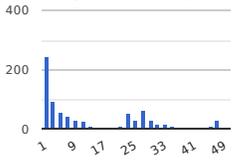


FlashVote helps you make a difference in your community

# Survey Results: Policing

 Survey Info - This survey was sent on behalf of City of Grand Rapids to the FlashVote community for Grand Rapids, MI.

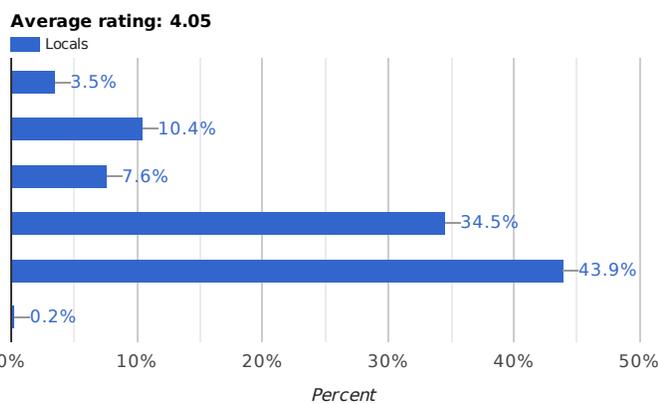
**These FlashVote results are shared with local officials**

<p><b>787</b> Total Participants</p> <p>532 of 900 initially invited (59%) 255 others</p> <p>Margin of error: ± 4%</p>	<p>Applied Filter: <b>Locals only</b></p> <p>Participants for filter: <b>579</b></p>	<p><b>Response Time (ho...</b></p> 	<p>Started: <b>Mar 16, 2021 11:09am EDT</b></p> <p>Ended: <b>Mar 18, 2021 11:00am EDT</b></p> <p>Target Participants: <b>All Grand Rapids</b></p>
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## Q1 Please rate how safe or unsafe you feel living in your neighborhood:

(579 responses by locals)

Options	Locals (579)
Very Unsafe (1)	3.5% (20)
Somewhat Unsafe (2)	10.4% (60)
Neutral (3)	7.6% (44)
Somewhat Safe (4)	34.5% (200)
Very Safe (5)	43.9% (254)
Not Sure	0.2% (1)

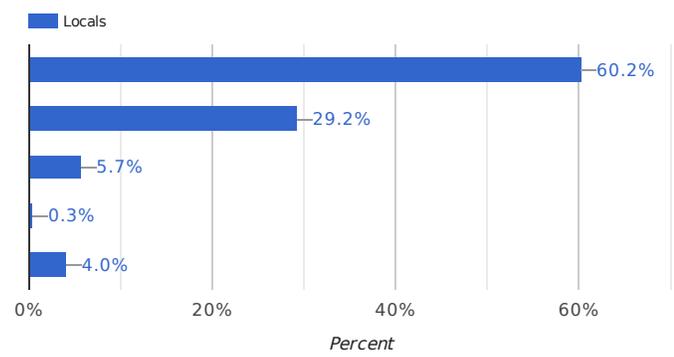


## Q2 Which best describes your personal interactions with Grand Rapids Police Officers in the last 12 months?

(576 responses by locals)

Options	Locals (576)
I haven't had any personal interactions	60.2% (347)
I've interacted and been treated fairly	29.2% (168)
I've interacted and been treated unfairly	5.7% (33)

Options	Locals (576)
Not Sure	0.3% (2)
Other:	4.0% (23)



personal good watched toward door treated  
 safe interact witness black rude cop  
 response rapids protest around feel unfairly time  
 saw street police day work  
 passing people officer grand  
 positive spoke several disappointed neighborhood  
 community

- I've interacted during protests during the day. The police could have handled things better.
- Several times a week and all have been wonderful!
- There was a shooting across the street and the officer I spoke to was rude, overtalked me
- I do not use police, outside of when city regulation or de facto need (insurance) requires me to.
- I don't get hassled by the police but know several people who have had negative interactions
- I work with them daily. It varies by officer but most are good people. Some arrogance/callous talk.
- I nod or wave at passing cruiser while walking my dog
- I witnessed others treated unfairly.
- I witnessed police instigating and inciting violence during a peaceful protest in june
- Have watched interactions happen on our street - biased against our Black neighbors.
- Spoke to a dispatcher after an overnight car break-in. She was rude and there was no investigation.
- Was at a social event w/officers and was deeply disturbed by their attitudes toward Black residents
- Cop asked me if I saw "black male wearing dark clothing," this inquiry is generic and unacceptable
- Neighborhood meeting
- No interactions
- Not positive. Participated in "policing at the speed of trust" and was very disappointed
- I regularly encounter the GRPD and the consistently harass and intimidate community groups.
- Interacted and disappointed in response time
- I have been treated fairly, but have personally witness questionable treatment
- Took 4 hrs for police response after call
- Very good!!

They don't care about the grand rapids community have reach out for drug trafficking in front of my

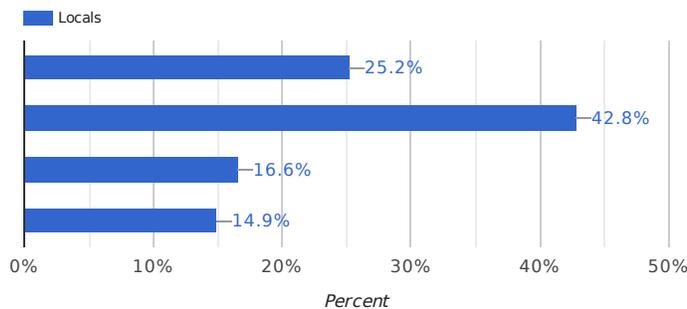
Interaction an officer and community organizer going door to door.

**Q3** The Grand Rapids Police Department has adopted a new Strategic Plan with input from the community to improve police activities. The goal is to improve transparency, accountability, justice, and equity.

Prior to reading this, which of the following best describes what you knew and thought about their new plan?

(572 responses by locals)

Options	Locals (572)
I hadn't heard about it	25.2% (144)
I'd heard about it, but didn't really know what was in it	42.8% (245)
I was pretty familiar with it and satisfied with the changes	16.6% (95)
I was pretty familiar with it but not satisfied with the changes, because:	14.9% (85)



social specific take neighborhood issues  
going plan like defund city budget  
implement doesn't change still group  
action need change still department  
target much grpd police feel workers  
address officer community health believe  
goals think think think think think think  
It keeps the underlying power structure fundamentally the same.  
I'd like see changes in action, including more community policing in my neighborhood.  
I think we should defund the police.  
seem homeless every try want response

I don't believe the changes were necessary, the costs of implementing new positions were unnecessary

If they can't meet the intentions of their creation why would we try again?

What about the homeless. In my neighborhood, I find them going through my trash. Look out of box

it's over the top ridiculous. We are pandering to the vocal few.

Police remain central to citizen's needs, but remain unaccountable to them in this strategic plan.

Doesn't say much for policy when cop who shot protester in the face with teargas isn't punished

This is overkill

I feel that BIPOC communities are targeted by the GRPD and there is no social justice for them.

the plan follows the needs of the city's leaders and not the community itself.

I have still witnessed white officers target people of color while walking down the street

It's all smoke and mirrors

The changes are superficial and do not truly lead to changes in the levels of accountability.

Could lead to improvement but feel like the process lacks transparency and accountability.

It's all show. Actions and statistics prove otherwise.

More budget dollars need to shift to community programs vs policing efforts

Policing needs to reconsider defunding and holistic operations

poor accountability, qualified immunity, limited oversight

It takes discretion away from the officers

This is all political window dressing to appeal some fringe group of people based on the media crap

the changes are minimal and seem more about improving image than making substantial change

Training of police needs review and revamp, elimination of immunity for police is required

The community shares responsibility but that never gets addressed

Police shouldn't handle all the community issues (mental health, homelessness, etc.) Social workers

people that are breaking the law are not fully held responsible.

It doesn't address the real abuse and white supremacy within the department.

More efforts can be made to send non-sworn employees to calls (see Denver's STAR program)

Work group engagement incomplete, community problem solving undefined, officer beats not posted

It's an ongoing challenge. Thanks for being on the journey! We can be even more creative!

