Enforce the law. Protect law abiding citizens from criminals.

### Question 2

Be more aggressive when dealing with criminals especially the drug addicted buns that plague our downtown.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

No I have no reason to believe that Ashland PD treats anyone differently based on BIPOC

### Question 7

- Yes

### Question 8

Enforce the law.

---

### Name not available

inside Ashland

July 23, 2020, 9:57 AM

### Question 1

transform to Public Safety office -- unarmed or minimally-armed, highly-

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

trained individuals prepared to conduct responsible crisis interventions for houseless people, mental health crises, drug abuse problems, domestic crises, immigrant support and other social needs. We do not need armed police dealing with daily affairs.

### Question 2

I really think they're doing a very good job, but the trend should be away from armed enforcement towards meeting real human needs.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Yes

### Question 6

I don't have any experience of that, but I would expect that APC does treat everyone fairly -- members of the APD are a very professional team who have been respectful in all my observed interactions with BIPOC.

### Question 7

- No

### Question 8

With all due respect, I think it's time for the United States to recognize that nationally, we have blatantly failed to address racism and white supremacy within policing. The problem is not individual officers nor insufficient training. The problem is the black uniforms, guns, and violence aimed at BIPOC nationally. The legacy of slavery and nationally is unreconciled. Our history of white supremacy and sanctioned racism in Oregon is well-documented. BIPOC coming into our community being greeted by people dressed in black carrying guns naturally expect to be treated unfairly and with racism, white supremacy, and violence. We need to completely disband the institution of armed community police and come up with better ways to provide public safety through new, less-discriminatory institutions. I'm not saying there isn't a role for armed backup, but the front line should be unarmed community service advocates.

---

**Name not available**

July 23, 2020, 9:58 AM

### Question 1

Police should act as a resource to the community, protecting the rights of people, and enforcing laws that keep the community safe for all who pass through it. Police can best serve the community where they work by being out in the open and getting to know the people. This has the best chance of building trust. Police must be well versed in de-escalating incidents to avoid violence. They are and should be a vital part of our society when reflecting the values of the community which they serve.

### Question 2

Promote greater use of multi-disciplinary response to difficult incidents, especially when behavioral issues are at play. Social workers or crisis workers should work in team with PD.

### Question 3

- No

### Question 4

- Yes

### Question 5

- No

### Question 6

I don't have personal experiences to share.

### Question 7

- Yes

### Question 8

This outreach is part of the answer. Working with groups in the community, including students and social justice groups that may feel apart from the work of the police.

---

**Name not available**

July 23, 2020, 9:59 AM

### Question 1

I'd like the police to engage and connect with our transient and homeless population more. I see more and more out-of-town folks coming to Ashland and I appreciate having a police presence in our community to ensure the safety and well-being of residents.

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 2

I'd like to see them have MORE of a presence in our town and community.

- Yes

### Question 3

- No

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I feel that our police department does an excellent job with what resources they have available to them.

### Question 7

- Yes

### Question 8

Not sure.

---

### Name not shown

inside Ashland

July 23, 2020, 10:26 AM

### Question 1

The police should be perceived as a friend to everyone and a threat only to those who are intent on violence. They need to be problem solvers and not enforcers. They need to exhibit compassion first and not judgement. They need to behave civilly and with respect to citizens of all colors. Why do we hear such foul language from police on videos that make the news? Decency, kindness, assumption of innocence. These should be the words that come to mind when we think of a police officer.

### Question 2

More kindness, compassion and caring, particularly in the face of belligerence. Develop more resources to address the needs of the mentally ill and socially challenged. Develop more of an emphasis on how to de-escalate tense situations rather than making them worse.

### Question 3

### Question 4

- No

### Question 5

- Yes

### Question 6

I do not have any first hand experience to offer, but from what I read in the paper, and hear from friends and neighbors, it appears that the APD could improve in this area.

### Question 7

- No

### Question 8

Make more of an effort to be known in the community as a friend an ally. Get out of those cars. Walk the streets. Talk to people. Spend more time building community and less time "policing."

---

### Name not shown

inside Ashland

July 23, 2020, 10:31 AM

### Question 1

Protect people, not property.

### Question 2

End harassing the homeless. Life is tough enough without legal harassment.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 6

I've lived all over the country and have never seen police treat the BIPOC the way they treat white people. Have I seen it here? Not in person, because there are so danged few BIPOC in Ashland it's amazing if I see them at all. But I have heard stories from OSF BIPOC people in the media. This is just plain a tough town (and state) for BIPOC so it's silly to pretend that Ashland (a former sundown town in a sundown state) is a magic island of acceptance.

### Question 7

- No

### Question 8

Well first off, the APD can think of itself as part of the community instead of an outside group which needs to ally with the community. They can be sensitive to everyone, including the unhoused, including people caught in poverty, including people who think ugliness and violence is a viable solution, because all those people are "the community", too. I don't know how that can be done without starting again from the ground up. Rejecting the militarization of police departments would be a start.

---

### Name not available

July 23, 2020, 10:42 AM

### Question 1

Enforce the laws. Be a friend to and advocate for residents and businesses. Leave social services to those educated and trained to provide them.

### Question 2

Enforce the no smoking and loitering and vagrancy laws.

### Question 3

- No

### Question 4

- Yes

### Question 5

- No

### Question 6

Probably yes but hopefully not as much as some communities.

### Question 7

- No

### Question 8

Encourage Black, Indigenous and People of Color to be active and engaged in the community especially in city government.

---

inside Ashland

July 23, 2020, 10:44 AM

### Question 1

Enforce all criminal and municipal laws and regulations, but with empathy and discretion depending on felonies vs. misdemeanors vs. infractions, and without regard to race, age or sex.

### Question 2

no comment

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

No

### Question 7

- Yes

### Question 8

Hard to answer this as I am not a member of the BIPOC community. I think listening sessions would be a good way to start. Held periodically.

---

### Name not available

July 23, 2020, 10:49 AM

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 1

Well, of course, good communication, respect for all, but.....you guys already do a tremendous job with all of that! So, while that is a clear given, we don't want to lose sight of just fundamental common sense given political climate. Fundamental common sense definitely includes maintaining basic law and order, good level of staffing and funding for police department.

### Question 2

Nothing

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

You guys do a great job.

### Question 7

- Yes

### Question 8

You do a great job.

---

### Name not available

July 23, 2020, 10:52 AM

### Question 1

Make officers aware they are a peace officers, have them be a resource for getting people information on where they can obtain the help they need, i.e. sleeping solutions, food banks, legal assistance, emergency care. Peace officers are civil servants and need to be reminded they are to help citizens also.

### Question 2

Internal affairs: a policy should be

Get rid of the militmade available outside of the Police department i.e.thru City hall and/or Chamber of commerce, the library.

Findings should be provided and available to complainants and the public.

Video: Should be in use always. Back up officers held to account for their partners actions as they are also witnesses. Should a policemen turn off the video camera while involved in a call, they should be suspended as the officer, has interfered with their own investigations.

Make it possible for attending officers to tell the truth about their partners actions without penalty of "no back up" on future calls or retaliation of any sort for telling the truth. Help officers tell the truth and let the chips fall where they may. A officer unable to tell the truth is a liability to the department and city and to him or her self. Remove the possibility of officer retaliation. Good officers observe poor behavior and leave departments and your left with the poor quality officers. Keep officers closely supervised, fearful of their job if they don't tell the TRUTH about their actions and observations, that is why the video needs to keep running as they are witnesses also "witnesses" that can refute or sustain poor conduct on the primary officer, the witnessing officers and any civilians around...it is intimidating. Appearance. the bald heads, and the bloused pants, big weapons: this is right out of Afghanistan. They are civilians working as police officers, not soldiers. Remove the us vs, them thinking. Let them be human beings they are.

Have officers, as a department policy, remove their sunglasses while talking with people so people can look into their eyes and see the person they are in conversation with. Sunglasses create a wall officers can hide behind. It will save the officers appearing cold and distant; good relationships can be established with civilians who can "see" with whom they are talking. Not for nothing is it said "the eyes are the windows to the soul", It will help officers make connections with the public which will prove valuable in many ways.

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

a year or so back a black man was detained by two officers for "suspicion" of something. I don't recall the exact details, but felt the officers were out of line with their suspicion and questioning. It looked in the papers report like "profiling". The chief seemed to condone their behavior, not good. The chief appears to be doing a good job overall though.

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 7

- No

### Question 8

The above question only allows two answers. If you are not part of BIPOC, there is no answer that applies: It is a poorly worded question..

Involve the community in the process by inviting their criticism. Make it more available to public scrutiny in the news papers, that is plural. Not everyone reads the local paper. Use the city's broadcast in their billing notices to bring behavior, good or poor, to the public attention.

---

### Name not available

inside Ashland

July 23, 2020, 10:54 AM

### Question 1

Someone walking around who is there to assist and help people.

### Question 2

More walking around downtown.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I've always felt the police to a great job with all segments of our community.

### Question 7

- Yes

### Question 8

Just be open to all our residents and visitors and as helpful as possible. I imagine being a police officer is difficult and challenging. Keep up the good work.

### Name not available

inside Ashland

July 23, 2020, 11:01 AM

### Question 1

Better trained. Less militaristic. Less rude to homeless people and Hispanics. Most of APD is pretty good. A couple are spectacular officers. A couple should be replaced.

### Question 2

Embrace the CAHOOTS program like Eugene has. With a 30-year successful track record, why can't the CAHOOTS program be a part of a progressive community like Ashland?

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Yes, they do, and let's add the homeless and mentally ill population to those poorly treated by many of the APD.

### Question 7

- No

### Question 8

Better screen officers before hiring. Hold all officers to a higher standard. Hire BIPOC officers so that the APD demographics matches the community demographics.

---

### Name not available

July 23, 2020, 11:01 AM

### Question 1

The police should be community protectors, not crime warriors. By that I mean that the officers should be trained and evaluated on familiarity and personal engagement with all those who occupy our neighborhoods and

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

our streets, establishing trusting relationships by respectful interactions in the large parts of their shifts that do not involve actual response to criminal behavior. They should think first of how to de-escalate troublesome circumstances instead of favoring force and intimidation (I am not saying that is necessarily the current default response).

### Question 2

- 1) Ban chokeholds (it does not make sense to me to say you do not train on them, then allow their use in potential deadly force situations by an untrained person)
- 2) Train for and require de-escalation as the first step in any confrontation
- 3) Create and train in a use of force continuum which makes deadly force a last resort
- 4) Ban shooting at moving vehicles
- 5) Get rid of military equipment, training, supplies, if APD has any (including tear gas, flash-bangs and the like)
- 6) Require all levels of officers to intervene and report any questionably overreactive or abusive behavior they observe from their co-workers; support and protect such reporters
- 7) Do not allow the police union to dictate any policy provisions through the contract
- 8) Do establish and meet regularly with a committee that includes a rep of the union, other police officers and an equal or greater number of citizens, especially including people of color found in our community (Af-Am, Hispanic, Asian, local tribes) and gays

### Question 3

- No

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I do, based on reports from BIPOC statements of repeated stoppings, especially at night and other events. Even the famous mistaken arrest case that the Chief puts down to bad policing reflects implicit bias behind the bad police work.

### Question 7

- No

### Question 8

I feel uncomfortable answering the last few questions since I am not in the BIPOC community, but I think APD has to engage in a long-term listening process without responding defensively, although the suggestion above of engaging respectfully with community members on the beat would be a start.

Until the Dept and its leadership, if not the rank and file, can accept and publicly acknowledge that they all, like the rest of us, carry with them at all times implicit bias and racism which have to be guarded against in every interaction, there will be little progress.

---

inside Ashland  
July 23, 2020, 11:30 AM

### Question 1

We organized police to keep the peace. Lawlessness must not be tolerated when it hurts others. If a law is unjust, police should have the right to express their concerns but must carry out orders to follow the law until changed. They must first and foremost protect life and property from criminal behavior.

### Question 2

Ashland police appear to be unbiased so I do not see a need for change. I respect the force and their protection of us. Ashland is basically a safe community for all inhabitants and tourists.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

Absolutely not.

### Question 7

- Yes

### Question 8

Stop seeing people by identity groups and treat all equally and fairly. We

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

are all humans with similar dreams, hopes, and fears. Identity groups separate us into artificial classes. The big separation is between those who respect the law and those who disrespect other's rights.

---

**Name not available**  
July 23, 2020, 11:37 AM

### Question 1

I would like our police officers to become familiar with specific neighborhoods and get to know the people that live there. Be more a member of the community in a real tangible way.

### Question 2

I am unfamiliar with APD's practices so I cannot comment here, other than ask to be informed of their practices.

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I am not a member of the BIPOC community, but the one interaction I did have with an APD officer was negative. It was probably 6 years ago and he pulled me over for speeding. It was late and I wasn't paying as good of attention as I should have been. I understand that, but he was very rude in our interaction. I remember thinking that was unnecessary as I was cooperative. I thought about calling the office the next day to let someone know, but let it go. I've lived in the community a long time and that is the only time I've interacted with anyone from APD.

### Question 7

- No

### Question 8

They need to be members of the community. Get to know people. Also they should familiarize themselves with other aspects of systemic racism, such as the effects of poverty and the remnants of segregation.

---

**Name not available**  
July 23, 2020, 11:38 AM

### Question 1

Trusted Respected Appreciated

### Question 2

None at this time.

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

### Question 6

Not that I am aware of.

### Question 7

- No

### Question 8

That is for the BIPOC community to define.

---

**Name not available**  
inside Ashland  
July 23, 2020, 11:40 AM

### Question 1

Enforce laws, keep dangerous/destructive people off the streets and from doing harm to our community, help connect people in need (homeless, mentally ill, addicts) to the services that can support them...generally be respected officers of the peace!

### Question 2

The number of (mostly able-bodied) people begging throughout Ashland has increased dramatically in recent years. Some of these folks become a real concern for parents who are wary of their children using our

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

community's public spaces (like the plaza or the new park on Hersey Street), when the transients are drinking, doing drugs, camped out with potentially dangerous dogs.

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

### Question 6

I have had very positive interactions with the APD, even when that involved one of my children getting in trouble and needing to have an officer address his behavior in a serious but empathetic manner.

### Question 7

- Yes

### Question 8

Continue to support our rights to free expression and assembly. Also, when hate crimes (small or large) occur, publicly and aggressively investigate and prosecute the perpetrators. We have seen a nation-wide increase in hate crimes, so it is vitally important that our community sees that the APD takes this very seriously!

---

### Name not shown

inside Ashland

July 23, 2020, 11:58 AM

### Question 1

I grew up in the time of "The Policeman is Our Friend." The officers visited the schools and talked about law and what their role in the community was. Maybe Ashland officers do this; if so, their message must be far broader than what I heard and include issues of racism, mental health, vagrancy, homelessness, etc., as well as what 'criminal behavior' is and why and how it can be controlled, and how citizens can help.

### Question 2

From what I can see, Ashland police do practice "community policing." However, what they are asked to do is too much. Issues driven by

homelessness, mental health problems, even vagrancy and drug abuse might better be dealt with in collaboration with other community services. Sort of a Cahouts type model perhaps; not by enlarging the force.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

To some degree but less since implicit bias and procedural justice have been added to the training. We all need better grounding in these elements. In Ashland, the problem of 'the travelers' needs to be added to the mix; not just skin color.

### Question 7

- Yes

### Question 8

Perhaps hosting periodic workshops, collaboratively planned and conducted would be helpful.

---

### Name not shown

inside Ashland

July 23, 2020, 12:13 PM

### Question 1

Safety resource

### Question 2

So far I've noticed no problem

### Question 3

- No

### Question 4

- No

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Not qualified to answer

### Question 7

- No

### Question 8

Ask BIPOC community and PLAN with them!

---

### Name not available

inside Ashland

July 23, 2020, 12:21 PM

### Question 1

#1 To protect every citizen in Ashland.

I don't believe there needs to be any fundamental changes with our police officers. What is happening around other parts of the country is not occurring in our community.

### Question 2

None. They do an outstanding job.

### Question 3

- No

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Again, our police department does an outstanding job. I have never heard of any issues or bias towards anyone. There does not need to be any changes made. The police department needs to do one job...protect the citizens.

### Question 7

- Yes

### Question 8

Cannot think of anything. They are amazing.

---

### Name not available

inside Ashland

July 23, 2020, 12:30 PM

### Question 1

Protecting citizens and visitors from violent and property crime , and investigating violent and property crime.

### Question 2

Get rid of big SUV's and get eco-friendly European style place cars. Have most police, especially those "roaming" or patrolling downtown NOT carry guns. Police to be "second" in line for calls regarding mental health issues, homelessness.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Yes, I have personally spoken with a SOU one-time major sports program coach. This coach is convinced that athletes of color, as opposed to whites, have been pulled over, cited at parties, etc. more often than white players. APD, along with SOU, should do a survey asking athletes annually each year they are here in Ashland of their experiences with the police, and track this by age, sex, race, sport, etc and see if there is a racial difference.

### Question 7

- No

### Question 8

Meet with Athletes and students at SOU, and the high school and discuss

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

interactions, issues.

inside Ashland

July 23, 2020, 12:38 PM

### Question 1

A Peace Officer focus rather than a Crime Officer focus. More relationships with the community. Reaching out and checking on people for their well-being and connecting those in need to community resources.

### Question 2

Work toward developing a CAHOOTS model of community supervision that would work hand in hand with the police. This would provide a mental-health counselor and a medical staff person to respond to people in crisis but not committing a crime. This would require some restructuring of the current police model.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I am only familiar with the one event a year or so ago when a crime occurred and a black man was taken into custody in an inappropriate manner and spent time in jail. Then photos were reviewed and the man was released because he clearly was not the suspect. I know the officer responsible was disciplined and an apology made to the community. I am not BIPOC so I do not have related personal experiences, however, I am aware that our BIPOC members have concerns.

### Question 7

- No

### Question 8

Hiring BIPOC officers would help. Asking for BIPOC community members to meet with the police in a facilitated setting and having Listening

Sessions where the community could speak freely about their concerns would help. Also an Ad Hoc committee on DEI (Diversity, Equity, and Inclusion) that would look at facts and community responses and then develop an action plan would help.

## Name not shown

inside Ashland

July 23, 2020, 1:03 PM

### Question 1

The police should be community protectors, not crime warriors. By that I mean that the officers should be trained and evaluated on familiarity and personal engagement with all those who occupy our neighborhoods and our streets, establishing trusting relationships by respectful interactions in the large parts of their shifts that do not involve actual response to criminal behavior. They should think first of how to de-escalate troublesome circumstances instead of favoring force and intimidation (I am not saying that is necessarily the current default response).

### Question 2

- 1) Ban chokeholds (it doesn't make sense to me that you would allow an officer to use a tool that s/he has not been trained on even in a potential deadly force situation) and strangleholds
- 2) Require and train on a use of force continuum
- 3) Require de-escalation as a first step
- 4) Ban shooting at moving vehicles
- 5) Require intervention by other officers when they witness excessive force being used by one of their colleagues, followed by reporting the incident to their supervisors
- 6) Require full reporting of all uses of force, including threats of use of force
- 7) Require disaggregation of all department data, from sidewalk citations to uses of force, and all complaints regarding officer conduct, and make summaries of the data public on your website
- 8) Require an audible warning before shooting
- 9) Establish and regularly meet with an advisory committee composed of officers and an equal or greater number of members of the public, especially including BIPOC and gay residents

### Question 3

- No

### Question 4

- Yes

### Question 5

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

- Possibly, but would need more information on what would be involved.

### Question 6

Yes. Based on comments from BIPOC folks in this community, I think APD does, whether consciously or not, treat minority members of the community differently. I do not have first hand experiences because I am not a member of that community.

