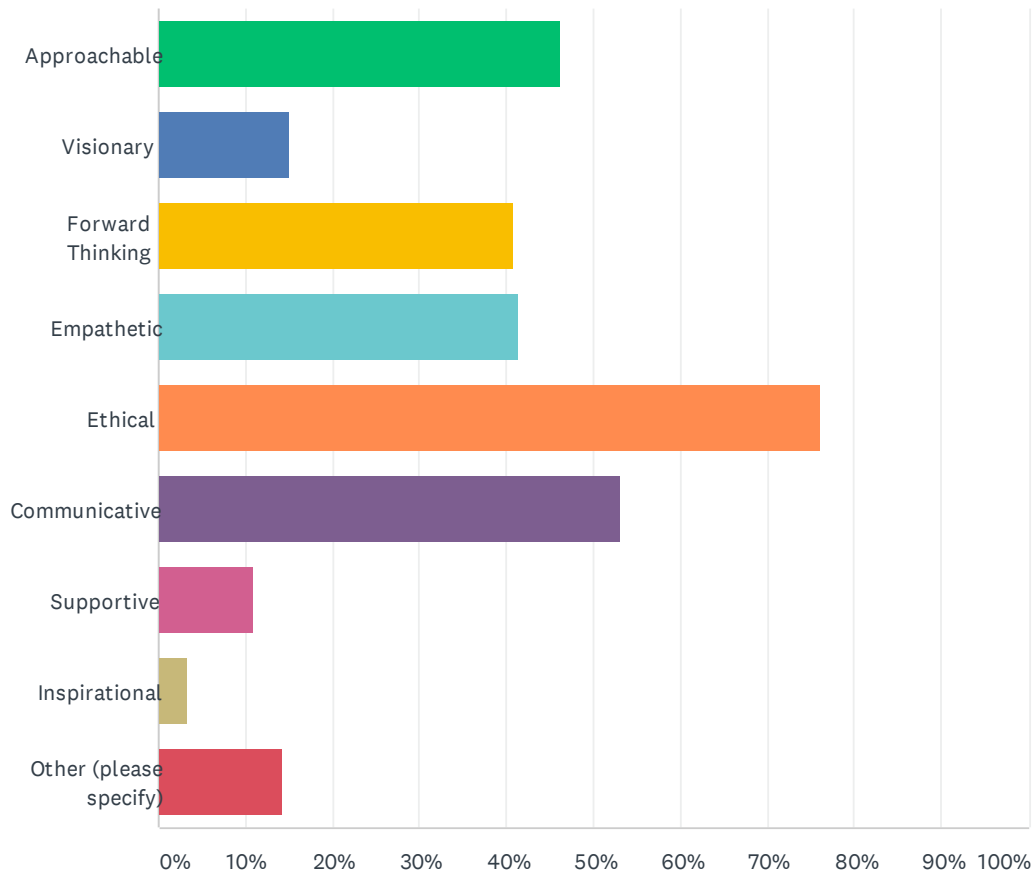


Q1 Select three of the leadership qualities or traits listed below that you feel are the most desirable for the next Chief of Police to possess.