Nonsense, taking away from primary police purpose-stopping crime, safety. Police aren't nannies.

implementation has been poor. the engagement creating the plan was poor

It involves MORE policing methods that don't actually make the community safer and more equitable.

I do not feel that police being in plainclothes will change the inherent structural issues

Police should be trained to work with psychiatric social workers & mental health workers

Police union is still complaining about possible budget reductions.

It did not make enough provision for non police to take over some police responsibility

It still treats police the same as before. No real concessions to defunding.

I think there needs to be more input from larger numbers of people - and not under Covid

I sent comments back about the draft strategic plan which seemed to lack specific action steps.

I didn't think it was very descriptive of the changes they would make and how it would be measured.

Police will still disproportionately target people of color, unhoused people, & people in distress

I live in The Rowe Building. There is no police presence on North Monroe, so how can I judge?

I feel it's much like the same....no real changes. I feel it's more lip service.

Funding needs to be cut. I do not feel GRPD is being transparent and still treats unhoused poorly

It does not offer anything that can make tactical changes. No way to hold them accountable.

It didn't do enough in shifting resources toward developing safe communities rather than policing t

Get tougher not softer. Unfortunate but it keeps crime down better.

We are going through a traumatic time and what I see is a huge interest in the police when it's not

Highest Priority Feedback did not include defunding.

Accountability is not adequate, need to reduce militarization of GR police and add social workers.

the safety of the police was the priority, instead of the safety of the citizenry (children)

I find they still receive too much of the cities budget and I want to see less of them in my commun

Things are nice on paper but won't be satisfied until plans turn into action and outcomes.

After reading the plan I am convinced we need to Defund the GRPD.

they needed more specificity in metrics around some of the goals and add in more qualitative metric

Acab

It isnt enough.

The term equity means unequal

The police need outside accountability, which they resist.

The most productive ideas, like mental health crisis response isn't implemented - just a photo op.

The police department is to enforce laws not to bend

Still only reactive

The city commissioner needs to allow funds so more police can be hired

The police cannot decentralize without disinvesting.

I believe that this was tried before and no changes

Some changes justcto appease s certain part of the community vs. for needed positive change.

They continue to treat minority groups and children like criminals

I have felt the police department has already been transparent.

It's a waste of money.

the goals are good, but GRPD expenditures keep going up; other entities achieve the goals better

Prioritizes low frequency issues

Since the riots in down town crime has increased in our formerly quiet neighborhoods. Need police!

concerned all officers become community officers. Does every officer have same empathy w/ community

Neighborhood policing, HOT team

Need more police, not less

Plan doesn't detail which racial/ethnic communities surveyed, how the Plan will measure outcomes.

Police are a fundamentally unjust entity. Defund the police.

the city commission didn't vote to adopt the Shot Spotter, denying \$500k from the federal gvmt

**Q4** Which of the following are TRUE for you, if any? (Choose all that are TRUE)

(555 responses by locals)

Options	Locals (555)
I believe the Police Department has enough resources to do their job	24.0% (133)
I believe the Police Department needs additional resources to do their job	37.5% (208)
I believe that Police Department resources can be reduced without impacting public safety	25.0% (139)
I believe that Police Department resources can be reallocated outside of the department to produce better safety outcomes	54.4% (302)
I have trust in the Police Department	47.2% (262)
I'd like somewhat more police presence in my neighborhood	26.7% (148)
The police presence in my neighborhood is about right	36.0% (200)



We need to divert funds and resources away from the police department towards mental health and social work services.

Less police more personal responsibility.

I am often saddened with the lack of support that I see the City of GR Commission give to the police department. I am sick that this commission lacks any type of compassion and support for the Officers that police this community. I am especially saddened that my area commissioner, Kurt Reppart, has never once returned a phone call when I've called to speak with him about his lack of support. I applauded these men and women of the GRPD for showing up everyday for work when they're supported very little by the current commission and mayor.

Please stop taking funds away from our police department. Also, more funds should be given to departments to help reduce child exploitation. Child Exploitation has become an epidemic and one that people seem to not voice help on.

Police need to be more focused on their true mission of serving the community. The GRPD needs to be better at taking constructive criticism in order to build trust in the community. Take a look at the results of Dener, CO where they had a mental health task force. GRPD needs yearly equity training.

Let's look to see what has worked in other communities and not re-invent the wheel. Immediate, seeable results work best for short term, but need to combine with sensible long term initiatives.

Overall positive interaction with the local police

I think it's great that the police department is starting to work with other agencies and experts such as social workers and those with experience in homeless outreach. I would like to see this trend continue, especially for individuals with mental health challenges. In general, I would like to see more de-escalation and racial bias training for police officers across the country, and I do not think the local police departments need military-style materials to handle situations such as protests. I would love to see the local police department be transparent about the kinds of trainings they are undergoing to offer continuing education for officers.

Quit listening to people that think the police are the problem. Take a look at their criminal history and you'll see exactly why they want to defund the police...direct correlation.

Police need more than 6 months of training. At least 2 years, if their job is so tough they need to have more training

I would like to see Grand Rapids become a national leader in showing how we can create safe communities without the need for "police" as we currently think of them. This can be done with non-armed safety commissioners issuing traffic tickets, community intervention in disputes, and better public funding for the issue like drug abuse and homelessness that are currently enforced by police.

Keep working with community members to prioritize needs and then add the additional resources or people with those skills to help keep people alive and safe. For example, services that specialize in mental health issues, homelessness, and drug addiction should be working with police officers so that they are supported in handling some of the problematic situations that they are called to address or solve.

I would like the police department to become more of a peace force, and also to narrow its scope, or to team up with other services (health, social services) to address incidents. The police force should get rid of the military equipment it obtained in the previous decades. It should implement a "restorative practices" or "relationships first" approach to policing.

Stop using the police to do things like clearing public land of homeless camps and remove them from all calls for "wellness checks" and other citizen health and mental health calls. When people feel the need to get out and protest, how about the police not show up looking like they're ready to battle? Remove CS and rubber munitions from acceptable crowd control procedures and they will have much less reason to expect a battle. Also ban all "thin blue line" imagery amongst active officers, this only emphasizes an "us versus them" mentality that needs to go away so that policing can start to work for the people.

I would like to see more funding for social and psychological help for residents.

We have been trying to get more police presence in our neighborhood due to increased drug activity. The Grpd need more support in the south east side.

I wonder if this survey can get at the concerns of the most marginalized in our community. Do people have the technology? Do they have the time and trust to fill this out?

The Police Union needs to be kept in-check

My casual review of the evidence and what's been researched on the issues facing police departments and persons of color seems to come primarily from a very small number of uniformed officers. I support law enforcement but not at the cost of innocent lives because of a lack of system, process or will to deal with those officers. The Police Unions and the Municipal Authorities need to work together to get these folks OUT of law enforcement.

We live on a side street off College halfway between Leonard and Michigan. Cars speed up and down College at all hours. It's only a matter of time before someone gets killed. I wish we could have more police give more tickets to speeders.

Augmenting uniformed officers with trained professionals in areas like social work is a worthy idea but I wouldn't wish to see police staffing reduced as a result. Resolving some conflict through these types of resources that are not law enforcement focused is worth the time and effort.

- Create a several-year task force to explore the legal and contractual issues to create a new division of public safety - Create a committee to study best-practice plans for the top issue-types citizens complain about and identify the practices that may work well in Grand Rapids - Co-create plans to disentangle financial and contractual relationships from GRPD while building new response plan to citizen complaints Right now, we have a situation in this city where people have a hard time living in public. They get hassled (stops, etc), moved along (Heartside park), watched, surveilled. The net result is a city lacking in vibrancy and a downtown that is hostile to residents. Where are people not sitting outside in a global pandemic that favors open-air? Ever wonder why our public spaces are only used by homeless people? Who are we moving them along for? With those questions in mind, do you think \*the people we've tasked with conflict while living in public\* are doing the job?

I believe it's important to address mental health needs in the community... whether that is training police to deescalate mental health crises themselves or having another branch of community care come alongside police. It's a growing need

I believe the police department can continue to partner with the communities they are serving and implement more programs by working with the community than in a position of opposition. I feel the police has taken a position of authoritarian; instead of neighbor or service and they represent a hostile role instead of one who is called for help and service. The communities are needing to a restorative justice a justice that is equitable and blind, not a justice that is stereotypical or judgemental. p. collier

I don't know what the answers are, but drugs/addiction issues and the almost daily 'shots fired' reports are public safety concerns for my area.