### Question 7

- No

### Question 8

By emphasizing the respectful interactions and engagement referenced above and for the BIPOC community by creating many different opportunities to listen to their experiences.

---

### Name not available

July 23, 2020, 1:13 PM

### Question 1

A police officer should be a person who posses cultural awareness.

### Question 2

Treating people with dignity and respect despite the race.

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I haven't had any experience yet.

### Question 7

- No

### Question 8

Having meetings and talks.

---

### Name not available

July 23, 2020, 1:16 PM

### Question 1

approximately what it has been and is now--protect the public, enforce regulations, provide related emergency services, coordinate on related issues with other public and private agencies.

### Question 2

no specific issues

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

no experience to judge

### Question 7

- Yes

### Question 8

I'm not aware of a problem in that area. It seems the more common problem is interaction with "transients", "travelers" and homeless citizens. In times when businesses are open and social distancing is not required that is especially a problem that requires community consensus for the police to form policies, compliance, enforcement and assistance. Generally, I don't see the APD as the problem---it's generally and nationally socio-economic, not something the police can "solve" but only do their best with community consensus to mititgate.

---

### Name not available

July 23, 2020, 1:18 PM

### Question 1

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

A resource for connecting people with services when their behavior is clearly linked to mental health, substance abuse, or domestic violence

### Question 2

More communication before action

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

### Question 6

I have not witnessed this firsthand. I have heard from people of color that they do not feel safe reporting incidents to the police because they fear reprisal

### Question 7

- No

### Question 8

Optics, to start. More BIPOC officers. More female officers. More attendance at community events as participants.

---

### Name not shown

inside Ashland

July 23, 2020, 1:28 PM

### Question 1

Actually, in my interactions with them, they have always been professional and helpful, and even kind. What more could one want?

### Question 2

None that I know of.

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

As a member of the lesbian community, I have never been treated with anything but respect. I also work with the Welcome Center and have heard a number of stories on how they have dispelled a potentially bad situation. One small note: It would be nice to see a small police presence as theater patrons leave late at night. Most folks are in groups, but there are always singles and couples stragglers.

### Question 7

- Yes

### Question 8

I cannot respond to this, not being a member of that community.

---

### Name not available

July 23, 2020, 1:45 PM

### Question 1

enforce the laws...but the laws need to be just and humane. Be proactive not reactive...but develop relationships with the public

### Question 2

I would like when a police car is driving thru a neighborhood, the officer smile at walkers, maybe stop the car and start a dialogue with residents in the neighborhood, rather than just zooming down a street and up another street w/o acknowledging residents. I don't know why police don't ride bikes.

You know they don't smile very much..I know police don't like to stop drivers from speeding but it is getting dangerous for pedestrians and bike riders due to the flagrant disregard for speed limits.

### Question 3

- Yes

### Question 4

- Yes

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

the next question asks if the biopic community feel, etc...I have no idea how they feel it should have a I don't know slot.

Regarding this question: I would hope that BIPOC folks are not treated differently. But all white folks have inherent biases

### Question 7

- No

### Question 8

I think you should spell out BIPOC before you use the letters.

Well, it seems to be the APD lacks publicity...for instance they could have a weekly column in the Tidings. I thought it was interesting when the chief recently reminded folks that measures to include social workers in calls was difficult as there wasn't enough business for them within the Valley..I am not expressing what he said very well, but the gist was social services interventions have been tried but there wasn't enough work for full time social responders

Of course hiring folks from the BIPOC pool would help. I remember a POC stating that she looked at OSF website to see if there was anyone in OSF that looked like her...and there was...so she had a desire to join the Company.

I haven't seen interactions between BIPOC so I am not knowledgeable enough

---

### Name not shown

inside Ashland

July 23, 2020, 2:10 PM

### Question 1

I'd like to see the mental-health-care and social-care aspects of modern-day policing be worked in cooperation with mental health services &/or other social services as appropriate. (This would probably require some cost-sharing / reallocation of funding and, candidly, would probably also cost more.) I imagine that so would APD.

### Question 2

In the field, I'd like APD to not have to deal on its own with mental health issues. I'd like mental &/or other social services to work together in-the-field, forming teams as appropriate & necessary.

I'd like better social services, so that our officers don't have to respond

the same people every day - and, more importantly, so these same people get better, or at least get the assistance that they need. (I realize that this is a wider question than what you're asking me.)

Other than this, none. I'm really proud of APD. I've always considered police officers to be members of my community, just ones with law enforcement duties, so it's always great to have a police force of officers who and trained to and encouraged to interact with their community as such. Kudos!

### Question 3

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Not that I've observed, and not that I've heard. ...But I'm a privileged, straight, white dude with no first-hand experience other than observation of our officers interacting with others in our community.

### Question 7

- Yes

### Question 8

Keep interacting with the community. Keep reaching out. Keep asking good questions like these.

---

### Name not available

July 23, 2020, 2:39 PM

### Question 1

I would like to see more "community officers." As a social worker, I've attended agency specific trainings where officers provide information about their roles in instances to support social workers (ie DHS/Child Welfare); however, this does not reach to the community members, especially disadvantaged populations. I've personally had positive experiences, but know some who have not. Communication and active engagement is essential & I think overall, APD does try to do this. Be more engaged with de-escalating situations. We need more preventative & strengths based approaches (this applies to all helping

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

professions/agencies, IMO). I like when I see "beat cops" who are truly engaged with the communities where they work - this develops trust.

### Question 2

I'm not sure as I've not had personal interactions with APD. I think that in some cases, proactively utilizing social workers/mental health professionals where things could escalate. Maybe APD already does this? This is a college community and I understand this increases the likelihood of many kinds of potential interaction between younger populations & LE. Many of our college students are from socio-economically disadvantaged groups. I would really like to see APD develop a solid template for other So. OR departments to follow. Maybe be more engaged with other departments? How often do APD professionals attend local community conferences geared toward social workers & other community helpers? I think this happens sometimes, but could improve. MPD is one department (and JaCo Sheriff & OR State Troopers) that is horrible when it comes to interacting with younger and/or BIPOC groups - I've seen first hand, several officers beating down a 16 year old boy & threaten any adult nearby who stood up for the boy; this is just one instance. APD is much better than this & I would be so proud for APD to be THE dept who creates a system for how to engaged with marginalized groups (and the Ashland community as a whole). Not just be trained in implicit bias/procedural justice, but be the dept that other departments want to be. I hope this makes some sense.

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

I only said "no" to participating in training/volunteer, etc because I am currently outside the community due to the pandemic. When I am able to return, I would happily participate.

I have not observed first hand different treatment. I think this is something that a person with first hand knowledge can answer better than I can, especially those from BIPOC communities. I would like to see a better relationship between LEOs & community members overall in such a way that people are not afraid to contact law enforcement when necessary.

### Question 7

- No

### Question 8

Hear what BIPOC groups have to say & take them seriously. Make a commitment to continued diversity within APD and again, engage as "community officers" where communities are also involved with LE community events. Do so in a way that isn't glorifying officers like "hey, look at us good guys doing XYZ," but in a way that exhibits a true, honest dedication to the community you serve.

---

### Name not available

inside Ashland

July 23, 2020, 2:41 PM

### Question 1

Less military type enforcement

### Question 2

More mediation

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Yes

### Question 7

- No

### Question 8

Better training and aware of BIPOC issues

---

### Name not available

inside Ashland

July 23, 2020, 3:42 PM

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 1

Protect citizens of the community. Always updating their training towards this as well as in positive community relationships towards equanimity.

### Question 2

Not sure.

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

Not sure. I hope their policies and actions are very high standards.

### Question 7

- Yes

### Question 8

Not sure. For the most part, I think that community is pretty quiet.

---

### Name not shown

outside Ashland

July 23, 2020, 3:43 PM

### Question 1

Get the bad guys, enforce traffic rules. Be nice, but I don't think you have to be a social worker.

### Question 2

I'm fine. But I'm an old lady.

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

### Question 6

Ashland Police are well trained, and vetted before being hired. I hope all people here feel safe in reporting racial incidents.

### Question 7

- Yes

### Question 8

I do not have experience to answer.

---

### Name not available

inside Ashland

July 23, 2020, 3:43 PM

### Question 1

First and foremost, to interrupt serious crimes or, when that is not possible, to investigate serious crimes with the objective of repairing harm. By serious crimes, I mean crimes involving physical violence against people and theft or destruction of personal property. The police should take a light touch in enforcing City ordinances and try to do no harm themselves in the course of their work. As important as enforcement is gathering data on ordinance violations to help determine how best to achieve the City's objectives without enforcement actions.

### Question 2

I think there may be ordinances that need changing, and to do so, I would want a thorough assessment of those most frequently violated. In these cases where there are frequent violations, it may be that an enforcement approach is not working to achieve the City's objectives, so we should look at alternative approaches.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

- Possibly, but would need more information on what would be involved.

No

### Question 6

I am not able to comment on how "the community feels." I cannot imagine that APD officers treat the BIPOC community the same as other members of the community even though I assume best intentions and training. That's what systemic racism means, and we all need to be open and alert to how we act on our implicit biases every day. That goes even more for APD officers because of their coercive power.

### Question 7

- Yes

### Question 8

Treat all persons equally

### Question 7

- No

### Question 8

I answered the previous question in the negative because a response is required, but I am not able to comment on how BIPOC community feels other than to report that I have heard complaints from some people. Regarding how to be a better ally, I think it may be appropriate to establish a citizens' oversight commission that hears complaints and reviews data. APD officers should be unfailingly polite in all interactions with the public and recognize how they may intimidate oppressed people.

### Name not available

July 23, 2020, 4:29 PM

### Question 1

As a tax paying citizen of Ashland, Oregon, I would appreciate the city government support the 72 hour hold on the many mentally ill persons that walk our streets. These people demonstrate unpredictable moods, often intimidating citizens visiting and shopping in and around town. This would allow these persons to get the help they need with medication and support. The officers can only perform the tasks that the our government supports. We must stand up for our officers as they perform their dangerous duties as they keep local citizen from being accosted by individuals who are only passing through, and have no investment in our small town.

I also would support a permanent foot patrol officer dedicated to Main Street in town to keep citizens safe and support our business owners.

### Name not available

inside Ashland

July 23, 2020, 3:48 PM

### Question 1

To Serve and Protect the local population. I do not think that police officers should be focussed on social work.

### Question 2

1. Field interviews of vagrants causing trouble to determine identity.
2. Arrest for outstanding warrants.
3. Impounding of vehicles parked beyond the time limit on our local streets and parks.
4. Citing for vehicle registration tab expiration and impounding of non-compliant vehicles.

### Question 2

No that I am aware of

### Question 3

- Yes

### Question 3

- Yes

### Question 4

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 5

- No

### Question 6

### Question 6

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

No. I have observed officers demeanor as tolerant and helpful. I would appreciate a more assortative approach with the many vagrants causing mayhem within Ashland.

### Question 7

- Yes

### Question 8

The officers only need to behave in a professional manner regardless of who is standing in front of them. I have never seen an officer behave disrespectfully toward the individuals they are speaking with.

---

### Name not available

July 23, 2020, 4:59 PM

### Question 1

stop crime nothing

### Question 2

nothing

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

No

### Question 7

- Yes

### Question 8

don't know how

---

### Name not available

July 23, 2020, 5:08 PM

### Question 1

Equal application of the law without regard to politics, popular movements, or hyperbolic and irrational cultural sentiments.

### Question 2

I would like to see APD not accomdate protesters or troublemakers, which they've allowed to shut down streets and disrupt traffic without permits. I would like to see APD not be made to represent a popular sentiment because its in fashion or politically correct. That is not their job nor should they be asked by the Chief, Mayor, or any person with input on APD policy. Their job is equal application of the law period.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

First of all, I don't know what BIPOC means. I have seen and heard APD officers treating certain members of the population with bias towards accomodation and tolerance, even when it is overtly illegal or disruptive. Ashland is not a venue or platform for any group to hijack for their own message and popular sentiment. APD and the city should be independent and neutral of extra-legal policy dictated by emotions and not rational fact and statutory regulation.

### Question 7

- Yes

### Question 8

You need to define BIPOC and why is this group require more sensitivity than others. The 'BIPOC' population does not have a right to be treated any differently under the law than any other exclusively defined group. Equal treatment under the law is the basis of civil rights in the United States. Anything other than that is a perversion of justice and ethics. Defining special rights and differential treatment for certain groups is not lawful and degrades the rule of law; it is a failure to fulfil the duties of a law enforcement agency.

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

**Name not available**  
inside Ashland  
July 23, 2020, 5:50 PM

### Question 1

To serve in the community and get to know its clientele. To protect from violent crime. To be friendlier.

### Question 2

Have better customer service skills. To offer training to their officers in regards to equity, diversity and inclusion. To offer incentives for people of color to join the force and actually want to stay in Ashland. To follow up with race related issues in the community. Filing a hate crime should be followed up by updates.

### Question 3

- No

### Question 4

- Yes

### Question 5

- Yes

### Question 6

Yes. They need better training. The black African-American student success team was told that they can't force their officers to do outside training. But I'm sure they could pay them to.

### Question 7

- No

### Question 8

Have conversations with that community in a structured environment or training.

---

**Name not available**  
July 23, 2020, 6:10 PM

### Question 1

More instructive and less punitive. We're not all law professors and some of us have very little if any real contact with police unless it's red-and-blue

lights in the mirror. It would be nice if they gave public talks or did a FYI blog, or maybe like an open house or something.

### Question 2

No objections

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I think that government people who work with the public including police should strive to treat all people equally. That having been said, one convenient dodge for offenders or persons looking to play various games with the system, would be to accuse them of discrimination. Something is still murky in all of that.

### Question 7

- No

### Question 8

By doing more open communication to let people know that they will not be discriminated against or treated poorly based on any of the above traits or characteristics and that all are viewed as people first and foremost. Listening to people and their issues and problems is tiresome but sometimes it can help to identify problems that person may be having or possibly causing that they don't fully realize or understand.

---

**Name not available**  
inside Ashland  
July 23, 2020, 6:22 PM

### Question 1

Keeping the community safe.

### Question 2

I would like to see APD treat all members of our community, Caucasian

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

and BIPOC the same

### Question 3

- No

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I really don't know. I moved here three years ago and live apart from most of the community.

### Question 7

- No

### Question 8

Maybe. Walk around in that section of town. It seems to work in major cities.

---

### Name not available

July 23, 2020, 7:07 PM

### Question 1

I'd like to see police receive more deescalation training and less time training with firearms and other lethal and semi-lethal weapons. I feel like the more time police spend training on how to incapacitate, injure and kill citizens, the more likely they are to put those tactics and training into effect. I would also like to see less military style gear and attire on our police. I don't feel like trying to intimidate citizens is a good approach. More Andy Griffith from Mayberry and less GI Joe. I don't think all police need to act and look like SWAT teams.

### Question 2

I'd like to see less over reacting to situations. More psychological deescalation training less weapons and lethal tactics training. I see police walking around in body armor with M1s on the 4th of July and it makes me sick. Also, I have seen APD breaking traffic laws many times. Including not coming to a complete stop at stop signs, driving well over the posted speed, not signaling when turning and not stopping for pedestrians in crosswalks. I tried to let an APD officer know that he almost hit me when

he changed lanes in front of Safeway on Siskiyou BLVD and he continuously ignored me. I have also seen the police drinking liquor at the police range at the Ashland Gun Club while they had firearms on their sides. They need to know all laws and rules apply to them just as much as everyone else. Most of all I think it should be required that all APD employees and their families be required to live fulltime in the city of Ashland. Being a part of the community increases accountability and sense of community. City council members do and so should police.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I saw four cops subdue a homeless man on the plaza a few years ago and I felt they used excessive force. I also saw APD beat up my neighbor in front of my house in a case of mistaken identity. It was horrible, and they were less than apologetic. Generally speaking, APD is better than most, but could still stand to improve vastly.

### Question 7

- No

### Question 8

They can get out of their cars, walk more, offer help and stop trying to intimidate people. We should welcome the presence of police officers instead of worrying about their presence.

---

### Name not available

July 23, 2020, 8:43 PM

### Question 1

Less of a requirement upon your heads to deal with everything from a crazy dear to a mental health crisis. You need more support!

### Question 2

I think you guys do a great job under the guidance of a stellar chief who has the highest ethical standards

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I've never seen that.

### Question 7

- Yes

### Question 8

Continue to be open and honest and listen to feedback from leaders if that community. Keep up the good work!

---

### Name not available

outside Ashland

July 23, 2020, 8:46 PM

### Question 1

Community partner, get to know the people! I think Ashland does a pretty darn job already but there is always room for improvement.

### Question 2

Work along side mental health practitioners. Work along side social services to help homeless and drug addicts.

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I have not heard of anything.

### Question 7

- Yes

### Question 8

? Not sure. I have had no involvement with police in Ashland and have not heard of any incidents involving race.

---

### Name not available

inside Ashland

July 23, 2020, 9:55 PM

### Question 1

Role models, great communicators, de-escalators of conflict, protectors of citizens, safety officers for children, withholders of our rights such as free speech, and, on what hopefully are extremely rare occasions, an armed response following clear protocols and detailed review after each incident.

I would like to see a modified CAHOOTS program. I would like to see more funding for helping mentally ill, homeless, addicted citizens that does not involve an armed police response.

### Question 2

Overall I think our police do an awesome job and I personally have no real complaints.

I would like to see those walking the beat downtown be more friendly, engage with us, consider wearing masks for our protection. I would like to see them always follow the rules we are required to follow, for example traffic laws. Too often I get the impression they feel they can do what they feel like doing and that breeds cynicism and disrespect for authority. Again--always be role models, please.

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 6

I am a white person and have no first hand experience. But I have heard the complaints and anger during the recent police forum hosted by Jeff Golden, and in on line neighborhood forums. Therefore I strongly advise you to hold another forum, 1 1/2 hrs long where BIPOC leaders can answer pre-prepared questions and the 4 law enforcement leaders sit and listen (as the BIPOC community was asked to respectfully listen to the police in a one-sided forum). The angry voices need to be heard and it's only fair it's the same format as the prior one. As unpleasant as it may be for our law enforcers. I believe the 4 leaders, and Jeff Golden agreed to a future one to address their concerns? This survey will NOT substitute for letting the angry citizens have a say.

### Question 7

- No

### Question 8

LISTEN. (see answer above).

---

### Name not available

July 23, 2020, 11:03 PM

### Question 1

Protector, 1st responder to a call for help in the event of a person needing protection from another person(s).

### Question 2

When my daughter, now age 29, was a student at Ashland High, she told me that frequently kids drove to either Emigrant Lake or places up above town to party and drink. She said if the police did NOT issue citations to minors who had been drinking but had not caused any property damage or made noise / i.e. had not caused any problems, that many of the kids who were going to drink somewhere, would then drink in town and NOT drive. I agree that it's not wise to allow minors to drink alcohol or partake of recreational drugs and I wonder if the police took a more lenient attitude if the teens were not acting out of control, if we might have fewer accidents and also increased respect of police.

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I don't know. No experience.

### Question 7

- Yes

### Question 8

A group that I have some concern for is those of us who question the safety of some vaccines. Many people are labeled as "anti-vaxxers" and unscientific for questioning the contents or the potential injuries of some vaccines. I hope our police department will not discriminate against this group if we encounter legal issues around vaccines. I feel we have a very good police department and I feel sad at how much of our society views police officers. It bothers me to see the amount of public outcry over the death of criminal and yet little display of compassion for the many police officers who are killed in the line of duty. I feel that All lives matter. I hope that our department does not jeopardize the lives of our police officers to satisfy the public's perceptions. Perhaps the public needs some education on what it's really like to be a police officer, especially when dealing with a criminal who is on meth or other drugs that cause them to be extremely dangerous to deal with.