Answered: 147 Skipped: 0

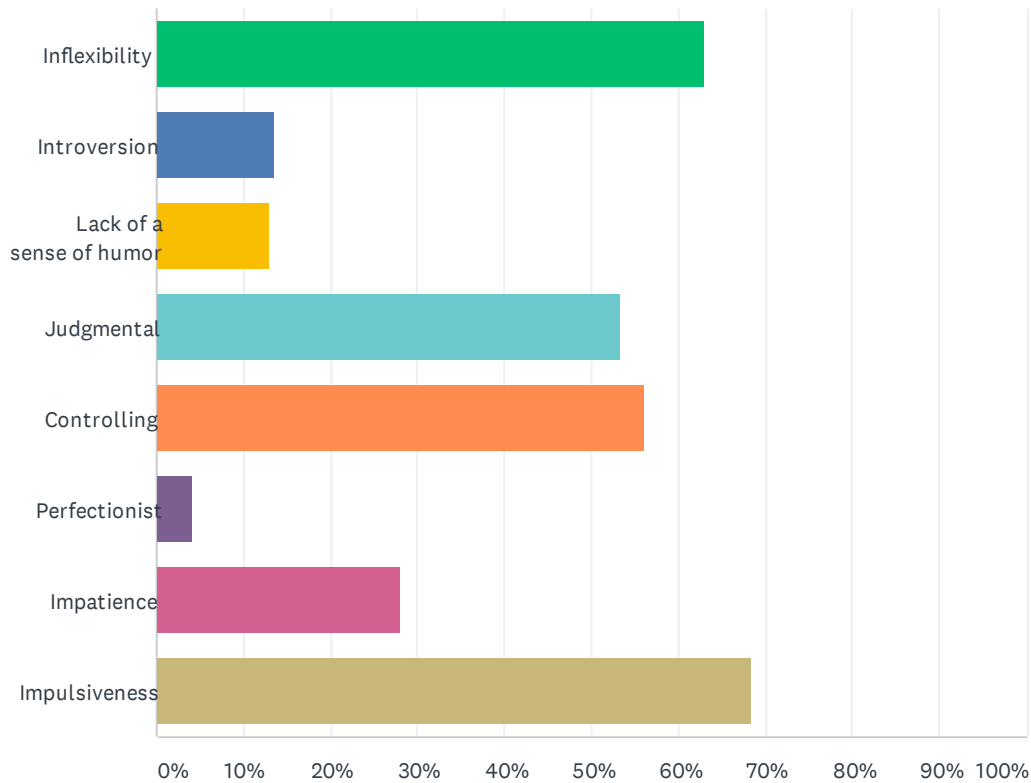


ANSWER CHOICES	RESPONSES	
Approachable	46.26%	68
Visionary	14.97%	22
Forward Thinking	40.82%	60
Empathetic	41.50%	61
Ethical	76.19%	112
Communicative	53.06%	78
Supportive	10.88%	16
Inspirational	3.40%	5
Other (please specify)	14.29%	21
Total Respondents: 147		

#	OTHER (PLEASE SPECIFY)	DATE
1	Racial equity focused	2/19/2021 8:09 PM
2	Anti racist	2/19/2021 2:51 PM
3	Understanding Racial biases in the policing community and de-escalation tactics	2/19/2021 12:40 PM
4	Equitable	2/19/2021 11:33 AM
5	Understanding of an anti-racism perspective	2/19/2021 6:06 AM
6	Justice oriented	2/16/2021 9:11 PM
7	Inclusive	2/16/2021 8:41 PM
8	Actively anti-racist and anti-bias	2/16/2021 8:22 PM
9	A Female	2/16/2021 7:03 PM
10	FAMILIAR WITH MONONA AND ITS HISTORY	2/16/2021 7:03 PM
11	Live in the community	2/16/2021 11:49 AM
12	Committed to anti-racism	2/16/2021 9:09 AM
13	Progressive	2/16/2021 12:54 AM
14	Transparent	2/10/2021 7:45 PM
15	tough on neighborhood crime	2/10/2021 9:41 AM
16	Enlightened about race & diversity	2/9/2021 5:39 PM
17	Empathetic and supportive listener, able to understand needs for and to inspire and support appropriate change, communicate priorities and needs of Police Department with all members of the community	2/1/2021 12:38 PM
18	Compassionate	1/28/2021 10:40 PM
19	https://www.policechiefmagazine.org/10-essential-attributes-of-effective-leaders/	1/27/2021 8:48 PM
20	The best candidate might have all these traits but might also be too much to wish for.	1/22/2021 10:52 AM
21	Broadly experienced and educated	1/21/2021 8:27 PM

Q2 Select three personality qualities or traits below that you feel are the most undesirable for the next Chief of Police for Monona?