The presenece of military like personal equipment and vehicles errods trust in the police and creates an us versus them mentality for the police and the people they are supposed to "protect". The cost of that equitment could be reallocated to police personnel, training, or other community programs. Oftentimes, it feels that the police are more concerned with the protection of property rather than actual PEOPLE.

You cannot give a person a gun, a badge, the benefit of the doubt without strict oversight and consequences for noncompliance and there is none now. No one is told that they must join the police force. No officer is required to remain on the force if he or she disagrees with the rules and regulations of their job. If they disagree with a policy, let them quit, there is a long line of job seekers to select from. The Police Union is far too strong and the oversight of officers is far too lenient. The Police Chief should serve UNDER the Mayor who should have complete veto power over any and all decisions of the Chief. There should be complete transparency when it comes to officer discipline with full public disclosure of all misconduct. That does not exist.

I do not want to see the police department "defunded" but do think other resources should be deployed in certain situations (mental health, homelessness, community safety) where it makes sense to de-escalate (or to keep the situation from escalating where police presence might trigger a negative response). My concern would be the safety of all, including any responder who might be put in danger without proper training. It's a difficult issue and requires sane and educated voices to make these transitions.

I think GRPD is an incredible asset to our city. They are professional and do there job very well despite the lack of support from our commissioners and the ridiculous woke community. Stop turning down important requests for funding. They are worth it.

Treat people fairly and equitably, regardless of their race or gender. Continue to have positive interactions with all members of the community. LISTEN when people are talking and pause for a moment before doing anything rash or harsh.

They need to stop acting like arrogant jerks. Some of them act like enforcers that think they know everything, and they don't listen. They are too quick to be scared and shoot people. If you live in a high crime area they do NOT care about your welfare... It's like they think you don't deserve the same protection as more affluent citizens. I've witnessed them lying in court and laughing about it in a case where a non violent teen drug dealer was shot because the officer didn't want to chase him. They are quick to use violence quick to judge you. There is a great deal of well founded distrust because of lawless officers with big egos. They need to stop profiling in traffic stops. They need to follow the laws the same as us. They need to learn to deescalate situations. They see so much evil...that they think evil is everywhere and its not. I called once when my neighbor was getting shot at and was scolded by the police when they finally came 30 minutes later for bothering them!

Treat people more fairly. I understand stereotypes are usually true but dont judge a book by its cover

Would like mental health support provided at street level, therapists on force dealing w homeless/ drug situations

Biggest threat to public safety are city policies what kills more people than cars and the most social interaction in every person's daily life is with drivers yet no public drivers education and multiple unregulated intersections all over 49507 go to 49506 same street and they get signage, speed humps replaced, and traffic circles. Our speed humps were eliminated when street repaved and lost stop signs when electric pole replaced or knocked down by cars yet pedestrian killed a block away and garage knocked down by driver going full speed through unregulated intersection with no signage. How can police try to enforce a sense of law abiding citizens when the most common lawful interaction doesn't exist there are no signs or knowledge governing traffic at so many intersections because the department head told us the city doesn't have money for signs so yes move some money and buy stop signs and no parking signs!

I would like to see more community policing and more use of other professionals to work with or assist police in regards to mental health and/or social work. The police department needs to focus on policing crime, not mental health and other issues that are not their expertise. I like that parking enforcement has been taken off their plate, that was a waste of police resources.

Interact with children a little more.

The police have a hard job. I think what is needed is small offices in each neighborhoods (ex. Creston, John Ball), especially in the neighborhoods that have more crime. The same officer's should work those neighborhoods, get to know the people that live there. Have more community interaction. Detroit started that program and it has helped some of the neighborhoods have less crime, and to get to know the police that are patrolling that area.

Please do NOT defund the GRPD. They are excellent human beings who make the society safe. I'm fed up with these social justice mobs who lie, falsely accuse cops, and routinely disrupt the peace in our city. I'm afraid to go downtown because blm protestors are rude, and they obstruct the safe feel and flow of GR. I'm sick of them and NONE of my black and other minority neighbors are against the police. I think these mobs are paid to badger the city and accuse the police. They DO NOT represent most of who live and work here. I LOVE the GRPD!!!

Police oversight

**Wish they could do more about all the vehicle break ins and car thefts.**

**Things have been getting worse in Grand Rapids with their ever growing budget. Highest amount of murders in decades. They do nothing prevent crime, they show up after and fail to solve it. We need to treat the root of the problem by allocating funds to local projects and give these kids a chance. "You see the old way wasn't working, so it's on us, to do, what we got to do, to survive" "There's a war in the streets and a war in the Middle East. Instead of a war on poverty, there's a war on drugs so the police can bother me. And still I see no changes, misplaced hate, is a disgrace to races."-tupac Shakur**

**The complete lack of/disregard for the conversation regarding the efforts to defund the police, reallocating these funds to various other areas to help fill the community's needs says everything that we as residents need to know about this city's willingness to care about those who live here. The disconnect tells us that you rely on money and power over solidarity, compassion, and empathy. This city relies so heavily on the community for its culture and to increase tourism and growth, but the city leaders are quick to dismiss any criticism if it means fundamentally changing the structure of the city as we know it. I personally have little-to-no faith in my city to actually take care of those of us who live here, and that includes both the GRPD as well as the mayor, city manager, city commissioners, etc. I don't feel unsafe amongst my fellow Grand Rapidians—I feel unsafe when it comes to the leadership of the city, and that is especially true of the GRPD.**

**I admire police officers. I appreciate their care and effort. I think more can be done in specific communities to be a positive resource and help. I wish there was a way to allocate additional community resources without defunding the police--maybe redirecting some resources for officers to be more community minded? OR add funds for police officers to be proactive and community strengthening and not just policing. I wish systemic racism wasn't an issue, but I do believe it is. I appreciated the calmness that the police officers handled the sad events this summer. I hope that healing can happen in Grand Rapids as well as all over. I feel safe in my neighborhood and trust police with my own life.**

**Alleviate the stress and strain on the police department and it's over-burdened officers by having them work hand in hand with other organizations that specialize in dealing with crimes in non-intimidating ways. I do not believe the police force should be dismantled, but I do believe the city should look to distribute the burden to other organizations/personal that are trained more heavily in de-escalation, addiction and mental illness. this would allow the police force to focus on situations where their expertise is required. I believe we ask too much of our officers on a daily basis and the burnout rate is a clear indicator of that. For example: when officers are forced to deal with domestic abuse calls throughout the day, it's natural for those officers to become over-burdened with the physiological turmoil they are presented with, but not able to solve. This has a huge effect on their ability to make good decisions when tension and violence arises on other calls.**

**Better communication. More transparency and accountability during the implementation of the strategic plan that shows the progress being made and what exactly is being done. Community engagement can refer to a number of different types of events and GRPD should invest in a diverse engagement strategy to educate residents what is going on and listen to feedback from the community.**

**I believe that the City of Grand Rapids should reduce the police budget to the minimum 32% and reallocate the general funds to provide more comprehensive community services. The police shouldn't be responsible for mental health services, homelessness, or other services that can be provided by other professions. Police don't lead to more safety or solve the systemic problems. There are plenty of studies that should investment in community services, youth empowerment, careers/workforce development, etc.**

**The issue in my neighborhood is burglaries. I am quite worried about the gun shootings about a mile and more away from me. What plan does the city and police have to reduce this?**

**I come from a law enforcement family. My dad was in law enforcement for 35 years, Children's father was in law enforcement for 30 years, and both my children are currently law enforcement officers. So fully support law enforcement. Unfortunately I think GRPD is reactive rather then proactive. They react because of public opinion which I think will affect their officer's safety.**

**I have been reading about the Cure Violence model and think this is our best option to deal with the increase in violence in West Michigan. A program such as Cure Violence is the starting point for promoting equal economic, educational, and workplace opportunities and it is also important to the safety and security of all individuals of Grand Rapids. The police should be assisted by social workers and health professionals, when responding to BIPOC communities. I worked in the psych med unit as a technician - many times I was threatened, had weapons pulled out on me and was placed in a situation where I thought**

harm could come to me or others. shooting or physically harming a patient was never an option - we all knew it was illness and not people we were at war with.