---

### Name not shown

inside Ashland

July 24, 2020, 12:50 AM

### Question 1

the response is not the problem. Being aware of those in custody seems to be where the police force falls short. Once you have subdued the actor, make sure you have them in a position where they do not die on you. There is going to be situations where the officer may shoot quickly enough to protect himself and others in the public and kill someone. I marvel at the low numbers of accidental shootings by our officers.

### Question 2

knowing the pressure points in the body that will cause pain and easier

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

submission would be a place for improvement.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

No, I have little direct contact with the police force.

### Question 7

- Yes

### Question 8

I feel that the police should have in the back of their mind, the constitution and if they determine the force needed to maintain order, they are doing their job correctly. It is hard to work with a non-compliant person.

---

### Name not available

inside Ashland

July 24, 2020, 2:18 AM

### Question 1

Stop acting like thugs that patrol the streets and instead actually be a part of the community. Be present and helpful at community gatherings.

### Question 2

If police want to help the community they should be part out the community. They should be more active in community outreach to help those who need it rather than trying to screw over citizens just to meet an unspoken quota.

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Yes they do treat the BIPOC community differently. One course of implicit bias training doesn't change their bias. It is very difficult the alter a person's bias. It takes constant training and immersion in different communities to change bias. One course doesn't create real change. It only helps you justify your bias actions/tendencies by saying you can't be bias because you took one class. As a BIPOC person I have personally experienced and been told by others of the BIPOC community of APDs bias. Being pulled over without any cause is not ok. The color of a persons skin or how they look is not a reason to pull them over.

### Question 7

- No

### Question 8

Stop acting like they only need to cater to rich white people. Stop harassing people of color. BIPOC are just as much a part of the community as everyone else. Stand with the BLM protests EVERY TIME they are out there. And not just for show, but because they actually do believe BLM.

---

### Name not available

July 24, 2020, 7:05 AM

### Question 1

nothing different they are doing a great job

### Question 2

Nothing different with how they do their job. Maybe more community interaction to show people they arte all human and good people.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 6

no

### Question 7

- Yes

### Question 8

more public relations and volunteering with schools and community programs

other marginalized groups, such as Indigenous people, Black people, Asian people, and Hispanic people.

### Question 7

- No

### Question 8

They need to keep working on it and actively seeking ties with leaders in these communities. A little humanity, mentorship, and co-operation goes a long way.

---

### Name not available

outside Ashland

July 24, 2020, 7:37 AM

### Question 1

I would to see police officers become officers of the peace, in every sense of that term. They need to be aware of and trained to deal effectively and helpfully with the many mentally ill, disabled, elderly, and abused citizens that are necessarily part of their job. They must become trained in conflict resolution and de-escalation techniques, as well as in effective negotiation skills. They take their place as an integral part of the community, as neighbors and allies and protectors, as well as the line of last resort in a crisis. They should play an active role as part of a trusted team of community problem solvers.

### Question 2

I would like them to simultaneously show more concern for victims of crime and for those who, through illness, addiction, or infirmity, find themselves on the wrong side of the law. I'd like them to show a little more humanity and compassion.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I personally feel there is some implicit bias. The bias I have seen is against homeless people, specifically. I do have great concern for the wellbeing of

---

### Name not available

July 24, 2020, 8:23 AM

### Question 1

Protect the community from violence.

### Question 2

End Qualified immunity, collect and make available to the public complaints of excessive force.

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

### Question 6

BIPOC?

### Question 7

- No

### Question 8

.

---

### Name not available

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

inside Ashland  
July 24, 2020, 8:31 AM

### Question 1

In addition to regular policing, We need to get the mentally ill help and off the streets. It is also tied into the homeless problem we face. The Police Department can help but need further community support.

### Question 2

I think the Ashland Police are doing a good job and are working in the right direction.

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

### Question 6

Don't know.

We are a very White population and I would hope that our law enforcement would be uniform regardless of what a person looks like. I don't like our racist history and am very concerned about current tensions that exist and are expressed with in our community.

### Question 7

- Yes

### Question 8

Not sure. I don't know that I can really express an understanding of BIPOC.

---

### Name not available

inside Ashland  
July 24, 2020, 9:25 AM

### Question 1

There is a real danger in moving police officers into duties other than enforcing laws in that there is no other community agency chartered

with law enforcement. I don't think that the role of the police officer should change. How police enforce laws is I think the right topic for discussion. There should not be favoritism or anything other than fair, impartial, predictable and kind enforcement.

### Question 2

More community engagement would be good. Be present in our neighborhoods. More like a beat cop of years back where citizens can have friendly interaction.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

No. Many times I have witnessed interactions between police officers and homeless and rude teens. The police have always been polite, understanding and friendly but firm. Our community would not change anything.

### Question 7

- Yes

### Question 8

see above comment re: beat cop. walk the community - all the neighborhoods. can't do them all the time but do it sometimes. I have lived in Ashland going on 4 years and I have never seen a police officer in my neighborhood. Overall APD is doing a really good job.

---

### Name not available

inside Ashland  
July 24, 2020, 9:36 AM

### Question 1

Police officers have little need of guns and shouldn't carry them. Most altercations in Ashland need only deescalation and/or something to eat. If police officers carried snack bars instead of guns, they would be working much more for peace.

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 2

The police reaction to the homeless/vagrants in Ashis abhorrent. All people and their belongings should be treated with respect and communication. If they are not capable of that with difficult individuals, there are those in the city who are trained to intercede with the patience necessary. Force is not needed, only understanding and the proper training. Destruction of belongings which are often all these individuals have to their names should completely stop. How are they meant to save money for a place to live if they keep having to buy new shelters and essentials?

### Question 3

- No

### Question 4

- Yes

### Question 5

- No

### Question 6

I have been told and believe there is bias, but have no first-hand experience.

### Question 7

- No

### Question 8

Leave weapons in the station unless the situation calls for it (the situation usually does not call for it). Use the money spent on weapons to give back to the community, especially those who are better trained to interact with the vagabonds and homelessness.

---

### Name not shown

inside Ashland

July 24, 2020, 12:28 PM

### Question 1

Maintain peace and order by de-escalating confrontations; reduce tensions and protect people and property; investigate crimes and uphold order while minimizing violence.

### Question 2

Have officers be more accessible and more human to the people they serve. In all the times that I've smiled or said hello to an officer, likely, to ballpark it, thirty times a year, perhaps three times, I've received a response. Their behavior projects an arrogant facade, which has cooled me toward them, essentially establishing and widening a gulf between us through their behavior. Doesn't help, either that they drive by me when I'm in a crosswalk as if I'm not there. That happens a few times a year, too. I'd also like to have greater insights into APD responses; those pithy log entries do little to explain the frequent sirens heard.

### Question 3

- No

### Question 4

- Yes

### Question 5

- No

### Question 6

Yes; I've seen photos of several police units responding to a single BIPOC individual in a car. Why were so many cars and officers needed?

### Question 7

- No

### Question 8

Better communications, and small things such as being friendlier and more open.

---

### Name not available

inside Ashland

July 24, 2020, 12:40 PM

### Question 1

Continuing to help keep Ashland safe, caring for our community members, calling in other support staff when needed (like mental health workers, drug addiction support staff, social services, housing support, restorative justice facilitators when appropriate, etc.), staying engaged with the needs of the businesses, churches, parents, schools, and elderly so they feel connected to the community and in a good standing.

### Question 2

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

I'm not aware of any at the moment other than paying Police more, I think it is a very challenging job, and they are worth being paid more, and making sure all officers have support for any PTSD from traumatic events or situations before or during work.

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

Not sure how others feel, but I have witnessed Ashland Police be very empathic, supportive, and trying to find solutions to challenging situations with the unsheltered individuals and individuals that were overwhelmed by drugs or alcohol. I have felt good with the APD. I appreciate them.

### Question 7

- Yes

### Question 8

I don't know, I'm not BIPOC so can't say.

---

### Name not available

July 24, 2020, 1:32 PM

### Question 1

I would like the APD to continue to deal with violent crimes and domestic abuse and such.

### Question 2

Something along the lines of Eugenes' CAHOOTS program to assist the police in working with homeless "travelers" and more minor drug issues.

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

I have always felt that the APD was quite a fair and even-handed police presence. I've been quite impressed with past instances of how they treated travelers with calm, respectful demeanor. However, last year I heard that one of the Hispanic actors at OSF was stopped (arrested? - I don't know) while just walking downtown. I found that worrisome.

### Question 7

- No

### Question 8

As a white person myself, I suppose we just keep doing what we're doing: listening, asking questions, educating ourselves, working through the mistakes we make to try to get to a better place for all of us. Thank you!

---

### Name not available

July 24, 2020, 2:08 PM

### Question 1

From my perspective as a white woman and very long time (peaceful) resident of Ashland our police force has been fantastic. Courteous, present, responsive. But I am aware of my privilege and that of my family.

### Question 2

If my experience is unique and not that of everyone then change needs to happen

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

see response to question #1

### Question 7

- Yes

### Question 8

Please dismiss my response to the previous question. I had to answer one way or the other in order to submit this questionnaire, but yes is not the correct answer nor is no - in reality I have no idea how the BIPOC community feels in our town! I would hope the BIPOC community feels that APD's services and protections are as available to its members as I believe they are to me, but I cannot speak of that community's experience. I think we are a small enough town that making APD an ally to our whole community without having their hands tied is the perfect goal. I'm not saying it will be easy, there's a lot of entitled behavior in our perfect little town - we all need training on awareness and on how to behave as allies and neighbors in our community.

---

### Name not shown

inside Ashland

July 24, 2020, 2:44 PM

### Question 1

law enforcement

### Question 2

get tougher on homeless bums

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

### Question 6

what is BIPOC?

### Question 7

- Yes

### Question 8

what is BIPOC?

---

### Name not available

July 24, 2020, 2:58 PM

### Question 1

I would like police roles to stay the same as they have been before BLM. BLM is not about civil reform, it is chaos for our whole ems system and particularly for vulnerable youth and families in our community.

### Question 2

None.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

No, I feel frustrated that APD and others in EMS have to be so scrutinized while politicians have let rec drugs and sexual exploitation (modern day slavery) run rampant without investigation, review of policy, or such scrutiny. Both Criminality and Civility are not the products of race, they are products of environment. I expect APD to treat criminal behavior with approved policy action despite the race of the lawbreaker.

### Question 7

- Yes

### Question 8

I think that if others feel APD needs to be more sensitive, APD could also engage the BCM, nw seasonal farm workers etc, and get more perspectives from less aggressive and divisive BIPOC organizations than BLM.

---

### Name not shown

inside Ashland

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

July 24, 2020, 3:26 PM

### Question 1

I feel they do a good job now, especially the downtown walking officers. I work downtown and appreciate the presence. Downtown is much more comfortable than it used to be.

### Question 2

I haven't had any bad interactions.

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

As a person who is not BIPOC I don't know.

### Question 7

- Yes

### Question 8

As far as I can tell, they do a good job, but I am not BIPOC.

---

inside Ashland

July 24, 2020, 4:22 PM

### Question 1

harsh if high level criminals or facing deadly armament; mellow to seek help for the person if obviously mental issue; advise & issue warnings or citations if petty crime or not understanding the law; call taxi if intoxicated, or ambulance if in danger of hurting self or others and without a weapon.

### Question 2

need mental health & social service personnel on call to help police on

certain calls: as family arguments; mental health impairment; intoxication; petty crime/homeless.

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

i have no first hand experience.

### Question 7

- No

### Question 8

i have no say, as i am white.

---

### Name not shown

inside Ashland

July 24, 2020, 5:05 PM

### Question 1

Pretty much as it is..... It's a cliché, but "To serve and protect" is a good role.

### Question 2

Back off on radar timing of cars entering Ashland from Talent. There's no evidence that exceeding the speed limit there has been or is or will be of significant danger to the community. So it's seen effectively as a "speed trap" designed to generate income. The bad perception exceeds any questionable benefits.

### Question 3

- No

### Question 4

- No

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I don't know how "the community" feels. I have heard some folks imply that the APD treats homeless folks differently than others. I have not seen that and reserve judgement.

### Question 7

- Yes

### Question 8

Just be aware that some POC will have a bias against all police and will be oversensitive to some things that others would not be in reaction to.

---

### Name not available

July 24, 2020, 5:38 PM

### Question 1

Diminished except when requested. The town is overly saturated in patrols, it is small town with basically two main streets, it seems that police cars drive aggressively in circles watching people as they go about their business and looking for trouble often where there is none. It must cost the city a fortune in fuel. It is not uncommon to be stopped just because there is no one else around late at night or be followed home, repeatedly circled, and intimidated even if not stopped, weather driving or on foot, and for no apparent cause other than nothing else is happening. Officers seem bored and willing to waste time on frivolous interactions and fruitless pursuits so probably there is way to many of them. Downtown atmosphere is often overwhelmed by excessive police presence and it makes many people feel on edge and heightens social tension. It is bad over all for tourism and businesses trying to create a good experience for their customers. Many tourists and BIPOC are from larger cities where the presence of police usually means violent crime activity and police violence and they dont understand why four or more cops are needed to harass a loiterer or do a DUII check, they see that and think their safety is at risk like it must be a dangerous place to warrant that many police to be present.

### Question 2

Hovering outside night clubs, music venues, events, and private gatherings for purposes of intimidation? Or surveillance? End the practice of hourly tandem foot patrols through, alleys, bars, and crowds on sidewalks for show of force and intimidation. End harassment of the unhoused and poor in general, harassment of teens and college age students, profiling in general, and favorable treatment of wealthy white

people. End asking for personal information and using misleading rhetorical questioning before revealing the reason for a stop and acting as if it is a reason for suspicion or escalation in and of itself if you do not wish to engage in friendly small talk, not being given a valid reason for being detained, and are not under arrest. End manufactured reasons for stops (you fit a generic description) Being brown in public is not a reason for suspicion.

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

### Question 6

Yes the same bias that exists systemically cross the entire culture and nation can often be seen on display within police interactions in the Ashland community. Ashland's emphasis on class discrimination is more likely to disproportionately target BIPOC. Places most frequented by BIPOC get a heavier scrutiny and presence than those by wealthy and mostly older whites. I've seen BIPOC be the victim of racist aggression and assault but then treated as more dangerous of a suspect when police arrived to question than the white assailant. BIPOC feel more likely to pulled over when driving and experience greater anxiety by overwhelming force responses like when back up is being called for a simple traffic stop.

### Question 7

- No

### Question 8

Ask BIPOC and listen without dismissal, denial, or defensiveness. A more diverse and educated department.

---

### Name not available

July 24, 2020, 5:53 PM

### Question 1

Diminished except when requested. The town is overly saturated in patrols, it is small town with basically two main streets, it seems that police cars drive aggressively in circles watching people as they go about

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

their business and looking for trouble often where there is none. It must cost the city a fortune in fuel. It is not uncommon to be stopped just because there is no one else around late at night or be followed home, repeatedly circled, and intimidated even if not stopped, whether driving or on foot, and for no apparent cause other than nothing else is happening. Officers seem bored and willing to waste time on frivolous interactions and fruitless pursuits so probably there is way to many of them. Downtown atmosphere is often overwhelmed by excessive police presence and it makes many people feel on edge and heightens social tension. It is bad over all for tourism and businesses trying to create a good experience for their customers. Many tourists and BIPOC are from larger cities where the presence of police usually means violent crime activity and police violence and they don't understand why four or more cops are needed to harass a loiterer or do a DUII check, they see that and think their safety is at risk like it must be a dangerous place to warrant that many police to be present.

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### Question 3

- Yes

### Question 4

- No

### Question 5

- No

### Question 6

Yes the same bias that exists systemically cross the entire culture and nation can often be seen on display within police interactions in the Ashland community. Ashland's emphasis on class discrimination is more likely to disproportionately target BIPOC. Places most frequented by BIPOC get a heavier scrutiny and presence than those by wealthy and mostly older whites. I've seen BIPOC be the victim of racist aggression

and assault but then treated as more dangerous of a suspect when police arrived to question than the white assailant. BIPOC feel more likely to pulled over when driving and experience greater anxiety by overwhelming force responses like when back up is being called for a simple traffic stop.

### Question 7

- No

### Question 8

Ask BIPOC and listen without dismissal, denial, or defensiveness. A more diverse and educated department.

---

### Name not available

July 24, 2020, 7:17 PM

### Question 1

A police officer should only react to crime that endangers other people.

### Question 2

Stop homeless sweeps and stop harassing homeless people. Require that police officers wear face coverings during the COVID-19 pandemic. Police officers should always wear body cameras and go to court if they shoot at another person. I would like for Ashland Police Department to be reformed to have a better community-oriented approach.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Yes, I believe the APD is racist and biased.

### Question 7

- No

### Question 8

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

Do not treat someone differently based on their ethnicity. Do not use violent force without a body camera on and until backup has arrived. Listen to BIPOC voices, and hold other police officers accountable for racist actions.

---

**Name not available**  
July 25, 2020, 6:49 AM

**Question 1**

The police office represents the people of the community. Many in my experience do not live in Ashland and do not 'embrace' the community that 'IS' Ashland. The community has changed over the last decade and the public servants such as the police 'NEED' to be conscientious and aware of this.

In short, Ashland police officers need to represent Ashland more for what the community thinks it is and not what the 'civil' leaders have mandated over the years. For the most part Ashland police are very friendly and make good decisions.

**Question 2**

Change for the progressive and betterment of the department with programs to educate and progress in their perspective roles.

**Question 3**

- No

**Question 4**

- No

**Question 5**

- No

**Question 6**

Yes, from first hand experience. I am a minority and have been treated unfairly with biased reaction when interacting with Ashland Police. It makes me angry.

**Question 7**

- No

**Question 8**

make everything transparent.

---

**Name not available**  
July 25, 2020, 9:59 AM

**Question 1**

To keep all people safe

**Question 2**

Violent treatment of mentally ill and racial stereotyping

**Question 3**

- Yes

**Question 4**

- Yes

**Question 5**

- No

**Question 6**

In a very white town, people of colour are othered. I haven't had first hand accounts but others I know have.

**Question 7**

- No

**Question 8**

I'm sure the recognition of racism, as a culture & acknowledging that if you aren't anti racist.. you are living and confirming to a structurally racist system would be a good start. Asking BIPOC people for how you can do better! Acknowledge the discrimination these folks face !

---

**Name not available**  
outside Ashland  
July 25, 2020, 11:29 AM

**Question 1**

Being approached by APD should (and does!) make me feel more safe.

**Question 2**

I think APD is doing a great job already.

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I have never seen APD act in any way that would make me feel less safe. I would be shocked to hear that APD had treated anyone badly.

### Question 7

- Yes

### Question 8

I have had bad experiences with police officers in surrounding communities, but every experience I've had with APD has been great. Even when I'm in the wrong I know I'm going to be treated with respect and dignity.

---

inside Ashland

July 25, 2020, 11:33 AM

### Question 1

-i'd prefer that police not be sent out for minor transgressions where there is no dispute. I accidentally backed into my neighbor's car and a policeperson had to come out and write up a report. (and he did not have a mask on or even with him!) I feel a person in a more junior position could take this type of call. We do not need a policeperson to do such a routine task that calls for kindness and good communication but not protection.

-I would like to see unarmed police or again, perhaps more of a community service type person but in uniform, strolling our neighborhoods and checking in with people. Same for downtown. I'd rather have an unarmed but uniformed person do this task and someone with a social service background and no gun or any other tool meant to cause harm.

-i'd like to see more social service people employed to help with homeless people, domestic problems, crowd control...

-Perhaps people trained in peace-keeping would help during our large community events and parades.

-I'd like to see our police leading the way during covid. Why haven't I seen them wearing masks and social distancing?