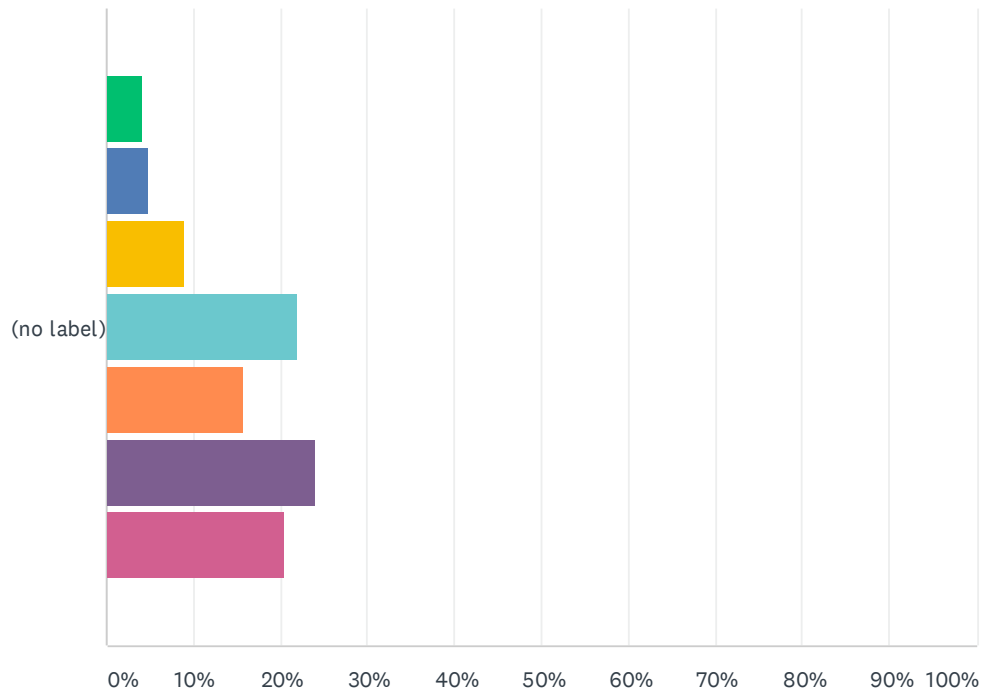
Answered: 146 Skipped: 1



ANSWER CHOICES	RESPONSES
Inflexibility	63.01% 92
Introversion	13.70% 20
Lack of a sense of humor	13.01% 19
Judgmental	53.42% 78
Controlling	56.16% 82
Perfectionist	4.11% 6
Impatience	28.08% 41
Impulsiveness	68.49% 100
Total Respondents: 146	

Q3 Do you feel that the Police Department performs effectively? Please rank on a scale of 1 (Not effective) to 7 (Very effective)