Keep everything the same on the westside of Grand Rapids it is going well. If the other wards want less then give it them less.

I believe that the G.R. Police should focus on policing and that functions that are better suited to other kinds of professionals, like social workers, child protection agencies and medical technicians should be outsourced to those professionals. Too much of a social burden is being placed upon police who have insufficient education, training and temperament to handle challenges professionally. If that means redirecting dollars away from the GRPD to those resources, I support it.

I appreciate Chief Payne's interaction with Grand Rapids Association of Pastors. He explains his challenges well.

1. The GRPD needs to work with the Office of Special Events to communicate specific concerns relative to gatherings downtown ie Riots of 2019 and Breanna Taylor meets downtown. Obvious lack of preparation and planning leads to misunderstandings and chaos. Where is the accountability for poor planning? Who is responsible? The city manager, Office of Special Events, GRPD, and the City Commission all have a role in maintaining Peace, and Safety to all concerned. The proof is in the pudding, the city of GR is poor in preparation, planning, and working together to maintain law and order downtown without any accountability to those in charge.

I would advocate for better pre-employment screening of potential police officers and require regular behavioral and personality-based assessments for current officers to ensure they're fit for their role.

Don't use police to do routine clerk work. Do bring social worker along on mental health calls.

As someone interested and trained and employed in social science, I am heartened to know that PD's nationwide use terms like "culture of \_\_\_" since it means there is a little acknowledgement that they are enmeshed in a system of values, expectations, and predisposing solutions to prejudged/defined "problems." So kudos GRPD; let's discover more about this system of intangibles that lead to tangible impact, both good and evil.

Even as a white person I would not want to be alone with police without my own recording and witnesses. The climate of distrust is high for good reason.

Integrate more mental health/social workers with PD. It feels like many calls for service are handled at a PD level when they could be handled by the others professionals. This seems to tie up officers from policing.

Continue training and trauma support for officers.

It would be nice if monthly or quarterly meetings with officers in our neighborhood were scheduled so updates could be give to the community. We did some of this in the Mulick Park area last summer/Fall in the park and it really helped, especially with uptick of crime in the area.

Need to know what's being done to address the crime on the NW side. Too many shootings and drug dealing.

Keep an open mind. Judge each individual on their own merit. Once size does not fit all. Works both ways.

rethinking the policing strategy seems very important to me. there should be a mental health task force, and possibly a homelessness task force of some kind or another. also, i love the idea of beat cops just being around - not in cars but just around the neighborhoods. and finding ways to increase diversity for police; the force is rather white from my anecdotal observations.

The police need to be more self aware of the fact that their presence makes almost everyone uncomfortable. This is no fault of an individual police officer but it is something that I have found to be true amongst the people I interact with. A lot of it in my opinion is visual. Do you have to have dark uniforms and have weapons visible on you at all times? If you appear to be more outwardly friendly I think it could go along way. None of this gets at the heart of the issue of the police being called in for situations where the police are not going to be able to solve people's problems like mental health, substance abuse, etc. but it could be something cheaply done as a pilot to see how the community responds.

It would be good to redirect some police funds to having emergency response social workers to respond to mental health calls, or those related to homelessness resourcing etc. The police will be able to invest their money in policing, removing the burden from the officers to be social workers, and they will have partners trained in mental health first-response for relevant situations. This would also prevent unnecessary escalation and would provide better support to those experiencing crises outside of/adjacent to criminal behavior.

I'm sure the police force is made up of a lot of different individuals. However, whenever I see a police officer while out and about, he is always a white man. I saw a female police officer once a couple of years ago. I'd like to see females and non-white folks on a more regular basis as part of the police force. Thank you

I've never questioned safety in my neighborhood until recently. Hearing gunshots is not uncommon and there is little police presence. The issue has become seriously concerning and way too regular. I'd like to know more about what is being done to impact the violent activities in SE GR.

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Take down the Thin Blue Line flags from Police HQ. They symbolize racism and justify brutality and murder. Stop the "police brotherhood" PR. That just tells me the Blue Wall of Silence will enable police to escape consequences from actions other people would be arrested for.

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As someone who has worked in social service organizations throughout my career I know there are times when the police are called when there is no one else to turn to, yet no crime is happening. People with mental health issues need another way to get appropriate attention when they are experiencing serious issues.

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Too much of our community's challenges (mental illness, homelessness) have fallen to the police. As a community we need to fully fund efforts to address these as well as engage teens, work on job creation, and more. Once those programs are robust, I think we'll see less of a need for a police response to the challenges these pose. To build trust, the police need to focus on relationship building on individual levels. Live in the city. Be part of city neighborhood events. Hire people who look like the people being policed, who come from the neighborhoods they police. The more we know about each other, the more mutual trust we'll have.

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Learn to be more authentic in acknowledging the racist history and present implications of that in your work. You have some officers committed to good work, but you are still largely reflecting a racist violent past determined to keep black people and people of color out of white spaces. You can do better. Acknowledgement of harm is a step towards healing and towards a path forward. It's hard to do, but there's no good way around doing that which needs to be done.

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More sworn officers needed and reduce some of the civilian positions

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Moving some responsibilities that currently fall to the police to other community based organizations is necessary for community safety and trust.

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I would appreciate and welcome the GRPD to visit our neighborhood more often to discourage the reckless speeding happening on Oakleigh Rd. But overall keep up the great work creating a safe community :)

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I am very thankful for the police in our city, it is a difficult job.

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Like most police departments, the time has come to shift the culture, changing the goal from only harming the community when its justifiable, to, avoiding harm to the community and its members at all times. That should be the bar. How do the police do their job in a way that results in nobody, even "bad" guys, getting hurt. Anything interaction short of that should be considered a failure that must be learned from.

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Assumption, Know matter what police are likely to be the first on site. Training is key, lots of it.

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GRPD does a good job and needs to be backed up by City Management

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Inform the city of the good work you do. Don't bow too much to cancel culture or apologize for things you are not responsible for. Work with local news to make sure there are truthful follow up stories.

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It would be nice if you treated us like a community and actually had the same officers regularly in a neighborhood with community interaction. Not them sitting in their cars waiting for us to speed passed. But get out and walk and talk to people.

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I think there can be more emphasis placed on educating officers on mental health and disability topics.

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I'd like to have a regular monthly GRPD newsletter that communicates information about GRPD's challenges as well as successes, helpful statistics, etc.

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I believe that the Grand Rapids Police Department should adopt all of the "8 Can't Wait" policies (<https://8cantwait.org/>). And please stop arresting peaceful protesters.

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If you don't do the crime you won't have to be involved in police interactions. Follow their instructions if stopped and you won't have any worries!

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Please consider reallocating resources to organizations or departments outside of GRPD to address some of the community issues that police have mishandled (mental health, homelessness, substance abuse, etc.). There are other professionals that have the knowledge, skills, experience that police don't and won't have even after a few hours of training. Police don't have to and shouldn't do it all. This will allow the PD to better focus on community building, investigations (unsolved missing persons, rape kits, gang activity), and actual safety concerns or dangerous calls.

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I would like resources reallocated to mental health support like social workers, addiction treatment, housing, etc.

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Drive awareness to the actions that are being taken to specifically address bias in our police officers. What kind of training are they getting to better understand their biases, recognize their own characters, and how they will use that training on the job.

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it feels important to me that police persons ACTUALLY BELIEVE AND ACT LIKE they are working for the people in the neighborhoods they are in. they should be constantly asking themselves, "how can i serve this neighborhood and it's community better?" if they cannot do that with integrity and honesty, they should not

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be there. serving a neighborhood and a community means making the lives of those living in those neighborhoods and communities better. i don't believe that's the goal right now. we need to change that.

Make it policy to not hire officers who have been fired due to misconduct; find ways to get people from the communities they're policing into the department and leadership positions

Media has to stop focusing on the constant complainers. Let the Police do their job!!

Seems most cops and police departments are independently reasonable and open to making changes but then police unions get involved and it seems nobody can agree on anything. We obviously need reform and all want a safer community so it's unclear why the police unions are fighting so hard to stop changes at every level of government.

Quit harrasing people of color. Everyone knows it!!