### Question 2

I sure didn't like having to have a police come when i accidentally hit my neighbor's parked car, (no one inside of her car). Neighbor came over and we were bummed about it and i was very apologetic but we certainly did not need or want a fully armed policeman to come out to write up a report. Insurance company required it. We could have done it online and saved money and time. Or, a social service person, employed by APD maybe and trained in communication and conflict resolution, (in case there was a minor dispute), would be a better person to handle so many issues around our town. I'd prefer to have a more welcoming, kind presence rather than an armed police force. Ashland is beautiful and people can be assisted, welcomed and helped without a military police presence.

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I would be very surprised if they didn't treat the BIPOC community differently. This is exactly what we are now all learning. White people, myself included, have racism ingrained into us even if we are trying to be better than that. We have been benefitting from systematic racism for so long that we do not even realize it. The BIPOC community has been hurt since the start of our country. It is time for us, White people, to look for ways to change ourselves, the community, the policies, the politicians, the schooling in such a way that the BIPOC Community will be able to benefit and blossom. We need to listen to the BIPOC Community to understand and assist them in implementing change. This needs to be done even if it negatively affects the White people. If we all realize that we are in this together and need to take care of each other as equals, in the long run, we will all benefit.

### Question 7

- No

### Question 8

Change from 'policemen' to mainly community service people and peacekeepers. Use uniforms so that we know these people are employed by us to help us. Our community service employees should be fully trained in things like communication, peace-keeping, conflict resolution,

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

family dynamics, homeless issues... Perhaps the Criminal Justice Program at SOU could be changed to include a less combative path and one more community and conflict resolution oriented.

---

inside Ashland  
July 25, 2020, 11:48 AM

### Question 1

Community policing to address safety issues and crime

### Question 2

I would like to see a response mental health and addiction team to work with police to address those issues  
I would like to see the community solve its homeless problem and not ask the police to deal with homeless people.  
I do think APD is a good department just doing more than its share of work.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I do not know this first hand but black people have told me that they have felt targeted in this town. I also do not think Ashland is very welcoming to people of color so that might contribute to this feeling.

### Question 7

- No

### Question 8

I would meet with the bipoc community and ask them.

---

### Name not available

outside Ashland  
July 25, 2020, 1:18 PM

### Question 1

How about going back to the old ways "PROTECT and SERVE" instead of frighten, bully and arrest because we can.

### Question 2

A good beginning would be to stop practicing war tactics on protesting citizens

### Question 3

- No

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Absolutely there's not enough room for examples

### Question 7

- No

### Question 8

Attitude adjustment would be a beginning

---

### Name not available

July 25, 2020, 6:48 PM

### Question 1

I believe there should be a separation of roles and police officers who carry guns and use tasers and are trained in shooting, ground fighting and defensive tactics only attend to those situations where there is a danger to the public. If there is a community call for assistance with individuals with mental health challenges, houselessness, civil disagreements, or other need for first responders (emergencies that do not involve armed individuals) that these calls be answered by professionals with stronger training in social work, psychology, conflict resolution, etc. I also do not believe there should be (armed) police officers in schools. I understand in other places with much greater danger due to gangs it may feel necessary, but not here in Ashland.

### Question 2

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

I would like to see circles facilitated between officers and POC or other members of minoritized groups take place on a regular basis so that bridges of trust and understanding could be built. We are small enough that this could be a pilot program that grows and makes Ashland a model community.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Yes

### Question 6

Yes.

I do not have first-hand experience of this but have heard stories that reflect such treatment.

And I know we are all vulnerable to implicit bias and that circles and conversations would make the training APD has received move from a "requirement" to a deepening practice that can sustain any efforts and goals the training was intended to achieve.

### Question 7

- No

### Question 8

Already mentioned Circles and conversations facilitated by professionals.

---

### Name not available

July 25, 2020, 8:00 PM

### Question 1

I'd like a smaller role for police and for some mental health and social service folk to be increased as part of our response to crime and social disturbance. Less guns and more EDI training for police that remain.

### Question 2

Less aggressive behavior towards the homeless and transient community. I'd like to see people trained in peace-keeping and non-violence (both physical and verbal). More people of color as oversight. Less police in general.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Yes, there is racism in this community that is deep, often unrecognized, and persuasive (but many deny it exists). It isn't just the police.

### Question 7

- No

### Question 8

More BIPOC people working there, more civilian oversight/accountability.

---

### Name not available

inside Ashland

July 25, 2020, 8:23 PM

### Question 1

I am new to Ashland from Portland and I love what I have seen.

### Question 2

None that I can think of.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Yes

### Question 6

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

No difference

### Question 7

- Yes

### Question 8

N/a

---

### Name not available

inside Ashland

July 25, 2020, 9:46 PM

### Question 1

I am fine with the current role of our police

### Question 2

None I am aware of

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I am white and don't know and haven't seen that myself.

### Question 7

- Yes

### Question 8

Not sure. Have no personal experience.

---

### Name not shown

inside Ashland

July 26, 2020, 1:20 PM

### Question 1

I'm OK with the Ashland police overall.

### Question 2

I'd like a little less "trolling for drunks" by pulling over driver's late at night for minor, or imagined, offenses so they can interrogate them about their activities, despite not seeing any evidence of impaired driving.

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

### Question 6

I'm not aware of any problems.

### Question 7

- Yes

### Question 8

You can start by not asking questions like the previous one. I can't skip the question, and the only possible answers are yes and no. You are asking me how the BIPOC community feels and I apparently am not allowed to not know the answer. Do you seriously think everyone knows how every group feels? Maybe you should add a "don't know" to your possible responses, or maybe allow a survey taker to skip any question that can't be answered by a yes or no.

---

### Name not shown

inside Ashland

July 26, 2020, 4:53 PM

### Question 1

To Protect and serve using best practices in de-escalation and implicit bias training with non-lethal outcomes wherever possible

### Question 2

I think if there is a choice between a non-violent suspect getting away and

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

shooting them to stop them you should just let them get away and track them down later.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

I have no first hand experience but I saw a man speaking who reported he was arrested after an altercation and that his mother was also held in custody to try and force him to plead guilty, and he was held in isolation during that time. I don't know if it is true. I am more concerned with Police in other regions, I believe chief Tighe has good practices in his command

### Question 7

- No

### Question 8

The above question is not a Yes or no answer. Some people may not know and we should not be forced to say yes or no.

---

### Name not available

inside Ashland

July 26, 2020, 11:00 PM

### Question 1

Provide assistance, support, and safety to all members of the community--housed and unhoused, residents and visitors, white and BIPOC, straight and LGBTQ+

### Question 2

Prior to COVID-era, APD arrested unhoused people for sleeping (while neither APD nor the city provided any support or assistance for places to sleep, especially during the seven months when there was no shelter. I'd like to see sleeping viewed as a human bodily function that isn't subject to arrest. I have a BIPOC neighbor who routinely gets pulled over for driving as as POC. I'd like APD to become more aware of their bias and treat all citizens equitably and fairly.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

No. Example given above of neighbor often being pulled over for driving while being a BIPOC. A BIPOC resident of Ashland whose income doesn't provide him adequate funds for rent, sleeps in the winter homeless shelter. He's been harassed by white people calling him the "N" word, but after the police intervened, he was the one thrown in jail. A BIPOC man was apprehended at, I believe, 7-11, just because he resembled someone for whom the police were searching.

### Question 7

- No

### Question 8

Incorporate a scaled-down version of Eugene's CAHOOTS program in which the first responders to non-violent situations would be crisis workers and medics. As well, these crisis workers and medics would be visible around town and develop familiarity with housed and unhoused residents in order to develop trust.

---

### Name not available

July 27, 2020, 6:40 AM

### Question 1

The APD is great and we need to have more of them. There are too many transients and drug issues and they are needed. I dont want to feel less protected, I want to feel more protected.

### Question 2

Nothing. They are good at community policing and doing their jobs.

### Question 3

- No

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 4

- Yes

### Question 5

- No

### Question 6

No, they are fair. if you are doing something wrong, no matter what color you are, you need to be held accountable.

### Question 7

- Yes

### Question 8

They do not need to be more sensitive as they are already doing a great job. People, no matter color, religion, sex or origin should feel safe. This just seems like a feel good measure when the police department deserves more money and more officers because of the issues happening in Ashland and the rogue Valley.

---

### Name not available

inside Ashland

July 27, 2020, 11:18 AM

### Question 1

More community engagement, ideally unarmed community engagement. Events (covid restrictions permitting) that focus on educating youth/young adults on what police officers do.

### Question 2

Can't think of anything.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Yes

### Question 6

I have not seen first hand any biases or injustices done by APD officers, nor have I heard concrete stories of them. I think APD is truly doing the best they can for being a small police department in a very white town.

### Question 7

- Yes

### Question 8

Continue bias training, possibly open the training up to the public, especially people working directly with the community (educators, business owners, organizations)

---

### Name not available

inside Ashland

July 27, 2020, 11:25 AM

### Question 1

I envision the role of the police as protecting peace in our community. I think ASP is generally in touch with our community, and we have a community- responsive chief, so mostly it's matter of fine-tuning and training.

### Question 2

Carrying guns. I don't see that they are generally needed. I also think dealing with "travelers" is a challenge. Unlike the local homeless, who are part of our community and generally "known," travelers are unrooted and many have exceedingly challenging behavior. I taught in town for many years, and we could see these folks which were what I called feral children; growing up without parenting, left to find their own way, not feeling connected to anything or anyone, surviving however they could. They were rejected and injured when young, as I'm sure many homeless were. I'm not sure what it would take for them to become socialized and integrated into society. They are a sad commentary on poor or no parenting.

### Question 3

- Yes

### Question 4

- No

### Question 5

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

- Possibly, but would need more information on what would be involved.

### Question 6

I think since those of color are so visible in our community they probably attract more attention. It's a white supremacy world and Ashland is full of it.

### Question 7

- No

### Question 8

We all need to understand white privilege better and understand our own implicit, often unconscious bias. My own father was a captain, San Jose PD, and as director of research and planning felt that education was the key to humane, compassionate and effective policing. Those who love power should not be on the force; only those who truly see themselves and their work as officers of the peace, using peaceful methods, should serve our community.

---

### Name not available

July 27, 2020, 2:26 PM

### Question 1

I would like to see the role of the police officer in our community as that of a peace officer committed to community policing. As peace officer, the police officer is there to keep the peace, but not necessarily through the threat of violence. Through community policing, the peace officer knows community members on their beat. Knowing them allows the officer, to recognize the needs of individuals and allows them to apply approaches that are specific to the various individuals and that support the wellness of the community.

### Question 2

I would like to see the APD assume that all people, including officers, engage in unconscious bias, and that that engagement can impact how police work is carried forth. Once this premise is accepted, then police officers can interrupt patterns of thought that may result in biased actions. My comments stem from a comment made by the Police Chief and his unwillingness to assume that a procedural issue did not stem from bias.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

I am from the BIPOC community. I have never had negative interactions with the APD, however, I have had Black friends and acquaintances share negative experiences: being followed, being questioned in some instances. Their perception was that it stemmed from being Black. Some folks feel that reporting racial incidents will not be treated seriously. Part of that comes from one officer, a few years ago, denying that racism exists. Given this particular incident and the representations we see in the media, this makes BIPOC feel hesitant to report racial incidents.

### Question 7

- No

### Question 8

I think that establishing relationships in the community--getting, for example, to meet students at SOU and the high school, getting to know folks on your beat, continuing your implicit bias training, these can go a long way in strengthening relationships.

---

### Name not available

inside Ashland

July 27, 2020, 4:46 PM

### Question 1

More foot patrols so officers get to know the neighborhood, play ball with kids so they learn to see officers as friendly instead of threatening. Car patrols don't build relationships.

### Question 2

Have a more visible presence in downtown Ashland and Lithuania Park. Act in a friendly manner but don't let the homeless people loudly try to engage tourists and locals (often in an offensive manner). It makes one not go downtown. Having officers regularly patrolling up and down the street would instill more confidence and a sense of security in people.

### Question 3

- No

### Question 4

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I don't think they treat them differently.

### Question 7

- Yes

### Question 8

Again, a very visible and sustained presence in down town AND Lithia Park. Be present (in an interactive manner) at outdoor community events. Invite, seek, conversations with people.

---

### Name not available

inside Ashland

July 27, 2020, 9:15 PM

### Question 1

I would like to see APD function the way they did when police were peace officers instead of code enforcement agents.

### Question 2

I would like to see authority held to the same standards as average citizens instead of untouchable sacred monarchs.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Strangely worded question. Does the community...? I can't speak for the community, I can only speak for myself.

### Question 7

- Yes

### Question 8

This entire approach is divisive. Whatever happened to treating everyone equally regardless of color, race, creed, ethnicity or anything else? We are supposed to have equal justice under the law, justice being blind. The more we separate people into acronym labeled groups the farther apart we become. Stop it! Let's all be Americans and forget the labels, subgroups and divisions.

---

### Name not available

July 28, 2020, 3:47 AM

### Question 1

Do what they have been effectively doing for decades.

### Question 2

Stop changing to the will of people unwilling and able to do the job them selves.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Yes

### Question 6

No they do not, I have multiple first hand experiences supporting this over decades.

### Question 7

- Yes

### Question 8

Show them what modern policing techniques Ashland PD use and have been using in Ashland that have a proven track record for years, spell out the results to the people in the cheap seat unwilling to do anything other than criticize from an uninformed ignorant position they base their

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

opinions from.

---

### Name not available

inside Ashland

July 28, 2020, 1:58 PM

#### Question 1

To be peace officers. To have strong relationships with the citizens of Ashland, and have all members of our community to see our police as one of the reasons we have a good community. I'd like people of color who live in Ashland and visit Ashland to feel like they get procedural justice just like everyone else.

#### Question 2

I don't know if there is any data on this, but I'd like to see data on police involvement on interactions with people of color.. I know that white people call the police for just being black. This happened in my neighborhood .I'd like to see the 911 dispatchers trained to not send out police officers when there is no reason (other than white people being afraid of people with a different skin color.)

I also hear stories that while police might not give a warning or ticket to black motorists, they get pulled over for no reason. No warning, no ticket. I was in a group of white people who discussed this. None of us could come up with a single time we have been pulled over for no reason. I'd also like our city council to get data each year on traffic stops by demographics where there was no warning or ticket.

#### Question 3

- Yes

#### Question 4

- Yes

#### Question 5

- Yes

#### Question 6

Yes, as noted above. I hear numerous comments from the BIPOC community that they feel targeted, and stopped for no reason.

#### Question 7

- No

#### Question 8

I think there is fear of retaliation and a fear of not being treated seriously and respectfully.

I'm personally very impressed with the APD. We moved here about 7 years ago, and I remember being so impressed with the way the missing young woman situation was handled. Always so respectful of community members even when you knew that it was a runaway situation. I'm very impressed with our chief and Hector. When I've seen the police interact with the travelers, I've been impressed with their patience. I'm proud of the training that's done and You Have Options program. The way the protests have been handled has also been admirable. I can only imagine how challenging it is especially now to be a police office. I appreciate the APD, and also think we live in a racist society and can do better. Thanks for this opportunity to provide input.

---

### Name not available

July 28, 2020, 5:22 PM

#### Question 1

Enforce public safety...that's it, so do it well.

#### Question 2

Less tolerance for bums causing disruptions on the streets.

#### Question 3

- Yes

#### Question 4

- Yes

#### Question 5

- Possibly, but would need more information on what would be involved.

#### Question 6

Never heard or witnessed any difference.

#### Question 7

- Yes

#### Question 8

"Sensitive?" Just police....that's it.

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Name not available

inside Ashland

July 28, 2020, 5:27 PM

#### Question 1

Public Safety role

#### Question 2

Have more of a presence downtown at the little substation.

#### Question 3

- No

#### Question 4

- No

#### Question 5

- No

#### Question 6

No

#### Question 7

- Yes

#### Question 8

I'm not sure. Show compassion.

### Name not available

July 28, 2020, 5:29 PM

#### Question 1

Peace officers....helpful....no bullies allowed

#### Question 2

the gross mishandling of people experiencing mental health crises...bi-polar. Rogue Valley has a wonderful behavioral health unit and er....take them there and not to your horrible jail.

#### Question 3

- No

#### Question 4

- No

#### Question 5

- Possibly, but would need more information on what would be involved.

#### Question 6

yes

#### Question 7

- No

#### Question 8

Start treating the poor and homeless with respect.

### Name not available

July 28, 2020, 5:31 PM

#### Question 1

a productive role

#### Question 2

do not look like military too intimidating to the public. look like a police officer that helps the public not ti intimidate the public

#### Question 3

- No

#### Question 4

- Yes

#### Question 5

- Possibly, but would need more information on what would be involved.

#### Question 6

color should have no basis for a situation whether violent or peaceful. a combat veteran does not see color. authority can set him or her off. do your homework and have a veterans affair officer available to these

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

special individuals with a special need. this i know from experience. a combat vet can only associate with another combat vet when their ptsd strikes.

### Question 7

- Yes

### Question 8

I live in Grants Pass but I feel all people white or of color can be more peaceful when they can communicate with an officer without the officer taking a hardcore stance. listen to the person first react then to the situation as needed. to many officers do not know how to associate with the public. most people are intimidated by a military style dress or hardcore authority. it puts them on the defense. I support all police but at the same time I require respect just as the officer requires respect. David Barnett 406-47y1-3239

### Name not available

inside Ashland

July 28, 2020, 5:50 PM

### Question 1

A person who humbly provides law enforcement services to all peoples of Ashland regardless of race, gender or economic status.

### Question 2

The leadership of APD has been responsive and receptive and continue to strive to improve their service. May they keep this up.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Over the past couple of years I have heard the stories of students (high school and university) and of actors who feel they have not been treated equally. The only time I had to report an incident where a couple of drunk guys screamed at my family to speak "American" (they were talking to

each other in Spanish) APD took the incident very seriously and looked for the guys. I was happy with my personal experience.

### Question 7

- Yes

### Question 8

In this time of social distancing it will be challenging, but community events where the department is able to interact with the community. I know that MPD would do donuts and coffee with the Latinx community. It was nice as officers would sit at different tables and chat with those who came by. They fielded questions and it was a real pleasant interaction. Find ways so that the interactions are friendly and trust is built on all sides.

inside Ashland

July 29, 2020, 7:00 AM

### Question 1

I want them to be peace officers. I want all citizens and visitors in Ashland to feel protected by the police not harmed.

### Question 2

I just watched the video and read the story of Tony Sanchez being arrested and jailed for "protective custody." Apparently he was walking home, not driving, while allegedly intoxicated. Although the story claims he gave his address which was two blocks away, he was arrested and jailed. The video shows the abuse he received in jail. I am outraged. I want to know why the police couldn't just let him walk home on his own or accompany him home.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Yes

### Question 6

<https://www.oregonlive.com/crime/2020/07/oregon-shakespeare->

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

festival-actor-pinned-by-the-neck-chained-to-floor-grate-by-jackson-county-deputies-lawsuit-says.html  
Charges dropped.

### Question 7

- No

### Question 8

Some serious racism training is needed in addition to implicit bias. Acknowledge that racism is part of APD just as it is part of white culture. What happened to Mr. Sanchez is unacceptable.

inside Ashland

July 29, 2020, 12:12 PM

### Question 1

Protecting individuals, making people feel safe. Repairing harm, building trust

### Question 2

Why be so heavily armed in public? It makes me feel like I'm living in a warzone like the time I lived in Asia and it was martial law. To carry so many rounds of ammunition publicly on an average day seems unnecessary. I have also lived in Germany where most police do not carry guns. I feel safer and even as a white person I'm less triggered. I know my Black friends feel very afraid being around police with guns. In addition I would hope all police engage in deescalation techniques so an interaction with the public is less likely to result in a fight or flight reaction.