Answered: 146 Skipped: 1

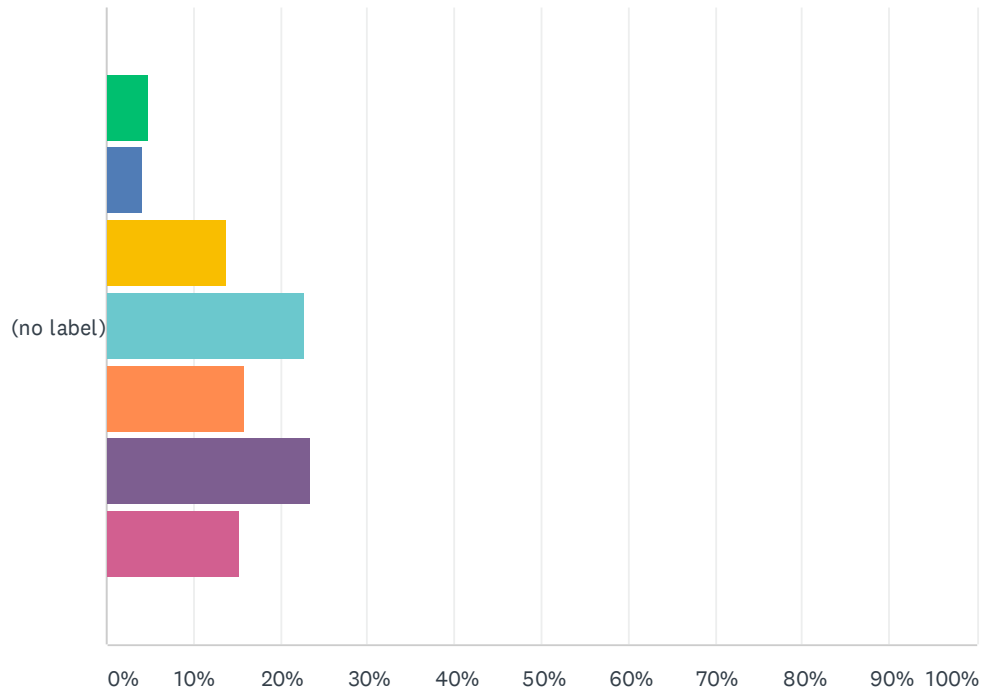


■ Not effective
 ■ (no label)
 ■ (no label)
 ■ Neutral
 ■ (no label)
 ■ (no label)
 ■ Very Effective

	NOT EFFECTIVE	(NO LABEL)	(NO LABEL)	NEUTRAL	(NO LABEL)	(NO LABEL)	VERY EFFECTIVE	TOTAL	WEIGHTED AVERAGE
(no label)	4.11% 6	4.79% 7	8.90% 13	21.92% 32	15.75% 23	23.97% 35	20.55% 30	146	4.95

Q4 Do you feel that the Police Department focuses efforts and resources on community needs and priorities? Please rank on a scale of 1 (Not responsive) to 7 (Very responsive)

Answered: 145 Skipped: 2



■ Not responsive
 ■ (no label)
 ■ (no label)
 ■ Neutral
 ■ (no label)
 ■ (no label)
 ■ Very responsive

	NOT RESPONSIVE	(NO LABEL)	(NO LABEL)	NEUTRAL	(NO LABEL)	(NO LABEL)	VERY RESPONSIVE	TOTAL	WEIGHTED AVERAGE
(no label)	4.83% 7	4.14% 6	13.79% 20	22.76% 33	15.86% 23	23.45% 34	15.17% 22	145	4.72

Q5 What are the top three challenges the Police Chief will face upon being appointed Chief?

Answered: 128 Skipped: 19

ANSWER CHOICES	RESPONSES	
1	100.00%	128
2	93.75%	120
3	84.38%	108

#	1	DATE
1	Poor Response protocol	2/20/2021 9:01 AM
2	Racial inequities	2/19/2021 9:12 PM
3	Racial equity	2/19/2021 8:09 PM
4	beltline crime	2/19/2021 7:32 PM
5	Conflicting Citizen POVs	2/19/2021 6:20 PM
6	Strongly opposing views on how to police from factions of the community	2/19/2021 2:51 PM
7	Addressing racial inequalities in our town and filtered in from the larger society.	2/19/2021 2:18 PM
8	Gettting to know the community.	2/19/2021 1:21 PM
9	Cultural awareness and knowledge	2/19/2021 1:17 PM
10	change the culture to be more inclusive	2/19/2021 12:52 PM
11	Training on racial & LGBTQ biases from current police members	2/19/2021 12:40 PM
12	Bridging the gap between providin 'security' and providing equity in the community.	2/19/2021 11:33 AM
13	implicit bias	2/19/2021 11:32 AM
14	A community that is waiting to hear his/her solutions before the situation has been fully assesed.	2/19/2021 9:49 AM
15	Providing service with reduced budget	2/19/2021 7:48 AM
16	Earning trust by the whole community	2/19/2021 6:06 AM
17	Accountability	2/19/2021 5:01 AM
18	Public image surrounding past indiscretions	2/18/2021 9:12 PM
19	Budget	2/18/2021 8:52 PM
20	Strengthening police-community relations	2/18/2021 8:46 PM
21	community outreadh	2/18/2021 8:12 PM
22	Diversity	2/18/2021 7:06 PM
23	bias, conscious & unconscious	2/18/2021 3:47 PM
24	Restoring trust in police	2/18/2021 7:21 AM
25	Champion an anti-bias code of conduct	2/18/2021 6:13 AM
26	Race relations	2/18/2021 12:41 AM
27	Lack of support for police	2/17/2021 6:03 PM
28	Progressive Dane attitudes	2/17/2021 11:58 AM
29	The perception/reality that the police over police people of color in Monona.	2/16/2021 9:11 PM
30	Community involvement	2/16/2021 8:41 PM
31	Working with community leaders/politicians to get Monona more resources, such as mental health support, to reduce the load carried by the police department	2/16/2021 7:19 PM
32	A divided community politically	2/16/2021 7:03 PM
33	Lack of qualified candidates when needed.	2/16/2021 7:03 PM
34	Addressing racism	2/16/2021 3:14 PM
35	RAce	2/16/2021 2:21 PM
36	Funding	2/16/2021 1:17 PM