It's the ATTITUDE of police that I encounter that bothers me. There is a smugness in my last few interactions, and that makes me feel stressed around them vs. safe & comforted around them.

Community investment for more police resources for mental health training and implementation, would be good \$\$ toward helping police with focus teams recognize and support more citizens with mental illness.

I would like to see greater transparency as well as greater accountability for those who are poor performers/bad actors. I am concerned about the power of the union and their unwillingness to hold their members accountable as well as their unwillingness to change to be more community focused and build trust.

There has to be a better way to interact with protestors. It is hard for people to see the steps being taken forward when we keep going back

I believe in our police department but I also believe we need much stricter rules on police brutality! It is not okay to choke, shoot in the back, kill without consequences. I believe more money needs to be allocated to mental health and drug rehabilitation along with facilities to help our growing homeless population. Many homeless people are not criminals, they're simply poor.

Thank you to all the Police Department who has the public's best in their hands and performs very heroically. Keep up the good work and don't be discouraged over a couple of disgruntled people who want to ruin you.

Just general and overwhelming support for moving resources from the GRPD to other providers in the area to handle non-violent and non-criminal needs such as housing situations, homelessness, mental health needs or other instances where a police member is not the best candidate (through education, training etc) to manage the situation. I'm tired of disabled and people of color being targets; people whose lives are put on the line because our police force (emphasis on the force) are the city's one stop shop for managing problems.

Never had a problem with GRPD. Always helpful.

thank you thank you for being proactive and informing the community!!! There are no perfect solutions, but working on race issues is going to continue to challenge us for a good while.

Hire more civilians. Meet with groups that are protesting you to better understand what outcomes they are looking for. If nothing else, listen.

If you're going to "defund the police" do it in the area that's what to defund the police BUT not in my area

I am so appreciative of everything the GRPD and its officers do!

Should not be trained to treat every situation as a threat. Law enforcement should have no immunity from the law. Police should not be policing Police.

Allow more social workers into the department to handle domestic calls instead of police who don't know how to handle people with disabilities, people of color, and children.

Support the increase of mental health/social workers to assist with police work. Need to focus on building trust in black neighborhoods. Body cameras on all the time for everyone's protection.

Reduce the influence of the small vocal minority of people in the city who are trying to reduce police activity. Hire more police to the recommended officer count, before that was stopped by the City Commission. Create a study on why crime is happening in certain areas of our city

there needs to be more accountability to civilians for officer actions police goals and performance should tie back to community driven projects/problems captains should develop service area goals within the context of community partners and residents

More police but more training as well.

Can we get some speed checks on Valley Ave between Bridge and Lake Michigan? You are welcome to use my driveway at 222 Valley Ave NW. The community in large trusts the police department, there may be a vocal minority wanting mayhem.

For community trust we need transparency of police activities. Who are they interacting with and how, only crime related interactions or non-crime related. Body cams makes sense to me, which can protect police and citizens.

Most neighborhood issued do not require the response of an armed officer.

Please take a look and google what Denver is doing with their STAR program. There is no need for police officers to respond to the vast majority of calls that they respond to Please remove police from traffic enforcement, or at the very least disarm police in traffic enforcement Please invest more money into the third ward. On a year to year basis that neighborhood gets an order of magnitude less funding than any other neighborhood Please reduce the cost of living in grand rapids by creating more low income housing Please reduce the funding of police to the guaranteed minimum of 32%

More training on community relations; on-call mental health workers to deal with situations involving the mentally ill. These trained professionals should accompany officers on 911 calls to assess situations that involve a violent or potentially violent person, and deal with family.

Moving some current police resources to mental health workers, domestic violence counselors, and homeless outreach workers (preferably including "Peers) is a proven strategy from other cities, and can mitigate difficult interactions between police and some marginal members of the community.

High speed chases through residential neighborhoods-really? No data on what it was about, but it was the wrong way on a one way of a neighborhood. Was prosecuting the crime worth potentially killing an innocent person?

Racial equity training every year

no

There could be more patrol officer training with regard to mental health calls. If they can assess a possible mental issue with an accused person, a mental health professional should be called for assistance.

Get rid of their immunity, and the Union.

Don't continue to protect officers who show bad behavior. Don't print/elevate police narratives credulously. Don't trust any police union or fraternal org and don't present them as authority.

Do you have a dashboard that tracks police stops by race and neighborhood? This might go a long way to increase accountability, change habits, and increase trust in the equity of police/citizen interactions. Do you publicize your new changes in the way that those who want change actually know what you are doing?

Get to know the people. Make sure officers are trained in de- escalation. Make sure officers who are involved in upsetting/stressful situations are given time to recover and any treatment they may need to move on healthily.

I trust you will make the decision to be more interactive with new ideas and better ways to police. Overall doing a good job.

Do not reduce their funding. They are there to protect and to serve. Let them do their jobs, please.

We need to support our police department and all first responders. I believe some of the police responsibilities can be delegated to community services. All citizens deserve the respect, protection, and support from our police officers. We need to come together to be heard and discuss the issues that divide and concern us in a peaceful manner.

I want a police station nearer my home - neighborhood presence is needed - in all neighborhoods.

I think police funding should be increased not decreased. I'm always for additional training. That takes more money and time not less. The police should be respected and supported by our government leaders and the community. Theirs is a difficult and often thankless job. Public order is a requirement if we are all to live together each pursuing their own happiness. Anarchy is not good for a community. It hurts everyone. If police are respected they will attract a better candidate for the jobs available. While we can all do better in every profession I support the police and the thin blue line between civilization and anarchy.

Love the police! Keep doing a good job!

I would like for the City Commission to approve Chief Payne's request for additional police officers. Given the nature of this work, along with attrition that every organization experiences, the additional officers will not only allow the department to continue to provide the same level of service, but also would bring down the police overtime budget. Further, I think the city should authorize additional recruit school, with the target to have at least one-half of the recruit school be comprised by people of color. Further, I think that the city should implement initiatives to de-militarized the police department, as well as require all officers to go through both diversity and de-escalation training. Finally, I think City Commission should commit additional resources to provide the police department with social workers and behavioral health specialist to augment police response to matter's that are outside the expertise of law enforcement.

defunding the police is wrong and would impact my vote in future elections

I appreciate the need to survey residents about this topic but think the survey questions are too general. Fortunately we have not had further incidents with children of color being held at gunpoint or targeted as suspects. Trust will continue to be built as the GRPD officers treats citizens with respect regardless of their race or ethnicity and builds that track record. In the past the community officers and the "regular" officers seemed to work separately which was confusing. I believe the GRPD is trying to do a better job of building trust. They need to not portray themselves as "victims" of citizens who want less resources toward police budget items and want to seek public safety outcomes with non-police resources. I am concerned about militarization of the police department and a disconnect with the people of Grand Rapids. I appreciate the data-driven metrics in the plan.

Wellness checks and other social service type situations should not be handled by the police there should be a separate department that is able to respond quickly and effectively to these situations. Right now the police escalate situations in most interactions. Also drop the charges against the Grand Rapids 8 and stop criminalizing those who nonviolently protest police brutality.

I believe that participation in the Citizens Police Academy by more people, and more minorities would go a long way in promoting understanding about the job police are expected to do in the community.

Need more focus on developing team of mental informed police officers with integrated mental health clinicians.

We love our officers.

The police department and union really needs to be open to conversation on how to reimagine policing and help inform the community on how they see a shift in focus and intention. I think hearing from the community on available or necessary trainings is helpful. There needs to be a consistent feedback loop. Consistency is key and relationships need to be built. Trust is earned.

I think if the financial resources given to the GRPD should be adequate to hire social workers and mental health professionals to add to the force.

Please allocate police money to social services. Design a plan for social workers and first responders to both respond to and remedy of the root of the problem regarding joblessness, homelessness, addiction, etc.

Enforce traffic laws and noise ordinances downtown. Do something. Put signs up. The city spends more time writing parking tickets than enforcing speeds. And I understand the City uses a firm from Boston to collect old parking tickets? Really??

I really don't see why we wouldn't set something up to help with domestic violence and mental health to be there instead of police. Real changes need to happen. It's disappointing that nothing more is being done.