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Not currently but I would like police to recognize the history. In particular Ashland is a border town which must have helped uphold the policy of Oregon as a white state for decades. We need to atone for that. Also

implicit bias trainings have not been shown to work, it takes ongoing monthly Reflective Supervision To change unconscious bias.

### Question 7

- Yes

### Question 8

The above question was tricky, I have no idea as a white person if BIPOC feel safe or not. Monthly supervision and reflection would help. Also please have every officer read Resmaa Menakem's book on racialized trauma 'My Grandmothers Hands'. Thank you!!

### Name not available

inside Ashland

July 29, 2020, 12:26 PM

### Question 1

I would like a demilitarization of the police, and a continued commitment to de-escalation tactics and reduced use of force by the police. I think that an officer who is a minority and is assigned to minority issues would be helpful as well as the implicit bias training that the force has been doing. I would hope that officers could understand that the best way to resolve many situations for which they are called is by listening, instead of writing citations or arresting people. I need to make it clear that I am not a minority, (and I am housed) so that I am not able to answer some of these questions.

### Question 2

Have a policy that clearly defines Use of force so that there are clear standards that are being applied and more information in the use of force reports so that there is an accurate window into the APD. Better transparency of the results of any complaints

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Yes

### Question 6

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

As I indicated, I am not a member of the BIPOC community and I am housed. But I am aware of situations where minorities and unhoused have been targeted and harassed.

### Question 7

- No

### Question 8

Have an officer who is assigned to this segment of the community who is a member of the community. Also - this survey has too many required fields and doesn't really capture a person who is not from the BIPOC community but very much wants to be an ally.

Thank you for making this survey available

### Name not available

July 29, 2020, 3:01 PM

### Question 1

Police seem to have multiple roles- protect community members from active danger, respond to property crimes and, among many other things, respond to community disputes. Other than situations of active danger, a police officer should be more of a keep the peace officer, guiding residents toward solutions.

### Question 2

I would like to see APD take all the training they get seriously and maybe talk to the community on how the training has helped them. I would also like to see full disclosure on police who have treated BIPOC people with unnecessary violence.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

I think any white person treats the BIPOC community differently than they do other whites. We need to learn. I think the police treat poor people,

whether BIPOC or not, differently than they do a well-dressed member of the community. My observations are of the way the street people are treated in downtown Ashland.

### Question 7

- No

### Question 8

I think if there was a BIPOC police person who could respond to complaints or issues that other BIPOC people might have would be a step in the right direction.

### Name not available

July 29, 2020, 6:32 PM

### Question 1

I would like police officers to become a symbolic source of comfort and safety.

### Question 2

The militaristic outfits that the police wear around town are intimidating. They make the police seem unapproachable. They give the impression that this town is unsafe.

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Upon moving here recently, I heard second hand from other people's negative experiences. Those conversations left me with the impression that the police here were not a group that I would want to interact with. Unfortunately, that reputation resonates as strongly as if it had happened to individuals within this community.

### Question 7

- No

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 8

Acknowledging the existence of bias within each of us would be a start. This conversation is a second one.

---

### Name not shown

inside Ashland

July 29, 2020, 6:38 PM

### Question 1

Kind policing. Helpful and harmless. Open minded.

### Question 2

Assume the person is not guilty but confused and needs help and understanding.

If the law has been broken then kindly write the citation and explain why it is necessary and the importance etc.

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

I have found the police to be understanding especially when my husband had dementia. I called to alert them to this fact and that they might hear from me or him and that dementia was the current circumstances at our home if there was a disturbance reported.

### Question 7

- No

### Question 8

If they respond with concern and a helpful attitude all will be well. De-escalation is the name of the game these days.

Also know we have people who are mentally ill and may be acting OUT and not realizing what they are doing. De-escalate always!

### Name not available

July 29, 2020, 8:36 PM

### Question 1

Support for BIPOC communities through partnership with local organizations, continued learning/ training, preventing hate crimes, watch-dogging local hate groups

I would like to see the City of Ashland elevate BIPOC voices. To have a forum that is run by the City and elevate the voices of police is useless during this time. We need to hear about the needs of BIPOC people from BIPOC people! Let the vulnerable be the speakers - elevate their voices!

### Question 2

Recognition of racism in our Ashland Community. No only the lasting legacy of overt racist policies that affect all of Oregon, and the not-so-long-ago activity of KKK in the streets of Ashland, and not only the rise in homophobic/ antisemitic/ anti-immigrant activity after the change in Presidential leadership 4 years ago... but the very real and present racism that exists right now for BIPOC community.

Coordination with ALL local law enforcement agencies to work with community groups to review training, record keeping, and clear accountability policies to prevent profiling and become more aware of social disparity & racial inequality in our community.

Development of Crisis Prevention Programs

Divest money for police and redirect money towards mental health services, crisis prevention, alternative youth opportunities, affordable housing, drug rehab, - Address the larger issues at the root of crime - there is no clear reason why we need an increased police force in Ashland. Quality, not quantity.

Increase training in conflict management, diversity/equity/inclusion to be a bigger part (larger percent of time) of police training.

No new jails

Ban choke holds and other excessive uses of force

Publicly (online)provide up-to-date information on crime, police stops and complaints about stops

Incentive good behavior (training, partnership in the community, community service, DEI work etc) with recognition, promotion or other benefits.

- misbehavior must be punished in a meaningful way, such as suspensions or fines.

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Yes

### Question 6

This question needs to be preceded by the question "Do you consider yourself a member of the BIPOC community in Ashland?" If the answer is NO (I am a white person), then the answers hold no weight. It is only the BIPOC people of our community that can truly speak to inequality.

### Question 7

- No

### Question 8

Work together with groups for partnership and continued training events - for example:

Southern Oregon University's: Black Student Union, Native Student Union, Queer Resource Center  
Rogue Action Center  
Rogue Climate  
Ashland High School Students  
Oregon Shakespeare actors

---

### Name not shown

inside Ashland

July 29, 2020, 9:07 PM

### Question 1

I think the police department does a pretty good job. I've spoken to several of the officers and usually they are very nice and polite. The temporary summer officers were a great idea and can keep an eye on things and call an officer if needed.

### Question 2

- 1)APD needs to make the hiring freeze permanent ,
- 2)Reduce staff and officers to a level akin to the rest of the state. We never needed those extra officers that the chief wanted. He fudged the

numbers to make it look like we did.

3). The police chief needs to resign. We need to get a cost conscience chief who is willing to work and run a tight ship.

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

### Question 6

Ashland is different from cities that have thriving African-American communities.

The police and citizens I think generally try to get along with the individuals that they meet but it's a different situation than a city with an actual African-American neighborhood.

### Question 7

- Yes

### Question 8

I think the officers are wearing cameras and that's a great step. The bipoc Community however should not expect special treatment.

We should strive to not think of ourselves as individual races and should think of ourselves more as working class people. As Bernie Sanders says "US not Me"

---

### Name not shown

inside Ashland

July 29, 2020, 9:24 PM

### Question 1

More help less arrest. No police show up as main contact in a non-crime situation, try backup role only. Same is true for a weapon less situation.

### Question 2

see above answer. tai

If below training is true how to you detain a person of color just because someone says to do so.

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I don't know, but I would think not, due to the perceived police bias by the way they approach the general public. (Hand on gun etc.)

### Question 7

- No

### Question 8

Need more information on what they are doing now. So far does not read well in paper.

---

### Name not available

July 30, 2020, 7:40 AM

### Question 1

I would like police officers to only be called to investigate crime such as robbery or assault. Currently police officers are called upon to intervene when other social service organizations would be better able to handle things without needing to escalate the issue. We need to invest in social workers and organizations that support our population rather than the punitive role that police serve.

### Question 2

No more arresting people for not having an id. No more ticketing people for donating food or change to the homeless.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

YES! BIPOC look different than white people do and so the APD gives them more focus. This sets up a relationship where BIPOC are being watched more closely and minor infractions escalate while white people get away with big things. An example of this is the arrest of Juan (Tony) Sancho, who was arrested and sent to county jail where he was abused by officers. Had he been a white person, particularly a white woman, he would have just been escorted home.

### Question 7

- No

### Question 8

More accountability. There should be a printed report in the newspaper every week that lists all of the arrests and tickets as well as all of the investigations and disciplinary actions taken when officers overstep their authority. Officers should lose their jobs when they act out of bias. APD should hire more officers that are BIPOC. Anti-Bias training is insufficient. All APD personnel should engage in Anti Racist training yearly.

---

inside Ashland

July 30, 2020, 9:00 AM

### Question 1

A police officer should protect a community without acting on bias.

### Question 2

As a woman of color who has lived in Ashland for four years, I have witnessed first-hand how the APD targets BIPOC in the area. My friends and colleagues of color report being pulled over far more often than my white colleagues and have experienced inappropriate interrogations by the APD. I am a close friend and colleague of Tony Sancho and find what was done to him to be nothing short of reprehensible. These behaviors need to stop.

### Question 3

- Yes

### Question 4

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Yes, see response to second question.

### Question 7

- No

### Question 8

-Fire Ashland Police Chief Tighe O'Meara due to his involvement in the Tony Sancho case  
-Fire the three deputies involved in the Tony Sancho case  
-Replace Police Chief O'Meara with a BIPOC leader who has extensive anti-bias and anti-racist training  
-Create an accountability check-list designed with and for the BIPOC in the Ashland community

---

### Name not shown

inside Ashland

July 30, 2020, 9:06 AM

### Question 1

I would like to see police officers that knew the people on their beat, and that were called when crimes were occurring. I'd like for the people of Ashland to know the police officers. Trust is built from familiarity.

### Question 2

I'd like to see a social agency, not APD, respond to mental health issues or homeless needs. I'd like to see that body cam and dash cam footage was regularly reviewed by a neutral third party. I'd like to see the community stop using police calls to chase "undesirables" away.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Yes, they do.

### Question 7

- No

### Question 8

Recognize that the BIPOC population has a history of oppression that means certain behaviors are not neutral when the target of the behaviors is a member of that community. When they report that they feel in danger, they need to be believed and taken seriously.

---

### Name not available

July 30, 2020, 10:31 AM

### Question 1

Enforce laws.

### Question 2

No response for this as I am unfamiliar with all of the department's practices.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I have no idea.

### Question 7

- Yes

### Question 8

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

I have no idea.

---

### Name not available

July 30, 2020, 11:27 AM

#### Question 1

Police officers should respond to only those things that require the specific training police officers receive. Issues of mental health and others should be delegated to the appropriately trained professionals. The CAHOOTS model in Eugene is an example of what I am speaking to.

#### Question 2

Despite any bias or other equity training the APD currently utilizes the APD should continue to examine its relationship with BIPOC community members and visitors.

#### Question 3

- Yes

#### Question 4

- Yes

#### Question 5

- Possibly, but would need more information on what would be involved.

#### Question 6

Yes, I am a white person, but know from many BIPOC members of the community that they do feel targeted. The recent public disclosure of the incident involving Juan (Tony) Sancho highlights this inequity.

#### Question 7

- No

#### Question 8

Because the last question (Does the BIPOC community feel they can report racial incidents to APD and know that they will be treated seriously and respectfully?) was required but only had two answer options I answered on the basis of assumption which is problematic at best. I am white and therefore do not feel I should answer this question. In fact, the way the question is presented without acknowledging the issues with the question is just one example of where APD can work to be better allied with concerns of BIPOC and other often marginalized community members.

inside Ashland

July 30, 2020, 12:03 PM

#### Question 1

What it says on their cars now - be peace officers. Currently, police are military officers - officers of war and suspicion conduct. To be peace officers, that means they would have to study and practice the practices of peace. I would like police to have compassionate conversation training and anti-racist training, the history of revolution training, I would like them to know, deeply know, that the roots of what they are dealing with in terms of "dysfunction" is rooted in the disfunction of the structure of our society, not the inherent worth of any individual. I would like them to treat human beings with deep respect and dignity and to model unconditional love - even if it is taking in drug dealers from a drug house raid. That requires a whole lot of different training. Not just shoot to kill training and not just tactical de-escalation training... not military training...

#### Question 2

The practice of pulling black people, black men, over on the regular. I would like this to stop. I would like the stop and frisk to stop.

#### Question 3

- Yes

#### Question 4

- Yes

#### Question 5

- Yes

#### Question 6

Based on stories from close friends, and based on the society that the police department and all of its employees have grown up out of, yes the community does feel that BIPOC are treated differently. And, in the climate of the USA, founded upon racism as a tool for Divide and Conquer, APD is remiss to think it can live in a bubble. It is important to recognize that BIPOC are treated differently/inferiorly in our society, and, so, the traumas and biases that most BIPOC will openly admit they live with, will influence their sense of safety with police officers, regardless of how good the officer is doing. That is par for the course we are on to becoming anti-racist, doing the healing work necessary and changing our society for the better. So, that said, APD needs to recognize that it is not just about "proving your innocence"...it is about ensuring, doing training that ensures you know how to, take measures that account for that imbalance and make it better, not just claim that you aren't doing it, aren't

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

a part of the problem, but actively working towards creating balance and understanding the justified fear and anger that so many have towards "the authorities". I will speak some to that understanding in my response to the first survey question. I have black friends who were pulled over weekly for years for no reason - in Ashland. I know of a black man stopped by police in Phoenix for walking his dog. I know of this Mr. Sancho, brown skinned indigenous looking, who was sent to the sherriff's after being picked up for being drunk on the street and then when he resisted going with the authorities was considered to be committing a crime of disorderly conduct. How can a citizen say no to the police and not end up getting charged with a crime, much less, beaten somewhere down the line? The fact that it went the way it did, led him to be held in custody in Medford and from what I see on the video, held by officers who were abusing their power and rushing in to exercise violent dominance over, a humann being who was so clearly not a threat. He appeared to be in a clownish state of drunkenness... he was in handcuffs and exhibited and posed no threat to them, except for the mental emotional threat the officers clearly perceived and allowed themselves to be triggered by - their own biases - their own trauma - their day? whatever it was, it was/is not justified - it illustrates the problem. that behavior is no different from what we have been seeing around the country over the past months, and, over generations. So,..this happened in Medford, but it was the Ashland line of decision making that led to him being sent there, so there is a responsibility to look at that. It is not enough to just work on the APD if people are being sent to Medford...

### Question 7

- No

### Question 8

Stop trying to prove what you are doing is working and listen. And then implement trainings, policing and hiring protocol that the community requests. Make your department about being anti-racist rather than about defending yourselves as not racist. Declare that black lives matter - not as a political move, but as a move to acknowledge systemic racism and it's inherent nature in the founding of police departments and declare the devotion to eliminating racism in your systems. Make your website reflect your devotion. Have the anti-racist and implicit bias and peace practices trainings present on the home page - easy to find. and have a section there requesting feedback from BIPOC - "how can we do better?" and always be open to receiving that feedback. ...most importantly...consistently have forums where you are asking the community this question here that you have posed on this survey. And, have your officers meet in person for compassionate conversation (after they've done some training in that kind of work) with BIPOC community members who choose to participate, and share what their experience is like... dedicate to doing your part to creating balance and doing the healing work in our country.

---

**Name not available**

July 30, 2020, 12:07 PM

### Question 1

As peace keepers, employing community policing style that rejects the use of force and favors conversation and rehabilitation of human beings.

### Question 2

I'd like to see a more diverse police force. I'd like to see an end to ID laws. I'd like to see accountability for misuse of power. I'd like each officer to undergo extensive psych evaluation and community policing training.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

Yes. Tony Sancho is case in point.

### Question 7

- No

### Question 8

Undergo extensive EDI training and suspend any officer who doesn't pass this training.

---

**Name not available**  
outside Ashland

July 30, 2020, 3:20 PM

### Question 1

The role of LEO's should be accompanied by a social worker, both trained in mental health crises, homelessness, drug abuse, sexual assault and abuse, and many other things. Police should take a sideline role to the social worker, providing support and backup only if requested and the situation can't be deescalated. Police should have more specialized roles, instead of the same people responding to any type of call.

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 2

Banning the use of chokeholds in all forms. Providing more courses and training on deescalation, cultural awareness and sensitivity. Banning any and all forms of pinning someone down their body/bodies during arrest.

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

As with many, if not all communities, BIPOC people are treated differently by police (as are other marginalized groups, like the LGBTQIA+ community) and that narrative holds true for APD. Implicit bias and cultural sensitivity training can really only do so much. I've heard from several BIPOC people that Ashland itself (including the police force) is just as racist and discriminatory as any other place.

### Question 7

- No

### Question 8

Reallocate major funding from the APD to other beneficial programs, such as mental health and homelessness supports, drug addiction supports, etc. police departments can't be better allies or allies at all to the BIPOC community when they over-police those communities at every turn.

---

inside Ashland

July 30, 2020, 4:46 PM

### Question 1

I would like to see the police serve as helpers of the community rather than enforcers of the community. I would also like to see more civilian involvement in oversight of the police.

### Question 2

I would like to see them adopt the 8 can't wait principles.  
<https://8cantwait.org/>

This applies particularly to the use of force doctrine - while not encouraged or trained, choke holds are permitted under the current policy handbook (300.3.4). Additionally, eliminate the "reasonable person" doctrine that the policies are based on.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

APD does treat the BIPOC community differently. For example, my POC friends and colleagues are routinely pulled over more often than white friends and colleagues.

### Question 7

- No

### Question 8

More training focusing on systemic racism and how it manifests in the work police do. The first step to solving a problem is admitting you have one and understanding it's nuances. Even from this survey questions, it feels like the department is trying to prove it does not have a problem (the questions re: the handbook being transparently available and the existing training) rather than figuring out what the problem is.

Implicit bias and procedural justice training is great and should continue! By the numbers, our community is overwhelming white, so if the results of this survey are that nothing needs to change, is that truly indicative that there are not problems? In such a radical majority environment, there need to be counter systems implemented to empower the voice of BIPOC community members.

It seems like focus groups with trained facilitators/mediators, between the APD and local BIPOC community members, would be a good way to get feedback and direction.

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### Name not shown

inside Ashland

July 30, 2020, 5:44 PM

### Question 1

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

I want unarmed, trained, social service personnel instead. I cannot think of a time in my years in Ashland were cops called in benefitted from being armed, but I can think of a few where the fact that they were armed put Ashland citizens at risk.

### Question 2

Do not send multiple squad cars to deal with single people.  
Officers should not carry weapons.  
Officers should be trained in deescalation.  
Officers should leave people alone who ask to be left alone.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I believe that they do. In the arrest of Tony now coming to light (arrested for resisting arrest) the police were called to deal with an unconscious man, but admit Tony was not unconscious. How would they have identified him if not by a racial description? If he had been white, I believe the cops would have not made the assumption that this is who they were sent to deal with. Moreover, citizens making the call are also to blame, as they are unlikely to call about a white drunk person moving around the streets.

### Question 7

- No

### Question 8

Realize the potential racial bias on who gets called about.  
Recognize that BIPOCs are less likely to trust the police when they arrive, and this should not be taken as more reason to suspect them.  
Understand your own bias in how many officers are sent to deal with call ins about BIPOC people compared than white people  
Release arrest information, demographics, cause, how the situation was handled, and make year to year comparisons available to the public  
Release body cam and other surveillance videos when requested  
Admit when you were in the wrong and take steps to change

---

**Name not shown**

inside Ashland  
July 30, 2020, 7:20 PM

### Question 1

I would love to stop seeing them as a threat. When I see APD, I feel less safe. They are over zealous and looking to be a hero rather than a public servant.