37	budget	2/16/2021 12:32 PM
38	Balancing the budget	2/16/2021 11:49 AM
39	Drugs	2/16/2021 10:25 AM
40	Making Monona more inclusive and less racist	2/16/2021 9:09 AM
41	Cultural Competence	2/16/2021 9:01 AM
42	Racial equity in enforcement	2/16/2021 8:54 AM
43	growing population	2/16/2021 8:37 AM
44	safety	2/16/2021 8:23 AM
45	Perception that Monona is a racist community	2/16/2021 8:05 AM
46	Racial justice	2/16/2021 7:31 AM
47	Uniting the community on racial injustices	2/16/2021 7:28 AM
48	How to operate in a growingly diverse community	2/16/2021 6:59 AM
49	Car thefts from homes	2/16/2021 6:36 AM
50	racial equity	2/16/2021 4:18 AM
51	Young problem children	2/16/2021 2:39 AM
52	The effects of systemic inequity	2/16/2021 12:54 AM
53	Restore faith that Monona PD has sound procedures and follows them	2/15/2021 11:59 PM
54	Trust	2/15/2021 11:14 PM
55	racial disparity	2/15/2021 10:40 PM
56	Rebuilding a team mentality	2/15/2021 10:38 PM
57	Racial inequalities	2/15/2021 10:37 PM
58	Community trust and engagement	2/14/2021 12:44 PM
59	Promoting new vision of public safety to community—more policing doesn't increase safety, especially for BIPOC	2/13/2021 10:09 AM
60	Being a chief for all people, not just certain groups	2/12/2021 8:40 PM
61	Community Outreach	2/12/2021 2:26 PM
62	Need to revise police training	2/12/2021 11:25 AM
63	Community Communication	2/12/2021 11:23 AM
64	BLM	2/12/2021 11:13 AM
65	Racial equity	2/12/2021 11:13 AM
66	community attitudes about police procedures and policy	2/11/2021 9:47 AM
67	Political pressure	2/11/2021 8:39 AM
68	Leading Monona toward anti-racist policing	2/10/2021 9:06 PM
69	Diversity	2/10/2021 7:45 PM
70	Division among political beliefs in neighborhood	2/10/2021 12:05 PM
71	Escalation of convenience crimes - car thefts, home intrusions, etc.	2/10/2021 11:49 AM
72	Budget Preparation	2/10/2021 10:32 AM
73	Building an anti-racist department	2/10/2021 9:46 AM
74	Dealing with small crimes that are on the rise	2/10/2021 9:41 AM