Equal treatment across the board would be nice. It'll be a lifetime of "norms" to undo but would be incredible to experience and see. I've seen and been a part of some major racial profiling. Having lived in GR my entire life, knowing, loving and caring for people of all walks of life, the unequal treatment has always been apparent. Sadly. If officers had to learn about other cultures that could help. That whole racial bias needs some work. At the same time I HAVE seen recently a great interaction with the police.

We need to ask the Chief if he and the officers if they have the tools and resources to do their jobs. The chief is cool. My brother tore the tag off his mattress. I can give you his address.

We need to use our resources as effectively as possible. The non-badged meter readers are a good start.

Police should not have any control over bodycams

I feel so disappointed in the actions that GRPD has taken during the last year. My view of the department as a whole has never been more poor than it is now.

All officers should be trained in mental health situations, de-escalation techniques and appropriate/positive interactions with youth. I would like to see bans on choke holds and no-knock warrants (which I believe also put our officers at higher risk of injury and death) and other measures taken to prevent societal trauma in relation to police interactions. Focus on public SAFETY, caring for our neighbors, and understanding the roots of violence and crime. It's certainly not easy, but we must find creative approaches to emerge from these racially charged times wiser and more unified, with equal rights assured for all.

**TRAFFIC SAFETY:** Pulling people over and ticketing for speeding, and reckless driving, especially in unmarked neighborhoods that are 25 mph and even have speed bumps that are being ignored, and possibly even going so far as to pull people off the road that are hovering over in the passing lane, drive slowly, and are never getting over to the right especially when they have long lines of traffic stuck behind them and they are free and clear to be able to get over in the driving lane but the other people behind them are not, to teach more about the rules of driving in the right lane and passing on the left, as it keeps order and safety for the other drivers on the road. Love the grpd and would never leave the city of GR district mostly for them. Dealing with the officers is always a pleasure and a big help. They're responsible, respectful, and don't get involved in frivolous civil complaints to the point of harassment of community members like they do in KCSD. Wish they made more money:(

I believe additional training or retraining should occur so more police officers are community friendly when doing their job. I support the Police Department but it is hard to convince others to do so when their calls

have not been met with good outcome by police officers, i.e., follow up on victim's information when preparatory is known and provided to police but nothing is done (shots fired at a home, information and vehicle was reported just to have them come back again and shoot at another home on the same block).

Open conflict specific positions, not training. Keep the resources in the police department, but have a highly specialized subgroup of therapist and conflict negotiators IN the police force.

Defund the Grpd and listen to the community about where that money should go. Practice transparency and release the GRPD's budget to the public. allow and encourage officers to live in the city of GR. Offer reparations to those harmed by the GRPD's violent actions.

While the police presence in my neighborhood is about right, I believe that there are other neighborhoods that need a stronger presence. This cannot be done without resources though. The police are doing a great job in a tough time.

I would like to see the neighborhood associations to get more active and police work with each association- that may already be working in some areas- not here but then again other than occasional car burglaries not much going on.

Cure Violence is an idea program to help reduce violence. No police department will ever have the trust to directly work with persons that may be at risk to commit crimes. Only people that have real relationships can affect others to change. People from and in the community are the only people that are trusted and relatable to "shooters". The Police need to understand that their job will be easier and the community would be safer if a program such as Cure Violence was in our community. A three year commitment of 500k from the Police department is what's needed. It's not sincere to say you support CV in your strategic plan but don't put any money behind it from your department. I think lesser amounts by police combined with \$'s in the community would get CV here. The Chief should consider fighting for CV like he would fight for keeping more officers.

They need to partner with community organizations to bridge the gap between police and community relations

Continue working towards building communities that don't need policing and building better crises support networks for more sustainable community safety.

I think the police are in a no win situation - damned if they do and damned if they don't. Police are not given the respect they deserve because every day they put their lives on the line.

As a former police officer and currently working as a social worker, policing needs to lose the "we aren't social workers" attitude. This is a career where you deal with people facing various crises all the time. Police don't need to be the ones directly solving those problems, but should know how to effectively determine potential resources an individual/family may need and connect that resource to them. Just like the vast majority of fire department related calls are not for working fires; calls requesting police dispatch many times are less about the breaking of the law, rather they are for the broken peace in a home, a neighborhood, a community, that is hoping for that peace to begin being restored.

Don't let the protestors sway you.

I am concerned that any money reallocated to outside programs will not have checks and balances to make sure the programs are making a difference. I am also concerned that reducing the GRPD budget will reduce services to a level that existed when we voted to increase the percent of the budget currently in affect. We are not learning from the past.

I'm suspicious of helicopter and drone activity in my neighborhood. I've frequently seen helicopters hovering over my neighborhood and quiet drones that seem to be surveilling and I know nothing about what is going on here. I'd like to learn more about this activity and prefer solutions with less surveillance.

I believe that the police in Grand Rapids are grossly over funded. We should be investing in our city in ways that aren't surveillance. Yes, we need police but we do not need 6 squad cars coming to one car accident. I would like to see funding be reallocated to public programs to get people safely outside during covid. I would like to see funds reallocated to the 3rd ward to help spruce up that neighborhood. I would like funds reallocated so it's not to blatantly obvious that we have a segregation problem in Grand Rapids. Thank you for hearing my input. Please put it to good use.

The members of the board that hold the police department should be selected by others than those in the police department.

I think there hasn't been a rich community conversation about what it looks like to build new community resources that support community safety AND a fairly funded police force. Like IF the police aren't answering certain calls and because of that there are different support systems in place WHAT does that look like? It seems like we would need fewer police officers, less gear etc. There are national models that could be evaluated - but the conversation locally hasn't been very rich and don't seem to be headed up from the city level.

Yes, The amount of foot traffic on Franklin/ Kalamazoo has increased. There is a huge significance of trash being thrown out of windows from glass bottles to MCDonalds bags from people who live outside of the inner city. Its unfair that my grandmother has to continually pick up the trash and pay for it to be picked up.

When there should be a police in the area to put a stop to this. Every single day there are people walking down the street public drinking. Why is this allowed here but not in East Grand Rapids? Its not fair to the residents in Grand Rapids. Not to mention I saw 5 police suvs patrolling this area all to talk to one black man. Thats ridiculous.

Do not over police neighborhoods, reallocate funds to help people with mental health needs, take care of neighborhoods so that escalation does not occur as often

#### Diversity

We need to get people together to talk about the very different needs in neighborhoods. Problems vary and no single solution will fit all problems.

Resources should definitely be reallocated to services such as mental health response, substance treatment, medical personnel, etc. There are so many instances of police showing up at situations when law enforcement is just not called for. Even in our greater neighborhood, the police presence and intervention is WAY higher in the areas where larger communities of color live and those areas that are more impoverished. And not because of more crime, but because of either perceived problems, or calls for social issues that could be better addressed by other agencies. It's time to quit throwing money at a "solution" that just isn't working. We don't need to have more policing, we need to have better support and trained responses for social problems.

Defunding Police may result in longtime residents leaving Grand Rapids

The only hope for our police is a dramatic overhaul.

I think in an effort to improve community trust the department should state publicly that they are making a conservative effort to remove any officers that have signs of racial bias.

There needs to be greater sensitivity training for officers and money should be allocated from their budget for traing on how to deal with a citizen that has mental health issues. If the police feel that's not their job than additionally trained social workers should be considered part of the department to manage this growing problem.

don't defund the police

The police can reallocate resources & improve their community presence.

Ask the people looking to hold you accountable to help keep you accountable. I don't call the police into my neighborhood bc they arrive with more guns and force than what was already here in the first place.

I'd like to see officers interacting with people of the community more in a positive way. Saying hello, chatting with people in neighborhoods or on the street. Just getting to know people.

I support our police and do not believe less funding is good policy. I do believe more community mental health support is needed

I hope GR will continue working toward a community policing model. I am also concerned to hear that a high percentage of GR police do not actually live in GR (kinda negates the community piece). I have an overall good impression of our police force but don't want to end up the next Ferguson/Minneapolis/Louisville, so let's keep working on this as a community.

Please, LISTEN to the people. Give everyone an opportunity to be HEARD.

I support police trainings that produce officers capable of high quality deescalation, that promote a culture where fraternity is secondary to professionalism and public service, and police are used to respond to criminal incidents promptly, but other civic health professionals are first on scene for non-violent disturbances.