### Question 2

I dont think APD needs to be carrying firearms.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

120% percent. Every person of color I know has a bad story that involves APD profiling them. If they have been receiving that sort of sensitivity training, it's clearly not working. I had a police officer write down my license plate, look me up, find my phone number and call me to tell me it looked like I was using a phone while driving (I was using navigation to find an address). But the fact that he felt totally comfortable and like there was nothing wrong with that shows that he has no idea how terrifying it is that a male officer looked up my contact information to tell me he was watching me. He didnt say if he was on duty, or anything, he just told me he saw me and it looked like I could have been using my phone. I was so scared.

### Question 7

- No

### Question 8

Stop harassing them.

---

**Name not available**  
July 31, 2020, 5:59 AM

### Question 1

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

Non-Aggressive de-escalation focused team that reallocates some of their budget to more needed positions, such as social workers, who can then address many of the needs of the citizens such as homelessness, drug addiction, domestic abuse, mental illness etc.

### Question 2

Abusive and aggressive practices such as the ones shown by the county and the three Sheriff's Office deputies – Brady Bjorkland, David Dalton and Michael Hammond against Juan A. Sancho (Tony) as outlined in this article - <https://www.oregonlive.com/crime/2020/07/oregon-shakespeare-festival-actor-pinned-by-the-neck-chained-to-floor-grate-by-jackson-county-deputies-lawsuit-says.html?fbclid=IwAR3UXfWh6whccl3CzfhHORsVxYQH0g96aY5RZKPqd8FOmQOkMLi6zItBJJU>

Specific changes include: banning chokeholds, requiring de-escalation, require warning before shooting, require exhaustion of all options before shooting, duty to intervene, ban shooting at moving vehicles, require use of force continuum, require comprehensive reporting. Have you heard of these 8 policies <https://8cantwait.org/>? Have you seen this action campaign and research around it? <https://8cantwait.org/> It specifically calls out data-proven regulations that when put in place can significantly reduce use of force and save lives. We've heard steps being taken to include these steps by Mayors & Police Departments around the country, will you join them?

Do you have data in place to track arrests and traffic stops? This is a proven way to highlight issues in shown bias.

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

Yes.  
Abusive and aggressive practices such as the ones shown by the county and the three Sheriff's Office deputies – Brady Bjorkland, David Dalton and Michael Hammond against Juan A. Sancho (Tony) as outlined in this article - <https://www.oregonlive.com/crime/2020/07/oregon-shakespeare-festival-actor-pinned-by-the-neck-chained-to-floor-grate-by-jackson-county-deputies-lawsuit-says.html?fbclid=IwAR3UXfWh6whccl3CzfhHORsVxYQH0g96aY5RZKPqd8FOmQOkMLi6zItBJJU>

### Question 7

- No

### Question 8

Acknowledge publicly and hold officers accountable through the law and by firing them for such actions as seen in this encounter with the three Sheriff's Office deputies – Brady Bjorkland, David Dalton and Michael Hammond against Juan A. Sancho (Tony) as outlined in this article - <https://www.oregonlive.com/crime/2020/07/oregon-shakespeare-festival-actor-pinned-by-the-neck-chained-to-floor-grate-by-jackson-county-deputies-lawsuit-says.html?fbclid=IwAR3UXfWh6whccl3CzfhHORsVxYQH0g96aY5RZKPqd8FOmQOkMLi6zItBJJU>

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## Name not available

July 31, 2020, 8:16 AM

### Question 1

A helping and humble member of the community, who knows community members and leaders by name, who listens more than he speaks, who serves first, and only by serving then protects.

### Question 2

Racial profiling. Yes, you still do it despite your training. Also, stop carrying guns. It is totally unnecessary in this community. If you get a call to an active shooter then that's different, but you don't need them for patrolling.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Yes

### Question 6

Yes. I have been in a vehicle multiple times with Black friends driving where we have been pulled over. I have had Black friends report race based death threats to the police only to be told nothing can be done because of freedom of speech. I have walked home with BIPOC friends and officers have harassed them for being publicly intoxicated, when I, a white person, was the intoxicated one and my BIPOC friends were making

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

sure I got home safe. The list goes on and on.

### Question 7

- No

### Question 8

Recognize that racism exists here and in you!! You just got on a public forum and swore you don't see racism in the force and in the community?? Did it occur to you if your force and your community is majority white that racism is the reason for that? Did you know that modern American policing came from slave catching? Policing is built to be racism you can't see. Look harder. Know that the laws of this country are built on racism, so know when you uphold the law you are upholding white supremacy. Know that you can push back against that. Your hands are not tied. I believe there are good people on the force that want to do the right thing, but when the right thing isn't what the law says you have some reimagining to do. Listen to the BIPOC community's demands, then make them reality.

---

### Name not available

outside Ashland

July 31, 2020, 9:20 AM

### Question 1

Peaceful protector

### Question 2

The harsh and violent manner In which it treats its citizens and visitors

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

No. I worked there for just a few months at OSF. I only had a car there for a month. I got pulled over and questioned 4 times. I'm Native and was driving with Native actors each time. Never under the influence, never breaking rules or laws. The first time, I was driving behind the office and

happened to be taking two of the same turns he was. He slammed on his breaks and flipped on his lights. And approached the car at a clip with his weapon. We had our hand up. He instructed me to roll down the window. I did so very slowly. I thought the Native man next to me was going to be killed for no reason at all. The cop stared at us for a while and finally I managed "What?!" And then the officer started laughing, relaxed his posture and put down his weapon. He said "Nevermind" and started to walk away. We laughed nervously and I asked, "Wait, no. What?!" The cop turned back around and said "Misunderstanding, I thought you were recording me."

We nodded. He left. I was stunned. We were not recording him. But even if we had been, why were we so close to death because of his fear of being filmed. We were two Native theatre people out for a morning coffee that had to inhabit the same streets as this white cop. It's not okay.

The third and other notable time I was pulled over, I was driving back to a late rehearsal from a two hour dinner break. I was pulled over with my coworker for "my California driving" and questioned We naseum about where and why I was going. It wasn't until my friend snapped back- "She's the director of two of the plays, and she needs to get back to work at OSF- heard of it?" That he finally backed off. This time because we were both small women, it felt like we had to justify to this office why we were in his town and working and driving past 8. And only after he realized I was a "big deal" did he leave us alone with a feckless "we'll drive better." I challenge you all to police better. I loved Ashland. It felt magical. Most of the town were lovely people. My interactions with the police were the scariest of my life. I don't feel safe driving into a city because of the people that are meant to protect it.

### Question 7

- No

### Question 8

More, different training- anitbias cannot be taught in a training. Stop hiring people that want to use their guns.

---

### Name not available

July 31, 2020, 10:12 AM

### Question 1

Obsolete. The system is racist and expecting further reform to be the answer is naive.

### Question 2

Racial profiling and the aggression, stalking, and harassment of BIPOC people.

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Yes, and in truth I think the specifics of my response will be futile so I will not bother - just know my answer is a RESOUNDING YES!!!

### Question 7

- No

### Question 8

STOP BEING RACIST!

---

inside Ashland

July 31, 2020, 10:13 AM

### Question 1

There is systemic racism here in Ashland. I would like the city to hire training for police in anti-racism education for our police.

### Question 2

Treat minority people with the same respect you treat whites with.

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Yes, I am a therapist and hear reports of biased treatment toward minority people. Minorities here in Ashland, fear police and experience biased treatment.

### Question 7

- No

### Question 8

Trust has to be developed by engaging with minorities in a respectful manner. Maybe have meetings with minorities in a non-confrontal situation (maybe safe distance picnics - very hard now in virus times-).

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### Name not available

inside Ashland

July 31, 2020, 11:49 AM

### Question 1

Police as community resources, trusted by earning trust, working for more than downtown business owners, relied upon by all community members because they help and don't jump to judgment, trained to de-escalate conflicts, trained to recognize disabilities, trained to assist homeless and poor with navigating the system, trained to create community based or person to person resolutions of conflicts, and trained to report and respond on a hate crime episode, rather than discouraging the victim to "let it go." Police should be more helpful and less harmful to youth or disadvantaged who make mistakes and deserve second chances rather than getting hauled into custody or cited for easily rectified mis-steps or transgressions that are not of consequence.

### Question 2

1. Body cams on all the time, 2. Diversity Training as a regular course of growth for all officers and administration, not a one time or seldom offered training, 3. Training on the ways police harm POC through implicit and explicit bias and prejudice, 4. More Officer on force who are POC and more officers promoted to supervisors who are POC, 5. Stop hassling high-school middle-school kids, 6. Stop targeting particular youth and making it difficult to drive around the town without being repeatedly detained, 7. Do not arrest any kids from high school functions, that is the role of the school to reprimand.

### Question 3

- Yes

### Question 4

- Yes

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Absolutely. Video, anecdotal stories from community members, treatment of "hate" that is ignored and not followed up, hassling of POC and homeless in public spaces.

### Question 7

- No

### Question 8

Please see my response in item 1 above, copied here again for completeness: Police as community resources, trusted by earning trust, working for more than downtown business owners, relied upon by all community members because they help and don't jump to judgment, trained to de-escalate conflicts, trained to recognize disabilities, trained to assist homeless and poor with navigating the system, trained to create community based or person to person resolutions of conflicts, and trained to report and respond on a hate crime episode, rather than discouraging the victim to "let it go." Police should be more helpful and less harmful to youth or disadvantaged who make mistakes and deserve second chances rather than getting hauled into custody or cited for easily rectified mis-steps or transgressions that are not of consequence.

---

inside Ashland

July 31, 2020, 12:58 PM

### Question 1

Public servant. Not enforcer of the law.

### Question 2

Minimize transfer of custody to other jurisdictions. The Sancho case shows that even if the City has good attentions things can go wrong when others are involved. (Really--should we be sending any drunk/incapacitated person to a concrete walled and floored cell with no padding or place to sit/lie down?) Avoid charges of "resisting arrest." Dropping the charge after detention doesn't help anything. Two years ago I was on the Grand Jury and an Ashland case involved a homeless individual who had been tazed in the back. (The case was about the individual and not the tazing.) The Officer's explanation seemed plausible of the individual turning as he fired, but more concerning is that he was the 2nd officer at the scene--jumping out of his car and entering the fray (as I recall the homeless individual was brandishing a stick). Many use of force issues nationally involve such situations where an officer does not

fully grasp that state of the interaction and behaves hastily. Training on this point is needed. Take your time, Do not rush. (And this applies to the Sancho case where the body cam video just shared shows officers not allowing Sancho to finish speaking. Escalation.)

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Yes. A number of years ago one of my Mexican-born employees (from Guanajuato) was taking he usual lunch-hour walk in Lithia Park when he was pursued and video-recorded by a white resident. When a police officer got involved my employee was detained, ID checked and questioned. The situation was brought to the City's attention via my then boss--OSF Executive Director Cynthia Ryder. I believe the officer involved is still employed by the City.

### Question 7

- No

### Question 8

We all see race. We all react to race based on learned experiences. Classes are fine, but often academic and not relative to real-life situations. Best practice is to just socialize with BIPOCs. Set up regular social gatherings (i.e.--Coffees) and have a couple of officers socialize (talk about sports, the weather, music...and work).

---

## Name not shown

inside Ashland

July 31, 2020, 3:19 PM

### Question 1

dealing with criminal actions

### Question 2

the practice which seems common to most police depts, of handcuffing and criminalizing people who are not even likely to have committed a

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

crime but have attracted police attention

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

### Question 6

I don't know many BIPOC people. I do know some homeless people and I am quite sure they are treated differently from people who are housed.

### Question 7

- Yes

### Question 8

Regular internal APD reviews of incidents involving BIPOC, of how well all that racial justice training is being applied in every day situations, etc.

---

### Name not available

July 31, 2020, 4:52 PM

### Question 1

Neighborhood liaisons that help people get the services they need before they turn into criminals by default.

### Question 2

Less driving around. I've been bullied by the thugs in uniform once, issued a false citation they was promptly dropped. More mentoring from older officers with experience. The older cops seem more professional and legit. The younger ones come across as power hungry punks with poor education and questionable backgrounds.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Yes

### Question 6

Summer of 2017 a Latino friend of mine came to work for me. While he was working, I drove his car many miles that summer. Was never pulled over. He drove very little and was pulled over and not cited three times.

### Question 7

- No

### Question 8

Leadership counts. O'Meara has proven to be a morally vacuous bully thug who cares more about optics than results. Get rid of him.

---

### Name not shown

inside Ashland

July 31, 2020, 5:15 PM

### Question 1

Far reduced or completely defunded and transformed. I would like to see your funding redistributed to wellness providers, folks who support the houseless, provide mental health support, etc. I would like to NOT see you all enforcing "laws" and city codes that further penalize people for being poor, or for being houseless. I would also really LOVE if you all would stop being chummy with white supremacists and militia groups who show up to antagonize people mourning for Black lives.

### Question 2

Stop performatively "supporting" camps for the houseless... just so that you can criminalize folks harder who are not sleeping in the camps. PROVIDE REAL RESOURCES, see what they did in Finland around houselessness. Recognize the need for radical change and support: <https://www.theguardian.com/cities/2019/jun/03/its-a-miracle-helsinki-radical-solution-to-homelessness>

Stop denying that racism or violence against Black, Brown and Indigenous folks happens at a higher rate.

Commit to anti-racist training LONG-TERM, as we all are.

Or find a new profession. Let the police force fade away. Transform it into something supportive.

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Yes

### Question 6

ABSOLUTELY. I am a latinx woman and I know firsthand that you do. I've witnessed transphobic traffic stops as well.

### Question 7

- No

### Question 8

Are you all ready to commit to meeting and connecting with the people you "serve" monthly? It takes bottom-up longterm work together. I appreciate the survey, but this is just a start.

---

### Name not available

August 1, 2020, 2:06 AM

### Question 1

Unarmed mediators, with a focus in deescalation and social work. Or defunded and the funds distributed to different parts of the community.

### Question 2

The targeting of people of color as potential person of interest. The unnecessary violence with which homeless folks are dealt with.

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

Yes.

### Question 7

- No

### Question 8

We don't need you to be "sensitive." We need policies in place that protect the most vulnerable in our community. I would like officers to hold each other accountable, if uncalled for violence is happening - like when the female officer walks into Sancho's cell in the footage and laughs, rather than stopping the unnecessary violence. Active surveillance of and the condemnation of the domestic terrorist groups in support of white supremacy here in Southern Oregon. By recognizing and owning up to APD's complicitness, instead of asking citizens to point it out for you. By tracking the data of racially charged incidents here in Southern Oregon, so we have at least one tangible mean of looking at the numbers.

---

### Name not available

inside Ashland

August 1, 2020, 10:21 AM

### Question 1

I would like to see police be guardians of the people of Ashland. Approach everyone with care and concern, not as an enemy or danger. Of course, they need to take care for their safety, but aggressive, harmful behavior toward non violet people should not be the default stance. Racial slurs and systemic racism should be addressed and eradicated immediately.

### Question 2

I would like APD to take a serious look at their use of force policy and work with the community, including BIPOC members of our city.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 6

Yes.

I have no first hand knowledge, but Tony Sancho would not have been arrested and sent to jail for walking while drunk if he was a white man or woman. He probably would have been taken home to sleep it off.

I overheard a conversation while waiting in line at Ashland Drug. It was between a policeman and another customer about removing a black homeless person sheltering under some stairs from the rain. His race was mentioned several times by both in this short conversation. Would they have let a white person shelter there, would they have looked the other way?

### Question 7

- No

### Question 8

Community oversight that includes many representatives from the BIPOC community. The APD cannot let the racism of community members dictate how BIPOC members are policed.

### Name not shown

inside Ashland

August 1, 2020, 1:28 PM

### Question 1

The police should be partners with citizens and other agencies in maintaining public safety and stability.

### Question 2

I would like to have agencies other than the police take primary responsibility in mental health and substance abuse emergencies, and also when working with the homeless.

Traffic enforcement should be for issues of public safety and not revenue enhancement.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Yes. For example, there was that robbery downtown where the thief was described as black, and police picked up the first black man they saw - though he did not otherwise for the description.

I am not aware of any statistics or other data on this subject.

### Question 7

- No

### Question 8

Are there any BIPOC member on APD? I am not BIPOC myself, and do not feel I can answer this question.

---

inside Ashland

August 1, 2020, 3:02 PM

### Question 1

I would like public safety to be redefined and accountable for the 21st Century. Community safety for everyone, not just the elite few.

The role of the police officer is currently too broad. It's too much to ask a person to be a social worker and mental health specialist, in addition to an emergency responder and law enforcer. They should of course have all those elements, yet it seems rarely do they exist within the same human being.

Crime can be fought more effectively, by getting at the root of needless human suffering and the origins of despair. Which is why, I advocate for municipal funds to be reallocated from the police department and into schools, homeless shelters, and drug treatment facilities.

### Question 2

Ordinance 3176 - "Stop and ID"  
Add CAHOOTS program.

### Question 3

- Yes

### Question 4

- No

### Question 5

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

- No

### Question 6

Yes, our community is concerned that APD treats the BIPOC community differently than other members of our community. We know this, because our BIPOC friends tell us so, and we listen to and believe their lived experiences.

BIPOC are at an extreme risk of being targeted for inquiry or misunderstood because they are "other" than white.

This misunderstanding can look like:

Distrust: an assumption of criminality.

Disdain: pathologizing of culture.

Disregard: ascriptions of intelligence

For more on this, consult Dr. J. Luke Wood, author of Black Minds Matter

Although APD receives Implicit Bias training and procedural justice training, are these reforms enough?

What is APD's role in interfacing with other area law enforcement, such as Jackson County Sheriff's Office?

How is APD advocating for Implicit Bias Training and procedural justice for Jackson County as a whole?

### Question 7

- No

### Question 8

APD, Mayor Stromberg, and City of Ashland Councilors: Slattery, Graham, Rosenthal, Seffinger and Jensen, can be better allies to the BIPOC population of our community by listening.

Listening with the intent to understand, not just bide the time until constituents concerns and grievances have met their time limit.

Which is what my husband and I witnessed, June 18 and July 16, 2019 at City Council meetings discussing and hearing public comment regarding the 3176 ordinance where we sat in solidarity with hours of public comment expressing concern and requesting your "No" vote.

Your actions were profoundly disappointing and an embarrassment to your community.

Please focus on getting it right - not being right.

(I purposely omit Councilor Julie Akins, because she is already listening. Thank you Councilor Akins.)

---

### Name not available

inside Ashland

August 2, 2020, 7:37 AM

### Question 1

Engaged, compassionate community members dedicated to protecting EVERY citizen of Ashland.

### Question 2

Stop escalating. Learn to come from a place of compassion, rather than one that almost always requires "use of force". The people you "protect" are NOT the enemy!!!

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Of course— because they do. It is documented. It has been a regular reality for BIPOC members of the community.

### Question 7

- No

### Question 8

Start interacting with this community on a regular basis and staying engaged with the needs of the BIPOC population. Hire more minorities. Put together a "community action committee" with BIPOC representation.

---

### Name not available

August 2, 2020, 3:50 PM

### Question 1

More time one the ground rather than patrolling in cars. Less time armed and more time being a peace officer.

### Question 2

N/A

### Question 3

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Yes. Inherent bias in inevitable and APD is minimally diverse.

### Question 7

- No

### Question 8

Become more involved in BIPOC activities. Police Union donating to defunding the police efforts. Banning of all use of pepper spray and non-lethal ammunition.

---

### Name not available

outside Ashland

August 2, 2020, 5:18 PM

### Question 1

Strict enforcement for all traffic violations especially phone use, DWI, and reckless driving type crimes.

Strict enforcement all of the more violent crimes.

A neighborhood resource for the non serious type issues.

Continuing with a goal of compliance rather than citations for the non serious first time offenses

Citations for repeat offenses

### Question 2

More staff and foot patrols downtown especially in the summer evenings.