75	Stolen cars	2/10/2021 9:31 AM
76	Juvenile Crime	2/10/2021 9:03 AM
77	Addressing racism within the police department	2/9/2021 7:26 PM
78	dealing with liberal snowflakes	2/9/2021 7:26 PM
79	Primarily white community with racial bias	2/9/2021 5:39 PM
80	Developing strategies to minimize car thefts.	2/9/2021 5:34 PM
81	Institutional change (from historical practice)	2/9/2021 10:40 AM
82	Increased crime	2/7/2021 6:29 PM
83	Racial inequity and unfairness in current protocols	2/7/2021 3:47 PM
84	Changing police role in complex society	2/6/2021 1:33 PM
85	Running a small department in the midst of a larger metro area	2/5/2021 4:12 PM
86	Recruitment	2/5/2021 10:04 AM
87	Lack of professionalism	2/4/2021 11:29 AM
88	Identifying what the top priorities of the department are	2/1/2021 12:38 PM
89	due to proximity to madison, higher rate of crime for size of city	1/29/2021 8:55 PM
90	Racial Justice	1/29/2021 2:40 PM
91	shootings	1/29/2021 2:20 PM
92	Racial equity in policing	1/29/2021 9:14 AM
93	Racial equity	1/28/2021 10:40 PM
94	Fixing the pervasive break-in & theft cases in Monona	1/28/2021 6:10 PM
95	Budget	1/28/2021 5:55 PM
96	Building a sense of community inclusive to all people	1/27/2021 10:50 PM
97	Earning respect of the BIPOC community	1/27/2021 8:48 PM
98	Diversifying the force	1/27/2021 8:35 PM
99	Antiquated policies	1/27/2021 8:24 PM
100	Racial disparity	1/27/2021 12:25 PM
101	Diversity	1/25/2021 5:36 PM
102	re-envisioning policing practices in light of systemic racism	1/25/2021 3:50 PM
103	lack of community support	1/25/2021 12:56 PM
104	Community Relations	1/25/2021 11:14 AM
105	Lack of diversity on force	1/25/2021 10:31 AM
106	Breaking the status quo (after many years with former Chief)	1/24/2021 1:51 PM
107	Liberal, progressive politics of the city council and mayor	1/22/2021 10:52 AM
108	Having to deal with some of the radical ideas the city council has	1/22/2021 9:39 AM
109	Establish respectability within context of modern problems	1/21/2021 8:27 PM
110	Attacking anti-racism training and professional development around racism	1/21/2021 6:39 PM
111	Dealing with false allegations of racial agitators	1/21/2021 6:26 PM
112	Officer Morale	1/21/2021 5:25 PM

113	Staff morale	1/21/2021 4:30 PM
114	Addressing systemic racism in a way clearly visible to the community	1/21/2021 4:10 PM
115	An effort to divert or defund police in favor of social efforts	1/21/2021 3:17 PM
116	Community Voices	1/21/2021 3:07 PM
117	racist officers	1/21/2021 2:37 PM
118	social unrest	1/21/2021 11:57 AM
119	Drugs	1/21/2021 11:37 AM
120	Public pressure (not necessarily the voice of the majority)	1/20/2021 8:11 PM
121	Implicit bias on the part of police officers and the community	1/20/2021 6:09 PM
122	Anti-Law enforcement climate	1/20/2021 6:08 PM
123	Challenges with blame on police for racial problems in our country	1/20/2021 5:52 PM
124	Confronting institutional racism effectively	1/20/2021 5:36 PM
125	Rising gun violence and car theft	1/20/2021 5:05 PM
126	Addressing our small town racism	1/20/2021 4:54 PM
127	Changing demographics of the East side	1/20/2021 4:48 PM
128	reduce staffing	1/20/2021 4:41 PM

#	2	DATE
1	Lack of Mental health training participation	2/20/2021 9:01 AM
2	fighting out of control political correctness	2/19/2021 7:32 PM
3	Protecting all citizens with equal bias	2/19/2021 6:20 PM
4	Race relations	2/19/2021 2:51 PM
5	Addressing the unique challenges of being a small town surrounded by a big town, and this is not code for "dealing with people of color".	2/19/2021 2:18 PM
6	Healing the damage done from incidents in 2020.	2/19/2021 1:21 PM
7	Leadership	2/19/2021 1:17 PM
8	less judgement from officers	2/19/2021 12:52 PM
9	De-escalation techniques	2/19/2021 12:40 PM
10	Providing adequate solutions to racial injustice/bias in the Monona Ploice Department.	2/19/2021 11:33 AM
11	old-school policies & procedures	2/19/2021 11:32 AM
12	A political atmosphere looking for immediate answers rather than longer term solutions.	2/19/2021 9:49 AM
13	Re training all officers in social justice	2/19/2021 7:48 AM
14	Demonstrating competence in diversity awareness	2/19/2021 6:06 AM
15	Community outreach	2/19/2021 5:01 AM
16	Socio-economic disparities within our community	2/18/2021 9:12 PM
17	Training, development, and management.	2/18/2021 8:46 PM
18	speeders on monona drive	2/18/2021 8:12 PM
19	Equality	2/18/2021 7:06 PM
20	mental health of officers & citizens	2/18/2021 3:47 PM
21	Community crime response	2/18/2021 6:13 AM
22	Training officers in nonviolent de-escalation	2/18/2021 12:41 AM
23	Retention of police officers	2/17/2021 6:03 PM
24	Landlocked budgets	2/17/2021 11:58 AM
25	A community that claims to want a more community and justice focused department while at the same time calling the police on strange people.	2/16/2021 9:11 PM
26	Mental health	2/16/2021 8:41 PM
27	Earning the trust of a community (Monona & neighbors) which has an extremely fractured relationship with the police, particularly after a man of color was held at gunpoint in his own home on June 2, 2020	2/16/2021 7:19 PM
28	Racism	2/16/2021 7:03 PM
29	Citizens who believe they are experts on everything.	2/16/2021 7:03 PM
30	Addressing crime by walmart	2/16/2021 3:14 PM
31	Drugs	2/16/2021 2:21 PM
32	Racial Issues	2/16/2021 1:17 PM
33	public perception	2/16/2021 12:32 PM
34	Balancing the needs of old vs. new residents	2/16/2021 11:49 AM
35	Break-ins/Theft	2/16/2021 10:25 AM