Defund the GRPD and invest in community-based safety strategies determined by the public.

They need to listen to what the communities of color are saying and consider how that authentically works it's way into action. Also, when I saw the plan - it didn't seem as though they were treating the issues within the dept (when it comes to bias and discrimination) like a culture issue, when they should. A few trainings and educational classes do not change culture. There are experts in the community that address culture change within companies, etc - why not draw on some of that expertise and outside ideas to spur some meaningful action around shifting culture of the police force where it needs to shift?

Equity has to do with ownership, equality has to do with how you treat people. Please don't become a "woke" organization. I believe the GRPD does a great job and I do not believe defunding the police makes anyone safer. Especially the most vulnerable.

Don't defund the police.

I believe one of the most important things that we need to do to improve safety in our community with the Grand Rapids police department is to allow officers to get back into the school systems to create junior academies to bring about a better of understanding of law-enforcement. I believe also that we need

precincts in our communities where the community knows the officers and the officers have input with the community.

I think people are too hung up on the "defund" phrasing when it comes to Defund the Police. There are many situations which police officers should just not be the ones to respond. We should reallocate funds to different comprehensive programs, such as social services, so we get the appropriate responses to things in our community.

I believe the senior officers on the job do a good job keeping the new officers in line, bending strictly by the book. exp. On the death of my father at 92, of natural causes in his sleep, he stop the young officer from doing a house search and relied on the coroner, to clear the case, at a very stressful time for me. Also the ems were great.

Fund social workers and emergency responders, drug rehabilitation centers, and improve community programs before giving more funding (weapons) to the police department

Belknap Park Lookout is full of druggies getting doped up & driving away impaired. I had two close calls last week by people to impaired to drive.

We need more revenue sharing from the state

Traffic control. So many people speeding excessively, running red lights and stop signs, etc etc

It's to my belief that the Grand Rapids Police Department has been severely restricted as to what they can and can't do. They need way more funding to do their jobs, so they can feel safe in our communities as well

I wish for more presence on the roads in Grand Rapids to control traffic (speeding on Lake Michigan Drive).

Since the 1980" we have lessened the funding to mental health and moved many problems from federal, state, and city/community programs resulting in the police department having to handle issues that are not core to their mission. While "defund the police" is a terrible marketing slogan the truth is that we need to restore valuable funding and programs and allow the police department to conduct the activities which are core to their responsibilities. We have unfairly expect police to handle everything from mental health issues to domestic disputes to neighborhood issues to serious crime. An impossible task. The police union should also want to return to core activities which would reduce stress amongst rank and file and allow for a more positive perception of the police department.

I think pedestrian and traffic safety could be improved by more speed enforcement on city streets

I believe there is trust, people saying they don't trust have been vande lizing and ruining our community

I have lived in Grand Rapids since 2002 - Every interaction with the GRPD has been terrible. And I am a white male that makes over \$75K , I am a homeowner with a family, no criminal record, etc... I have been physically assaulted by the GRPD, cursed at by the GRPD, and when I did need their assistance I was roundly ignored. If there is a crime, or the need for the police - I WILL NOT CALL THEM. I do not trust them.

We see notices all the times about gun violence just outside our neighborhood. This is a huge concern. Our neighborhood has had incidents of property crimes.

I think that the GRPD needs more support from City Hall and more financial resources. For years the community and City leadership have been expecting them to do more, while at the same time combatting rising crime, a pandemic and a shrinking budget.

There has not been a serious discussion about defunding the police since City Mgr. Washington scuttled the last one. Listening and actually reducing the police budget will increase trust that our elected officials actually hear us.

Thanks for continuing to work on community trust.

They are those in the community that do not wish to see positive interaction between community and police. Leaders in the community need to combine and with a united voice speak to behaviors that create this disharmony and move toward interaction on a positive level.

Other states and cities acted fast, are producing positive outcomes, and responding to community injustices. The city & the GRPD seem to be taking it so slow they hope this moment blows over and they just don't have to do anything. When the mayor said that 'looking into the possibility of establishing crisis response next year' in her state of the city, I knew there was going to be no serious work toward this. It could have already been deployed. And what about community outreach and relationship building with communities affected by past police practices? I keep expecting to see law enforcement out and about in my neighborhood talking to people, getting to know us, but no. Just the usual GRPD SUV sitting on the corner of Franklin and Fuller as it's been for years.

Automobile theft needs to be taken more seriously. Black men casing neighborhoods. People know exactly who these guys are but GRPD does nothing.

Police need to reallocate resources ( not defund ) but get rid of community programs they are doing that other charities are performing ( toys □ for kids at Xmas etc ) and focus on crime and they might gain some more trust

I feel safe in my neighborhood. However I acknowledge that I am a white female and have certain privileges when it comes to my interactions with the police. I think the city is truly working toward better relations and policies for those who do not feel safe or heard by law enforcement. I thank you and ask that you please continue to evaluate how we can make our policing equitable, maintain the dignity of all of its residents and uphold safety for everyone.

For a city this big we need way more cops

I appreciate that this topic is being addressed directly and hope that this becomes an ongoing process to provide continual improvement. I am put off by the term "defund the police" as I believe that we should always be looking at how best to allocate our scarce resources most effectively rather than issue misleading demands.

I like the idea of the partnership with the fire department to create the homelessness response team. I routinely see swat and riot gear where I live, but limited interaction with the homeless population. I would like more social work training/staff.

More neighborhood police presence needed . High volume of speeding traffic on street. Dangerous to other drivers , children , pets , and personal property.

The fact that a city with a population under 1M people has a police department with a budget of \$55M is reprehensible. That budget should be slashed & reallocated into community services, including mental health workers who can respond to many situations that ultimately end in police brutality now. Education and healthcare should also be prioritized above police funding. And police should be required to take conflict de-escalation and racial equity courses. In all honesty, they should only bring guns to situations where a violent person with a gun is confirmed to be on the scene. In a perfect world, police should be required to be over the age of 25 years old and hold at least a Bachelors degree.

I firmly believe GRPD needs more resources to put an emphasis on continuing ed/training. LEO's have one of the hardest jobs in the world and they should have access to constant training to improve their skillset. Jiu-jitsu training would be a huge benefit to officers to improve their confidence in hands on interaction.

The Police Department needs more support

Please do NOT defund my police. Also, the blm and other social justice groups who are making demands do NOT represent my community. I live in a multi ethnic area, and none of them (us) want the police defunded. We really respect and NEED the officers plus more of the GRPD! Their job is courageous and dangerous. Crime is not meant for social workers or regular citizens to handle. Look at Portland, they are now begging to refund police as their homicide stats skyrocket since minimizing the police. Please don't let GR turn into a crime infested place like Minneapolis, NYC, Portland, etc. defunding police simply does NOT WORK. Thank you for your time!

Police officers should be helpful to residents in the neighborhood who want to know why they are there—SWAT team was pounding down a neighbors door (admittedly stressful for officers!) but the officers set at the perimeter to keep me out of my house did a poor job explaining why I could not enter my house, where my children were. I did not appreciate being separated from them while this distressing and possibly dangerous incident played out a few doors down. The perimeter felt VERY randomly set up—there were people inside of that radius on the other side of the street. But when I tried to enter my own property, I was basically yelled. ExCUSE ME?! I am NOT the problem here. I felt unsafe because here was an armed officer yelling at ME. No way, GRPD!

If the city goes defunding police department, I will move out of GR

I have had two shootings around my properties in the last few years. Also, I was the victim of vandalism where evidence was left behind. Specifically, a TRUCKLOAD of garbage was dumped on my lawn. when I provided mail from the garbage with the name and address of who's garbage it was, nothing was done. I trust the police to handle big crimes. Little ones like that I think y'all don't worry much about.

They need to draft a specifically anti-racist statement and vision that goes beyond implicit bias training. Racism is structural and institutional, whereas implicit bias is social and interpersonal. That will not and cannot confront ongoing white supremacy within the GRPD, which needs reformation on all levels (personal, social, institutional, structural). Without being willing to address and name racism, the community cannot trust GRPD's commitment to anything but it's own organization and image.

Repeated gun buy backs to get guns off streets. If citizens could contribute to the fund even more could be removed without tax dollars used.

No comment

Stop profiling minorities

Hold police more accountable, especially when the media reports on incidents and than they are not held accountable and hide behind outdated policy and procedures.