More partnering with organizations like Shakespeare, business, the chamber and SOU

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Yes

### Question 6

I feel, except for a couple instances, APD does a pretty good job. I think understaffing can lead to a lot of hasty decisions that may not be of the best interests of all involved. Community policing done correctly takes a lot of time and money and not all officer candidates are well suited for that type of policing. Like all things Ashland, it is not an easy task.

### Question 7

- Yes

### Question 8

Communication and be out in the public realm more.

---

### Name not available

August 2, 2020, 8:40 PM

### Question 1

I would like to see the role of police officers remain as forces of safety against mentally unstable people who want to hurt others. I want to continue with the ability to seek help from ALL first responders, who are highly appreciated by anyone who has ever actually been in an unsafe situation with another person. I don't carry a weapon. I don't have to because they do.

### Question 2

I would like to see APD start being appreciated by the citizens of Ashland, instead of being criticized and harassed by the public, as if one of our own cops killed someone unlawfully.

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 6

I hope that any one single unique individual working for APD, does not treat anyone unequally. Although it's plausible that not every officer is perfect.

### Question 7

- Yes

### Question 8

I only expect the law enforcers to enforce the law.

---

### Name not available

outside Ashland

August 2, 2020, 10:18 PM

### Question 1

Peacekeeper

### Question 2

Please rescind stop and show ID practices. Please stop excessive violence on peaceful persons both in and out of custody. Have strict discipline actions that lead to termination for infractions. Make the record of these public.

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

Yes, many personal accounts from friends and colleagues. This is not acceptable and must end.

### Question 7

- No

### Question 8

That's for you to determine. Take steps, stop making citizens do the work for you. Many resources, find them and invest. Make a change be an example, set a standard, follow it. The first thing is acceptance that poor/inhumane/violent treatment of BIPOC is the norm. This survey makes me doubt that acknowledgment on your part.

---

### Name not available

August 3, 2020, 4:36 AM

### Question 1

Public safety, of course, but with more emphasis on speeding and drunk driving than ticketing of people sleeping in our parks. I have never been harmed by a person sleeping on the grass as I jog by.

### Question 2

More bike patrols.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

This would be hard for me to judge given the few interactions I have witnessed with police and BIPOC.

### Question 7

- No

### Question 8

Get out of the cruisers and onto a bicycle for patrols.

---

### Name not available

August 3, 2020, 9:23 AM

### Question 1

Peace keeper tole

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 2

Get good mental health training to dees slate interactions with people suffering from mental health issues including substance abuse

### Question 3

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I have no first hand exic

### Question 7

- Yes

### Question 8

Perhaps hold community meetings and forums. While I know APF has its hands full, we're a small community and meetings with members of the community to forge more personal relationships could go a long way to build trust. As a white citizen my experiences with police officers has always been positive. I have great admiration and respect for Chief O'Meara. But I don't represent BIPOC.

---

### Name not available

August 3, 2020, 9:39 AM

### Question 1

Source of guidance to direct individuals to resources as needed. When dealing with travelers or homeless contact local resource to meet with this individual (s) at the moment. Giving them a ticket or asking them to move on does seems to work. Look a ways to have social services be accessed as needed for policing actions e.g. domestic violence, disruptive behavior, etc.

### Question 2

see above

### Question 3

- Yes

### Question 4

- No

### Question 5

- No

### Question 6

i have not witnessed any different treatment so I can not speak first hand to this

### Question 7

- Yes

### Question 8

see first answer above

---

### Name not available

August 3, 2020, 9:40 AM

### Question 1

For the APD to have a true "keeping the peace" reputation, for people to feel comfortable calling no matter one's skin color or "profile." TO have the APD work more closely with mental health organizations and have more community partners.

### Question 2

I know through friends of local cases in the last few years that have disturbed me, from major things to violence and abuse against BIPOC, to more minor things (that are still important) like harassment and profiling. I know the implicit bias training is happening, which is great. I'd be curious to have more transparency around particular police officers' records and accountability.

### Question 3

- Yes

### Question 4

- No

### Question 5

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

- No

### Question 6

That is the sense, yes, that I hear from BIPOC folks locally.

### Question 7

- No

### Question 8

It's good to have the urgency in this climate, which helps much things forward, but I think this is going to be a longterm project (as is the case nationally), so it is good for the local community to see movement and progress on both fronts: actions and measures taken now, and also a commitment to long-range vision and planning. Thank you!

---

### Name not available

August 3, 2020, 10:36 AM

### Question 1

I'd like to see them not use lethal force, but to de-escalate challenging situations. I'd like them to act as tho the offenders were their neighbors.

### Question 2

I don't know enough about their practices but perhaps regular dialog with activist groups.

### Question 3

- No

### Question 4

- No

### Question 5

- No

### Question 6

I'm new to Ashland and would hope that BIPOC has a good relationship with ADP, but we can always make it more supportive.

### Question 7

- No

### Question 8

Again, I don't know but the survey doesn't let me respond that way. Training together would be helpful.

---

### Name not available

August 3, 2020, 10:48 AM

### Question 1

I'd like to see police officers working with civil rights/social justice advocates by engaging in open dialogue to better understand each other's perspectives.

If there isn't one or more officers assigned as Community Liaisons, I'd like to see this position created.

If the APD has been doing implicit bias and procedural justice training as indicated by the question below, has this training included members of the BIPOC community? If not, have a joint training session would be good.

### Question 2

Include discussion about disability in all implicit bias training.

When interacting with a BIPOC person, have officers ask themselves if they would be treating that person differently if they were white.

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Based on talking with friends and colleagues who identify as BIPOC, yes I think APD treats people differently based on racial/ethnic identification. Friends and colleagues have been stopped for what they considered to be 'driving while black' and 'walking while black'.

### Question 7

- No

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 8

Regarding the previous question, I wanted to put "Don't Know" but that wasn't an option.

Have APD officers attend and/or participate in events such as Juneteenth and MLK celebrations. Hold Town Hall meetings or Forums that include small group discussion and large group Q&A.

---

### Name not available

outside Ashland

August 3, 2020, 11:58 AM

### Question 1

To promote peace and understanding, to connect with citizens in a humane and gentle way.

### Question 2

Engaging in mediation, hiring more officers of color, meeting regularly with leaders from OSF, SOU, Asante, the school district.

### Question 3

- No

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Yes. I have witnessed officers shove and move along travelers of color, while white travelers have been cooking meth behind the old Starbucks and the officers walked by to address the people of color.

### Question 7

- No

### Question 8

Hire BIPOC officers to add to the diversity and inclusivity of the APD.

---

### Name not shown

inside Ashland

August 3, 2020, 3:09 PM

### Question 1

I would like to see our city look to the Eugene-model to restructure our funding and position roles with regards to the police force. I strongly believe that we have enough police officers and no amount of training will fix the fact that many officers are called to the scene of matters that don't require a person with a gun — no matter how well-trained in various areas they are. We do need more mental health, substance abuse intervention, and domestic response social work officers to be the primary responders where a police officer could be in an assisting role as a liaison in case the situation takes a turn or is more dangerous than reported to be. Our police are asked to do too many things and wear too many hats which removes them from the chance at being specialists at anything. By narrowing their role, taking an assisting stance (which is truly in the service of protecting all Ashland residents) then I believe we can move in a direction where we embrace people who are professionals in the areas where officers are not and this will bridge the gap between the community and APD where it exists.

### Question 2

Reform in the area of interactions with the homeless/houseless in the downtown area are necessary. A broader community approach to this issue should be addressed/embraced by the city council and that involves how to direct APD officers in these interactions (potentially also in an assisting role rather than a lead role).

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

Well there was an incident a couple years back where a young BIPOC man was arrested at the corner store on Siskiyou and then released after then mistake was quickly identified. A public apology was extended by APD (showing good faith) however he should've never been arrested in the first place and "meeting the description" just isn't good enough and is horrible police work whether it was recognized or not. Obviously we have seen situations like this become escalated over nothing and for the potential of that to happen over a mistake is a bit sickening to myself and

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

others I discussed the incident with.

### Question 7

- Yes

### Question 8

Recruit and employ more BIPOC officers and other staff like Malcus Williams who was a great hero and great loss to this community. His spirit should be with APD always.

---

### Name not available

inside Ashland

August 3, 2020, 3:24 PM

### Question 1

The role of the police officer is to address persons of interest with calmness and openness to discover what the situation is all about.

### Question 2

don't know

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

n/a

### Question 7

- No

### Question 8

continued training

---

### Name not shown

inside Ashland

August 3, 2020, 3:59 PM

### Question 1

I would like to see police officers take a secondary role in instances of dealing with an individual who is mentally ill and/or homeless. I prefer to see mental health professionals and social workers dealing with the mentally ill and/or homeless in our community.

### Question 2

I am satisfied with the practices of APD that I have observed. I have observed officers behave appropriately in different situations. Asking a homeless person if he is okay and needs anything, taking a runaway home, to chasing after a shoplifter without applying undue physical force. It seems to me that Ashland is small enough that the APD knows who the chronic criminals, homeless, and runaways are and where they might be located.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Yes

### Question 6

I have not observed the APD treating the BIPOC community differently and have not heard any second-hand instances of different treatment.

### Question 7

- Yes

### Question 8

Continued training is essential in serving the BIPOC population. I applaud the APD for implementing training in implicit bias and procedural justice for several years.

---

### Name not available

August 3, 2020, 6:52 PM

### Question 1

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

To deescalate situations and create a safe community for BIPOC.

### Question 2

To never handcuff a BIPOC unless putting another in imminent danger. Due to our history this should never be done!

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Yes

### Question 6

No. The Black folks I know do not feel safe.

### Question 7

- Yes

### Question 8

I am a white person afraid to call APD on BIPOC people for fear they will be taking to Jackson County for something I would have been brought home for.

---

### Name not available

August 3, 2020, 10:56 PM

### Question 1

A helper, not an instigator.

### Question 2

Following drivers with no cause. I have been obviously followed for miles around town and never have been given a ticket

### Question 3

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Yes, I feel like all marginalized individuals including bipoc and homeless people are questioned without cause or provocation

### Question 7

- No

### Question 8

Work on implicit bias training and deescalation. If officers are trained, they need to be held to those high standards and held accountable when they act against their training

---

### Name not available

inside Ashland

August 4, 2020, 7:22 AM

### Question 1

One that diminishes firearms in the city One that solves problems through dialogue.

### Question 2

There are many squad cars around that could creep through neighborhoods to ascertain needs, not drive by.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I have seen policemen being careful and polite with the street -living people.

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 7

- No

### Question 8

There is a bias with some people against police that will never go away. Doing what they can and treating everyone as a unique person under their care is what APD can do.

---

### Name not available

August 4, 2020, 8:04 AM

### Question 1

I would like to see officers take a step back and not handle the complaints about the unhoused or intoxicated people downtown. These types of issues are not law and order, they are mental health and substance abuse which is much better suited to someone with this line of training. I do not feel threatened by the unhoused and have certainly been one of the intoxicated people downtown. I recently had a very bad reaction to two margaritas and was unable to get myself home. Had I not had friends there to take care of me, I would have been in the same position as Mr. Sanchez. I am so grateful to have friends who supported me and feel deeply sadden for those who do not have the same level of support. The police should not be mental health or substance abuse workers. This is not their role. Why would a drunk person not being arrested need to be handcuffed? I attended the Indivisible meeting with the 3 police chiefs and our county sheriff. I was very surprised to hear that you attempted to have a mental health worker but did not have enough work for them to keep them employed. I would strongly recommend you rethink the criteria for the types of calls a mental health worker should attend. They are trained and prepared to handle people who the police may see as a threat. I urge you to reconsider incorporating this into your practice. I would love to see a plain clothed mental health worker any time I see police interacting with the unhoused. This would make me feel that their rights are being supported as all too many unhoused people are mentally unstable and unable to appropriately advocate for themselves.

### Question 2

I would like the APD to review all laws and consider which ones are disproportionately impacting marginalized communities such as public intoxication, sitting on the sidewalk, sleeping in the park... These types of laws are there to make people like me feel safe, but it is through oppressing others. I would much rather be a little bit uncomfortable and than have people arrested for things as simple as taking up too much space on the sidewalk.

When I heard all 4 of the PD representatives on the call say that they did not believe their police department had evidence of racism, I was shocked and disappointed. The Police system is founded on the biases of slave

patrols. The foundation of the entire system is deeply racist. Our laws are racist so whether or not the individual police officers within our community are racist or whether or not you want to believe you are doing your best to be unbiased... the system you are upholding is racist and therefore, there is racism in your police force. There is no getting around it. It is best for you to admit this and actively work every day from the understanding that this system is deeply rooted in racism and you have to consciously work to fight against this every single day. This is true of so many systems within the United States and we are all working to be more conscious and take actions to correct this.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I cannot speak to any first hand experiences, but I do know of many BIPOC residents who have left because they did not feel safe or welcome in our community.

### Question 7

- No

### Question 8

Admit that the Ashland Police Department inherently is impacted by racism and that you will actively work with the BIPOC community to come up with changes that can work to reset hundreds of years of laws and practices founded on the basis of keeping BIPOC people down. You do not have to be racist to be upholding a racist system. You can be a good person and still be part of a racist system. Admit this and then we can move forward.

---

### Name not available

August 4, 2020, 10:48 AM

### Question 1

Protecting citizens without discrimination.

### Question 2

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

Less violent holds. Ensuring that all are being treated fairly.

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Yes.

### Question 7

- No

### Question 8

Diversity training. Changing the culture of policing.

---

### Name not available

August 4, 2020, 11:06 AM

### Question 1

To keep the peace, aid citizens and enforce laws particularly around safety.

### Question 2

Training to help officers in de-escalation, empathy, and accessing services they are not qualified to deliver.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Yes

### Question 6

Yes, based on past events. My family has not experienced this first hand. My family members of color are fearful of the police and not much has been done to ease their fears.

### Question 7

- No

### Question 8

Community outreach and transparency are a good start. Accountability for officers involved in miscarriages of justice and making those consequences public.

---

### Name not available

inside Ashland

August 4, 2020, 11:11 AM

### Question 1

I would like to see our officers become facilitators between citizens and services they might need. I would like them to be our ambassadors of public spaces, keeping order and helping those who need assistance.

### Question 2

I am not aware of any practices that need to be changed.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I'm not part of that community, so can't speak for them.

### Question 7

- Yes

### Question 8

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

I would have liked to have answered the previous question mods neutrally, sine I can't speak for the BIPOC community! Neither do I have an informed opinion on this question. Overall, my experience is that the Ashland police are good community peacekeepers. Thank you for helping make this a safe place for all.

---

### Name not available

August 4, 2020, 12:10 PM

#### Question 1

More diverse, have mental health professional officers, mental health screenings for officers, have an accountability step made up of BIPOC

#### Question 2

I complete systems revamp including firing several officers and replacing them with poc

#### Question 3

- Yes

#### Question 4

- Yes

#### Question 5

- Yes

#### Question 6

YES!

#### Question 7

- No

#### Question 8

get fully trained, practice total transparency of the officers backgrounds, have citizen say in hiring.

---

### Name not available

inside Ashland

August 4, 2020, 5:41 PM

#### Question 1

Respond to criminal activities.

Respond to emergencies..

Delegate response to incidents related to mental health crises, children's welfare, and other issues that are better handled by public health agencies.

#### Question 2

Make sure officers are well trained in alternatives to force and encouraged to develop empathy for minoritiies.

#### Question 3

- No

#### Question 4

- No

#### Question 5

- Possibly, but would need more information on what would be involved.

#### Question 6

Don't know what community "feels."

#### Question 7

- No

#### Question 8

see above

---

### Name not available

August 4, 2020, 10:13 PM

#### Question 1

Community liaison, community relations, support community members in abiding by the laws of the community in a supportive, non-violent, trauma informed way.

#### Question 2

I don't know enough about current practices to advocate for changes but in my limited interactions I appreciate

-the quick responses to suspicious situations at the elementary school I work at

-helpful support with stray animals

-observed positive interactions with community members who need

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

police support/interventions  
-support during BLM protests

Does APD get trained in trauma informed deescalation practices?  
As teachers relationship building is a central part of our work so that when students are escalated and triggered they already trust us, know we care and are willing to let us in and let us help.

As nationwide trust has been compromised I wonder how we can rebuild trust and foster relationships with peace officers in our community?

Continued proactive police support of community members, community events and social justice work is vital to our ongoing relationship as community partners.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Because we live in a country centered around whiteness there are many layers of systemic oppression rooted in our societal structure, so before we examine individual interactions we need to look at our foundation. Has systemic racism been acknowledged by our society and the police? Have reparations been made?

Has sincere, ongoing, focused healing of historical and present wounds been a central focus of our community/the police?

Is there a way for our police department to allocate a certain number of hours every month for community building and social justice work?

Can we hang a Black Lives Matter flag at our police department as a symbol of a non-binding contract of the work the APD is committing to doing.

Can the APD take a central role in advocating for tribal rights?

As an elementary school teacher I have been actively working with ACES trainers to provide trauma informed instruction in my classroom knowing that past experiences, epigenetics, and relationships play a vital role in the success of every child. We are restructuring discipline systems in schools to reflect current research and student success. Is there a way we can support adults in our community the same way we support students?

### Question 7

- No

### Question 8

I am a white woman so my opinion isn't informed by lived experience and shouldn't hold weight.

Actively partner with BIPOC groups and support the work they are doing. Offer BIPOC community members access to a person of color as a liasson.

---

### Name not available

inside Ashland

August 5, 2020, 3:52 AM

### Question 1

Good question. I'm not sure I have a constructive answer to this question at this time, however I line out changes and suggestions in my answers to other questions.

### Question 2

If they aren't already, I would like to see APD officers held to the same standards as Nurses and Law students (following is an example based of off Nursing requirements): Associate's or Bachelor's degree in Criminal Justice. National certification exam. Mandatory licensure in the state they are employed in, renewed at the officer's expense every two years.

Mandatory CE's every 2 years on use of force, de-escalation, constitutional law, sexual assault, racism, implicit bias, and more. Office would lose license for misconduct, drug use, DUI, assault/murder, etc.

Policy Critique:

1. in policy 101.4 under Maintenance of Certification, Supervisors and Managers only have to have 24 hours of leadership or professional training a year? For discussion's sake, that's six (6) 4 hour sessions.....a year....are you kidding me? I would recommend doubling that, at the very least.

2. in policy 203 (Training), nowhere is there mentioned about racism/implicit bias training (I would like to see it under police 203.4/Training Plan or under 401.6 Training). That obviously needs to change with the times. There is also no racism or bias training listed under police 416 (Police Training Officer Program). There is policy 401 (Bias based policing) but I'm not sure training (401.6 Training) in "fair and objective policing" is the same as racism and bias training. Based strictly on the names themselves, "fair and objective" sounds like "this is why you should be fair and objective" as opposed to racism and anti-bias sounds more like "here's some warning signals or behaviors that are racist...don't do them". Both should be important.

3. in policy 340 (Off Duty Law Enforcement Action) I would like to see a

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

side note that any officer found to be behaving in racist or hate crime related behavior (via audio/video recording or screenshots of texts/social media posts, etc), be immediately suspended or outright fired. Perhaps this belongs elsewhere, if it's not already noted in the policy handbook. I would hope there would be a zero tolerance policy for racist behavior, whether it is during duty hours or off duty hours.

4. in regards to policy 300 (Use of Force): first of all, y'all might want to bust out a thesaurus because there's a rather unreasonable usage of the word 'reasonable' in this policy. Second, I propose an amendment be included with punishments or consequences for excessive force by officers.

### Question 3

- No

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Yes. I feel that the Zoom meeting with the local police chiefs where they unanimously stated that there is no racism in their departments was very damaging. Visually speaking, all the chiefs were white bodied. People of color in the valley are saying there is racism. Do they realize the impact of white bodied police chiefs denying the reality of black and brown bodies saying there is a problem? There aren't even words in the English language to express how angry that makes me. That statement perpetuates the fear and insecurity that black and brown bodies have in this country and in Ashland specifically.