36	Lack of diversity in the department	2/16/2021 9:01 AM
37	growing population in and around madison with increased crime	2/16/2021 8:54 AM
38	updating and modernizing use of force and de-escalation techniques	2/16/2021 8:37 AM
39	racism	2/16/2021 8:23 AM
40	Dealing with liberal bias in the surrounding communities	2/16/2021 8:05 AM
41	Addressing mental health needs	2/16/2021 7:28 AM
42	Earning the trust of the community	2/16/2021 6:59 AM
43	Drugs	2/16/2021 6:36 AM
44	diversity in hiring	2/16/2021 4:18 AM
45	Speeding in beltline	2/16/2021 2:39 AM
46	The effects of systemic racism	2/16/2021 12:54 AM
47	Show that the PD treats and serves all citizens fairly and equitably	2/15/2021 11:59 PM
48	Perceived bias	2/15/2021 11:14 PM
49	budget constraints	2/15/2021 10:40 PM
50	Earning all of the officer's respect from leadership	2/15/2021 10:38 PM
51	Rise in crimes	2/15/2021 10:37 PM
52	Updating practices and policies to reflect and respond to the needs of black and brown residents	2/14/2021 12:44 PM
53	Building trust with community members of color	2/13/2021 10:09 AM
54	Listening to others, but not giving in to pressure	2/12/2021 8:40 PM
55	Perception of police	2/12/2021 2:26 PM
56	Highest and best use of police resources	2/12/2021 11:25 AM
57	Equity and Racial Biases- Training Needs	2/12/2021 11:23 AM
58	Youth crime-violence-theft	2/12/2021 11:13 AM
59	Budget constraints	2/12/2021 11:13 AM
60	attitudes about police mentality/training	2/11/2021 9:47 AM
61	Seeking input from all residents, no just those with more financial resources	2/10/2021 9:06 PM
62	Inclusion	2/10/2021 7:45 PM
63	Those that constantly complain	2/10/2021 12:05 PM
64	Employee Morale	2/10/2021 11:49 AM
65	Keeping the Council Informed	2/10/2021 10:32 AM
66	Dealing with citizens with implicit biases	2/10/2021 9:46 AM
67	dealing with a low budget	2/10/2021 9:41 AM
68	Drug use	2/10/2021 9:31 AM
69	Car Theft, Gun Fire	2/10/2021 9:03 AM
70	Addressing mental health/drug addiction in community	2/9/2021 7:26 PM
71	managing budget to most effectively allocate policing resources	2/9/2021 7:26 PM
72	Police officers not well trained in community policing	2/9/2021 5:39 PM
73	Reviewing policies and procedures for handling use of force situations	2/9/2021 5:34 PM