These man and women are under appreciated. I realize there have been problems in the past and nothing will ever be perfect. However, these folks need our support and more resources now more than ever.

We appreciate knowing our local officer Tony Leonard.

Speeders and stoplight violations are increasing and they endanger safety

Hire more officers. Allocate the funds they need to keep our citizens in our city safe. Stop wasting tax payers money on research, consultants, surveys and the list goes on.

I have grown up in Grand Rapids, and have always been treated well by police. I wish they did have additional resources to help them with their jobs. If they did have additional resources, stress could be reduced. Science has proven any under circumstance less stress means more rational decisions are made. Please provide them with more resources!

Please do not defund the police department. I work in mental health and if we had all the answers, we would not have need of the police department. We do not have all the answers and depend on the police department as our backup, when placed in hazardous situations. I cannot fathom having mental health go out on calls that the police department have to handle and try to defuse the situation, without having force (sometimes lethal) to fall back on. Instead, let's provide our department with additional training and resources, so they are better equipped to handle those volatile situations. I have taken part in the Citizen's Police Academy and had the opportunity to do a ride-along, as well as act as the police officer on scene in the virtual simulations. I do not believe citizen's realize what our police officers have to contend with, nor how quickly a situation can deteriorate. So, again, instead of defunding our police department, provide additional resources to improve.

I don't like the physical violence I see used again BIPOC people in our city. We need more resources allocated to prevention and community support. I would like to see more community dialogue about this that puts many of our most vulnerable at the front of the line in these conversations and more resources to support them. Poverty, being unhoused, or being a person of color should not be criminalized or heavily policed. Thank you.

Taking grand rapids home owners serious about what goes on in our neighborhoods drug trafficking shootings

I would like to be able to trust the police. I don't. That is on Grand Rapids. We need school safety, school education, social supports, and demonstration that ALL of the people living in Grand Rapids are valuable and precious. Having budgets commiserate with investment in people.

Transparency about how/if the goals are being achieved

I'd like to see more community policing. I feel that it is very important for all to have more personal interactions with each other. This will bring familiarity and trust, which will create a safer community.

I believe more positive engagement. We don't even know the community officer. We are in the dark of what's going on.

I like the new plan, and believe it will be a benefit for the high impact areas of high crime. Presence is prevention! I also do not believe that defunding is the answer, I believe that incorporating positions that are non-uniform positions will help alleviate the stress on police officers such as social workers, and other positions to help with non violent crime issues.

the police department needs to get more comfortable with change, and focus on helping support prevention of crime rather than focusing on how to manage it after the fact.

1 of the best all officers has to work with everyone public safety and GRPD residents need to un things i can show u how its done

Keep making progress. Reduce violence and build community trust

It would be beneficial to have police officers be more active in the community. Such as volunteering

We love our GRPD - great job Chief!!

Highlight science backed studies to improve community buy in

I believe that additional resources and investments are needed in the issues that lead to crime. More investments in housing, employment, physical and mental health, education, and opportunity. Improvement in those areas is a better long term strategy to reduce crime that anything any police department is capable of doing.

Public safety should be the first priority of our elected officials, when minor offenders are ignored crime increases. Now we have groups/gangs going thru neighborhoods breaking into cars, stealing cars. And in the last few weeks the car to car shooting has started! We are seeing the direct result of our city commissioners criticizing the police chief and police officers. The commissioners are fully responsible for the increase in crime!!! No not take resources away from the police. Add resources if commissioners want social workers.

GRPD needs an improved communications plan to be more proactive

Center the power within the community spaces. How can public safety resources be allocated to equip community members with local based public safety concerns instead of it coming from the top down?

I'm most concerned with the number of shootings in Grand Rapids. I would like to be better informed of what is being done and the outcome of any incidents.

I hope that Grand Rapids Police help police the after hour bars in my neighborhood. Once the bar gets out the street races start. They focus on downtown and not the neighborhood bars

Engage the community with ride along opportunities and help the police department hire more officers to crack down on violent crime.

I think the GRPD is doing an excellent job. I thought they should of arrested people on the spot for vandalism and destruction of property during the protests downtown

Increase hiring of police officers of color. More community policing, with continuity of officers working with neighborhood residents, seeking neighbor input on relevant issues. Use of non-sworn police employees, such as social workers, psychologists, to work with officers and public. Continued in-depth work on de-escalation training to avoid unnecessary use of force. Public availability of police misconduct records. Develop effective discipline against excessive use of force. Use of programs such as "Cure Violence" to decrease violence, generally, especially among youth ages 14-25.

End qualified immunity. Release all body cam footage immediately upon request.

The Police need more funds to hire and place more officers on duty to respond to and more importantly catch the perpetrators of weekly recurring gun violence in the city. Shootings occur every single week in this city that are not followed by sirens or pursuit of any perpetrator. There will be less blatant gun violence in the city if more of these perpetrators are stopped and arrested. It is very hard for government leaders and media to appreciate the volume of shots fired on our neighborhood streets every week that go unaccounted for and unreported in official statistics.

I fully support GRPD. I would prefer if you didnt reference your self as GR Community Police.. just GRPD. Please let me know how I can support GRPD. "defund police is fully political". I prefer you maintain non political. I endorse " FUND GRPD" . We know you have a tough job! you for all you do!

I would love to see resources given to creating a mental health response team that some other cities have created. Police are not well equipped to deal with mental health emergencies and there are other professionals would could handle these situations more effectively and safely.

Cars drive too fast in 25mph residential zones and don't like to give pedestrians the right of way even when it's clearly their turn to go. We need more bike lanes, and bike lanes need to be kept clear and clean.

Please allow bad behaving individual officers to be held accountable as we would any individual. Their job is difficult and as a result that have a wider area of gray but for those areas where an action is just wrong there should be a cost to the individual officer. As a society we much hold each other to the same standard. It will be easier to work toward a better trust from some citizens and ask them to hold each other to a higher standard if we take action with these glaring wrongs by those in authority.

We need to build respect for GRPD and the officers. This can only happen through more community involvement and less militarist tactics.

I pray for you and your safety. Thank you so much for what you do.

More resources are needed for the traffic safety department to permanently improve safety, especially for people walking and bicycling.

I feel I should know about this new strategic plan and will commit to learning about it. How is it being publicized? I try to read the weekly and monthly newsletter coming from the mayor's office. Did I miss info on this? Judy Jones - 2500 Oakwood Ave NE

Stop Gaslighting the minority racial/ethnic communities. Stop intimidating peaceful protestors under the guise of 'safety'. Shift GRPD \$\$ to community based organizations to so they can use the funds to address the root causes of crime/violence - poverty, food insecurity, unemployment, disenfranchisement, blight, etc.

More presence on the NE side. Speeding through the residential neighborhoods has gotten REALLY bad, and to me it feels like this is because there is less of a presence. I have lived here for almost three years and can only recall seeing maybe a handful of cars ever pulled over. I know that there are a lot of priorities to balance across the city but being a resident of the NE side, I'd like to see speeding be enforced.

I love seeing officers at community events. I took my son to the department open house 3 or 4 years ago and he loved it. Those types of events were great for him to interact with officers.

I like the idea of community policing - with smaller stations through-out Grand Rapids, so the police can get to know the neighbors and vice versa...

I'd sure like to see more publicly funded staff out on the street, without a weapon, and trained in how to assist people in crisis situations. Mental health training, knowledge of community resources and de-escalation training are essential.

The GRPD has never had enough POC on the department. The Grand Rapids Police need to work harder and more visibly to connect with the POC populations in Grand Rapids. The psychological exams given prior to hiring officers should include a test for racism within the character of the person applying for this position of public trust. Racist and racism cannot exist in criminal justice, because if it is allow...there is no justice. Internal Affairs complaints against an officer for misconduct when dealing with the public should have severe consequences and not allow numerous complaints to build up with individual officers.

Keep up the good work.

As a person with disabilities... I would like to see the Police ticketing verticals parked accessed sidewalks! (Public/wheelchair access)

Keep the police funded and supported will improve public safety. Not sure how to improve community trust. I believe there is more trust than is perceived because the loudest voices are not the ones who want the police to stay funded.

Important to get things like mental health issues off their plate so they can focus on true policing issues.

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