### Question 7

- No

### Question 8

I feel that in order to be a better ally, that the first step that APD can make is to acknowledge (at the very least) that there \*could\* be racism in the department. I feel that releasing names of officers who have had complaints of excessive force and unlawful arrest would be beneficial. That would be a move of transparency. To echo other sentiments, police departments are lucky that citizens don't want revenge. I just want transparency; when the collective voice of black and brown people say there is a problem, I'd appreciate the department taking that into serious consideration instead of brushing off a serious issue. I believe the local black led organization BASE requested a meeting with Chief Tighe O'Meara so one step to being a better ally is to meet with the

black and brown leaders willing to meet with APD. Meet and listen to their concerns and issues. Commit to making hard changes. Commit to making changes that honor the wishes of the community.

Take a note from other local communities and engage in progressive programs like Eugene's CAHOOTS program. Actively look into blended police/social work teams that patrol together.

Be willing to have hard conversations and to look at yourselves. I used to think social justice was something I have to enact on the world at large, but I've come to see that in order to change and dismantle systems of bias, that I first have to dismantle those systems in myself. If APD really wants to be a better ally and be more sensitive to BIPOC folks then every officer has to self-evaluate their level of bias, racism, prejudice and stereotypes.

In addition to a Use of Force Review Board Members (policy 301.4.1) I would also suggest the adoption of a citizen advisory board comprised of community members, that can provide ongoing input for the department in such capacity as: accountability for investigation into excessive force, review policies, research, generate new ideas or policies, conduct community feedback sessions, etc.

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### Name not available

August 5, 2020, 1:34 PM

### Question 1

That they actually protect and serve.

### Question 2

Stopping people just because of the color of their skin. Treating BIPOC equally to white folks, meaning that if there's no reason for them to be stopped other than their skin color they are not. That people who are mentally ill, drunk, on drugs, etc., are treated with respect and dignity. Better that there be a trained team of social workers to interact with these folks instead of APD.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

Yes. I am white but have heard directly from Black friends and acquaintances who have been stopped while driving. I've lived here 12 years and have never been stopped; one of these people had lived here only a year and was stopped 4 times. No tickets were issued. I've also heard a number of stories from and about Black people, primarily OSF actors who routinely have been stopped.

### Question 7

- Yes

### Question 8

Ongoing education about white fragility and covert racism (for instance read relevant books and essays and have discussions) and how to eliminate it in the police department and our community. Don't stop people for no reason at all. Treat all people equally; don't treat someone who is not white differently that you would a white person. Also, I only heard about this survey today. This is a city of over 21,000 yet only 125 surveys have been submitted. The deadline needs to be extended and there needs to be outreach for more community members to know about this and be able to respond.

---

### Name not available

inside Ashland

August 5, 2020, 2:12 PM

### Question 1

A support to those in trouble whom they encounter or to whom they are called with an ability to refer to appropriate resources.

### Question 2

Not stopping BIPOCs on minor or assumed violations. If stopped but not cited, keeping records to detect underlying racism. Stop calling it bias. Call it what it is: racism.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

Yes, most aware of members of OSF being harassed, at least stopped much more frequently, assume it is true of other BIPOC. Recent example of Tony Sancho being handcuffed and turned over to sheriff's custody; I doubt this would have happened to a white person sleeping on the street.

### Question 7

- No

### Question 8

Involve them in community forums such as Indivisible. Inquire about their views and suggestions; publicize their stories

---

### Name not available

inside Ashland

August 5, 2020, 3:21 PM

### Question 1

Peace officers & community guardians, protecting the vulnerable & the weak; knowledgeable local community members...as in the old English adage with which I grew - if you want to know the time, ask a policeman (even though we now don't need police to answer this specific question. Helpers - so that someone in distress can be helped to the resource they need, even the homeless & drug users.

### Question 2

Too frequent resort to violent response - firearms, baton, gas etc.. I am also troubled by the situation & APD response to FB inquiries re suicide of M. Ewell. As a former DDA (in Portland Metro area) I realize the need to preserve a scene, but that is why little plastic "tents" or covers are put up around a body. Leaving a body exposed to the public is a major no-no - for the sake of the deceased & the community get some of those "tents" immediately & make them available to officers on shift

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

I believe the community, especially the BIPOC community & younger folks, believe this. The recent suicide referenced above adds to this. I don't think this is true of the Chief or Lt., but more junior officers need more awareness, empathy & anti-racism training

### Question 7

- No

### Question 8

Recruit non-white officers; recruit women officers; interact with community members more - the Chief is well-known for this (as was Marcus) but not his officers. They need to really be part of the community not just observers of it.

---

inside Ashland

August 5, 2020, 3:34 PM

### Question 1

A helper, a savior, a good man/woman on the streets to protect and serve.

### Question 2

I would like to see CAHOOTS firmly installed and implemented. I would like to be sure that if a drunk man/woman is arrested, he/she is put immediately into treatment in a treatment center, not a jail; or detox in a hospital; and then given his/her choices about why he was arrested when he/she is sober. If a survey is submitted to the public, as this one is, I would like to know who is evaluating it; what it is being used for.

### Question 3

- No

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

I have no first-hand experiences because I am a white elderly woman who is not walking, driving drunk. However, I have heard too much about the bias exhibited toward BIPOC's, especially men in the BIPOC community --

I saw the Tony Sancho arrest tapes; I have heard other BIPOC men say they have been stopped as many as 14 times basically for "driving while Black", I have heard competent professional BIPOC women say they feel safe neither on the streets of Ashland or on the highway....

### Question 7

- No

### Question 8

Get more training, using outside resources for training, LISTEN to the BIPOC community on what makes them feel unsafe, and address those issues in the department. We are the ideal community to implement and insure SAFETY FOR ALL; we know some of you, and know how hard you are trying. Please make yourselves better allies. You deserve it and your community deserves it. I, an old white woman, have been stopped for not wearing a seat belt, went to the office, paid my fine, watched the video. I was treated with the utmost civility and courtesy. I know how kind and courteous you can be; I want to hear that story from every one of my BIPOC friends, including the ones arrested for drunk driving/walking. I have taken the time and given serious thought to this survey; I would like to know that it is being used as a tool for change.

---

### Name not available

August 5, 2020, 3:41 PM

### Question 1

To protect and serve all of the people in our community.i

### Question 2

I would like to see the CAHOOTS program implemented. Both to take pressure and resources off of the police department and let some issues, such as mental health be dealt with by social services.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

Is an older white male in this community, I have no first hand experience of the treatment of BIPOC citizens. However some friends in that community have reported to me that they do not feel safe from bigotry from some of the Ashland citizens at large. And too, do not feel protected by, and in fact feel racially profiled by the APD.

### Question 7

- No

### Question 8

Increased training in equity/diversity issues. Increased outreach to the BIPOC community. Listen to why some of the BIPOC community feels unsafe and address those concerns.

### Name not available

inside Ashland

August 5, 2020, 3:55 PM

### Question 1

As your police vehicles now say - Peace Officer. I'd like police officers to see their roles as less of an enforcer and more of an assist to the community.

### Question 2

I'd like trained crisis counselors rather than armed police be the first response to issues of drug/alcohol intoxication, mental health issues, and other concerns which are nonviolent. The CAHOOTS program in Eugene has used this model for 30 years and it has been quite successful.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Yes

### Question 6

I have not had first hand experience but many of my BIPOC friends tell me of numerous incidents when they were stopped for driving but not given any type of citation or warning.

### Question 7

- No

### Question 8

I don't see the need for sensitivity but rather respect for the BIPOC community.

### Name not available

inside Ashland

August 5, 2020, 4:00 PM

### Question 1

Police need to partner with mental health professionals, counselors, and other community builders to diffuse situations that can be resolved without police intervention.

### Question 2

Targeting of BIPOC in Ashland - stopping, ticketing, harassing, and generally policing with bias against people of color.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Absolutely. I have known of prominent community members being targeted resulting in jailing and aggressive, brutal treatment by the county jail system. This could have been completely prevented had the APD used intervention techniques to diffuse the situation instead of resorting to tactics that endangered the targeted individual's life when he was jailed inappropriately.

### Question 7

- No

### Question 8

The APD must go beyond "training" and accept the systemic racism that

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

is prevalent in our police force and community. LISTEN to the BIPOC. DIALOGUE with the BIPOC. Stop hiding, defending, and excusing the behavior of a department that is protecting its members before protecting the community it serves. If even one BIPOC member of our community feels targeted or unsafe in our community, the APD is failing at their job and need to quit ignoring the work that needs to be done. Racism is not always overt or blatant acts. It can be subtle and often the racist bias isn't even noticed or understood by the perpetrator. Training doesn't open one's eyes to one's own systemic racism. It is a complex process that must be ripped open with the willingness of all people in a community to look at their own culpable behavior in order to purge our community systems of its impact. Our work is just beginning in Ashland.

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### Name not available

inside Ashland

August 5, 2020, 4:16 PM

#### Question 1

I'd like police officers to frame their relationship with members of the BIPOC community, whether residents or guests, from a perspective of SERVICE. This means viewing every person as potential clients instead of as potential criminals. Fear for personal safety is felt by BIPOC when police approach. It seems that police officers ALSO feel fear for their personal safety when approaching members of the community. PO's are the ones with the guns and the power to take action against the community. This is detrimental to a relationship of trust and safety.

#### Question 2

I would like to see the stopping of BIPOC in their cars when there appears to be no legal reason for pulling over the car. No transgression has occurred, yet members of the BIPOC community are repeatedly and regularly stopped. I question the necessity of handcuffing a POC who has not broken a law, just because they are under the influence of alcohol and walking home. This incident escalated from a feigned "concern" for the POC's safety to abuse at the hands of guards at county jail. Do you really think a White man in a similar condition would have been treated with such abuse? Wouldn't that White man have been helped to get home safely instead of cuffed and hauled off to jail?

#### Question 3

- Yes

#### Question 4

- No

#### Question 5

- Possibly, but would need more information on what would be involved.

#### Question 6

Yes I do feel that a member of the BIPOC community suffers greater fear that the APD or any police officer will treat them with a lack of respect and less care. It may not be due to previous poor treatment by APD personnel; but they have every reason to believe that a uniformed officer is not their advocate.

#### Question 7

- No

#### Question 8

First off, be honest with yourselves that you actually DO have, and act on, implicit bias with POC. Denying systemic racism is a sure sign you are not being honest. Then you need to root out policies and procedures that have the potential to be used against POC and subsequently covered up by calling them "standard procedures" no matter who they dealing with. Making an effort to listen to BIPOC and their experiences with the assurance they will not suffer future retribution would help.

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### Name not shown

inside Ashland

August 5, 2020, 4:19 PM

#### Question 1

Most people assume, I think, that our local police are here for everyone's protection; the glaring problem is that people of color absolutely do NOT see them that way! We are closely involved with OSF and have many friends in the company who are people of color. They have shared story after story of treatment we're quite sure would never be aimed at a White person. You will hear from many sources about the father of a young Black actor appearing in Hairspray; the father drove his child to the theater and was stopped by police 14 times in a one-month period, with no citation ever given. Another Black actor, who has lived here for years, has been stopped by police so many times he's lost count. If this is the department's idea of fair and equal treatment, I'd hate to see what prejudicial treatment looks like! The incident last year with Tony Sancho is yet another example of completely inappropriate treatment of a person of color. We note that the arrest video isn't turned on at the very beginning of the incident; why is that?? When Sancho asks if he's in trouble, he's told "not yet," but handcuffed and taken into custody. His treatment at the Jackson County jail would be unacceptable for an animal, let alone a human being. I am outraged that this incident has been known about for over a year and we're just now hearing about it! There is shame and blame enough to go around; suffice it to say the Ashland police and Jackson County Sheriff's office have much to answer for...

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

### Question 2

It should be clear from the above answer that a big step would be to start treating ALL citizens, regardless of race, ethnicity, religion or sexual orientation equally, fairly, and with appropriate civility and dignity. When a Black person who has lived here for some time refers to "Driving While Black," there's something terribly wrong. Boasting about training for implicit bias and then not following up to be sure it's not still manifesting itself is just plain inadequate and wrong. It makes one wonder how much effort everyone on the APD force has made to look inside him/herself to see what prejudices might still be lurking.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

Please see my response to your first question. The people we know within the BIPOC community have made it abundantly clear that they are treated differently from other members of the community. This isn't just something they think or they feel; it's something they know from repeated experience. Collecting more complete data, for example, from patrol cars on the people they pull over, for what reason, and why there was no citation given might provide a clear picture of one obvious area for improvement.

### Question 7

- No

### Question 8

We've heard more than once about the kinds of implicit bias training members of the police force receive, but that's just a beginning. Sitting down with members of the BIPOC community to listen to and really hear their stories would show what kinds of problems exist. We watched the Indivisible panel the other night with the police chiefs and the sheriff and were stunned that every one of them expressed that there didn't appear to be any bias within their departments. Seriously??? I could feel my blood pressure going up as I listened. How Sheriff Sickler could sit there and say that when the video of the horrendous mistreatment of a Latinx man is circulating is beyond me. And seeing the earlier video of his arrest adds fuel to the fire. There is clear and obvious systemic racism in the local law enforcement departments, and it has to be addressed and

rooted out if this area is ever to feel like a comfortable place for the BIPOC community.

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### Name not shown inside Ashland

August 5, 2020, 4:22 PM

### Question 1

I would like to see APD focus on potentially violent situations and leave the situations that do not require police force to other agencies.

### Question 2

APD needs to be more sensitive to people of color in Ashland. They need to look at their laws and their practices through the eyes of a person of color. The arrest of Tony Sancho showed that the APD does not recognize why a person of color would be reluctant to give their address and how being handcuffed carries a lot more baggage than it does to a white person. Similarly, Ashland's ordinance 3176 ("Stop and Identify") should be repealed -- the idea that one must give their name and address for minor infractions is chilling to people of color in a way that is hard for a white person to understand in depth.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- No

### Question 6

Absolutely. But don't take the word of white people, ask the people of color.

By the way, I was not able to explain my answer to the previous question. I do not feel that I am qualified to participate in APD training. As I understand it, Tighe O'Meara has conducted all of the APD's implicit bias training. This is a bad idea. It is much more effective to have the training conducted by an outside agency -- one that does not have a personal relationship with any of the participants -- and this allows Tighe to receive training.

### Question 7

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

- No

### Question 8

Why do you make a distinction between the community and the BIPOC population? Why do you believe that BIPOC people are not part of the community? This is exactly why there is a lot to improve. Our community includes BIPOC people, and this attitude indicates that there is a lot to change. Note that you could have asked "How can APD be more sensitive to the BIPOC population?" -- that would have got the answers that you want without placing BIPOC and the community in opposition.

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### Name not available

August 5, 2020, 6:17 PM

### Question 1

I do not have many opinions on our police force in Ashland. I do not cross the, so I have never had real experience with them. But... I hope... they are kind and that they are committed to treating everyone with respect - even and especially people of colour and other minorities.

### Question 2

If someone is WALKING home after too much to drink, help them get home. Don't arrest them and throw them in jail overnight. Just drive them home - or help them call someone to come and get them - to help them get home safely.

### Question 3

- Yes

### Question 4

- Yes

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

When we first moved here, 18 months ago, I thought that was the case, because this is such a sweet, happy little town. I joined Oregon Shakespeare Festival's Members for Equity. Our group is committed to learning about racism, gender identification issues, etc. To help embody and communicate OSF's values in the community. As part of that committee, we are exposed to reports about abuses against their POC actors and company.

### Question 7

- No

### Question 8

Just keep asking for input from the BIPOC community and people like me, who are devoted to helping improve communications and interactions within that community, and those of people of various genders and capabilities also. I retired as a CEO of an international management company in Vancouver, BC. I was surrounded by a rich diversity in that large city. Coming here was a bit of a culture shock, because there is so little diversity - and I hear disturbing stories about active racism in this charming little town.

I found the video of Tony Sancho's arrest and incarceration very, very disturbing. Could not an officer just drive people home when they are WALKING/not driving and they are drunk? Maybe I am being nostalgic and have watched too many small town cop shows, but they always drove the individual home, or called someone to come get him, or gave them a safe bed for the night. They didn't rush into a small cell and repeatedly kick and beat a handcuffed man who was showing no aggression.

Please use the OSF Members 4 Equity to help the police provide a safe and respectful town for BIPOC by including us in your discussions - and to engage us for two-way communications. We can be your advocate too, if we feel there is a real commitment to respect, transparency, and continued learning.

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### Name not available

August 5, 2020, 9:51 PM

### Question 1

I am a proponent of the "defunding" movement that seems to be gaining momentum across the nation. I believe that the police in Ashland are here to protect my safety and property and that they have my interests in mind when they are doing their job. But I would like to see them focus more narrowly on "policing" activities -- dealing with incidents that might involve violence, incidents that might pose a real danger to the citizens and to the community. I believe that it would be ideal if some of the time and money that is now spent sending police officers out to deal with drug use, domestic squabbles, disorderly conduct, people with mental health issues... if some of that time (and money) could be shared with other agencies that are perhaps better prepared and trained specifically in how to handle such non-violent situations. Taking police and guns out of non-violent encounters would be a first step to de-escalating and possibly de-aggravating situations that might develop.

### Question 2

I hope that the APD will take a hard, long look at Eugene's successful, 30-

## Ashland Police Department Community Engagement

How can Ashland Police Department better understand how it engages with often marginalized members of the community?

plus-year alliance with other agencies -- CAHOOTS -- and consider what it will take to develop such a program in our community. I've lived here for a dozen years and I find Ashland to be an exceptional place. Ashland is an "intentional" community with a large cohort of people over the age of 55, a university, and a tourist-attraction theater festival that draws an educated and generally well-heeled clientele. There are a lot of people who've chosen to live here who have had exceptional -- and sometimes extraordinary -- careers. There are high expectations here for even-handed, respectful justice but it must be even-handed and respectful for ALL people, not just white, well-heeled people.

### Question 3

- Yes

### Question 4

- No

### Question 5

- Possibly, but would need more information on what would be involved.

### Question 6

As a white person, I have never been treated with anything but respect and fairness in my few encounters with the Ashland police. Unfortunately, all of my friends are not white and I know for a fact that black friends in cars (and their BIPOC friends) have been stopped by police for no good reason... sometimes multiple times in the space of a few weeks, and some of those times by the SAME policeman. In the particular instance I'm referring to, no citation was ever given. I, on the other hand, and all of my white friends, have NEVER been stopped under such circumstances. Not even once in 12 years. Now WHY is that? I have BIPOC friends who are afraid of the police and who are afraid especially for their male children. Although the APD reports that it is proud of their training and their record, I'm afraid that they are not looking hard enough, or in the right places for problems in their ranks.

### Question 7

- No

### Question 8

I would like to see a concerted effort for the APD to include people of color in their discussions, in their presentations and in their panels when they are presented to the public. Perhaps some sort of "citizens" committee composed of white and BIPOC members -- young and old, men and women, straight and gay or trans -- could be established that would work (on a regular basis) alongside the police department to handle and to discuss sensitive situations that arise. And, a concerted effort must be made to hold accountable any members of the department who do not

live up to the standards that are outlined in your APD policy manual.

## Name not available

inside Ashland

August 5, 2020, 9:54 PM

### Question 1

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- Yes

### Question 6

Absolutely.

### Question 7

- No

### Question 8

Get out of their vehicles and walk and talk.

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inside Ashland

August 5, 2020, 10:17 PM

### Question 1

To assist in helping the community to live together.

### Question 2

To become less confrontational and more friendly.

### Question 3

- No

### Question 4

- No

### Question 5