74	Racial bias from officers and community	2/9/2021 10:40 AM
75	Racial justice	2/7/2021 6:29 PM
76	Limited resources	2/7/2021 3:47 PM
77	History of Monona Police Department in community	2/6/2021 1:33 PM
78	Addressing the wide range of opinion within the community regarding diversity and inclusiveness	2/5/2021 4:12 PM
79	Racial Disparities	2/5/2021 10:04 AM
80	Lack of diversity on force	2/4/2021 11:29 AM
81	Ensuring that the force is appropriately trained to manage those priority responsibilities	2/1/2021 12:38 PM
82	issues relating to police responses	1/29/2021 8:55 PM
83	Restoring trust in the Monona PD	1/29/2021 2:40 PM
84	identify what is causing shootings	1/29/2021 2:20 PM
85	Police out of schools	1/29/2021 9:14 AM
86	Relationships with youth	1/28/2021 10:40 PM
87	Budget pressures	1/28/2021 6:10 PM
88	Crime	1/28/2021 5:55 PM
89	Undo racial profiling	1/27/2021 10:50 PM
90	Education and training of existing staff	1/27/2021 8:48 PM
91	Former chief apparently did very little to maintain current training or an integrated theory of the Monona approach to policing. The new chief is going to need to build that from the ground up.	1/27/2021 8:35 PM
92	Multiple law suits	1/27/2021 8:24 PM
93	Traffic violations near schools and homes	1/25/2021 5:36 PM
94	Serving a small community that is geographically surrounded by a city	1/25/2021 3:50 PM
95	image of police department	1/25/2021 12:56 PM
96	Hiring Qualified and Competent officers	1/25/2021 11:14 AM
97	Community input	1/25/2021 10:31 AM
98	Magnifying glass (2020 was hard & community is watching)	1/24/2021 1:51 PM
99	Lack of staff to fully carry out the police mission	1/22/2021 10:52 AM
100	Facing the challenge that there is an idea that the police department is racial bias which it isn't.	1/22/2021 9:39 AM
101	Work effectively within metro environment	1/21/2021 8:27 PM
102	mandating a mask in all calls Have heard lots of unmasked cop stories.	1/21/2021 6:39 PM
103	Budget constraints	1/21/2021 6:26 PM
104	The politics of Dane County	1/21/2021 5:25 PM
105	Public hostility/distrust	1/21/2021 4:30 PM
106	Building trust and good relationships in the community given #1	1/21/2021 4:10 PM
107	An aged police/fire building that needs to be replaced	1/21/2021 3:17 PM
108	Equality in Policing	1/21/2021 3:07 PM
109	racist community	1/21/2021 2:37 PM
110	racism	1/21/2021 11:57 AM

111	Increase in violence	1/21/2021 11:37 AM
112	Community Relations	1/20/2021 8:11 PM
113	Regaining community trust lost after several incidents over the past couple of years	1/20/2021 6:09 PM
114	Maintaining high law enforcement hiring standards	1/20/2021 6:08 PM
115	How to focus more on a safe community tailored to families as the population becomes higher income with higher expectations to respect resident preferences	1/20/2021 5:52 PM
116	Garnering widespread community support	1/20/2021 5:36 PM
117	Cooperation from city officials	1/20/2021 5:05 PM
118	Being accepted in a new community	1/20/2021 4:54 PM
119	Race relations	1/20/2021 4:48 PM
120	maintain current philosophy	1/20/2021 4:41 PM

#	3	DATE
1	cronyism	2/20/2021 9:01 AM
2	Small city with big city problems	2/19/2021 2:51 PM
3	Updating the role of the School Resource Officer at the high school.	2/19/2021 2:18 PM
4	Dealing with racism and other isms in the force. Changing systems of hiring and possibly training to address this.	2/19/2021 1:21 PM
5	Transparency	2/19/2021 1:17 PM
6	masks, masks, masks, and public health awareness	2/19/2021 12:52 PM
7	Finding funding for mental health & addiction interventions	2/19/2021 12:40 PM
8	Providing adequate solution to satisfy both elderly members of community and the younger generation.	2/19/2021 11:33 AM
9	compassionately serving the underserved	2/19/2021 11:32 AM
10	A force that may be feeling (rightly or wrongly) dissed for what they feel is simply doing their job.hey see as simply	2/19/2021 9:49 AM
11	Improving broken trust with poc	2/19/2021 7:48 AM
12	Learning to be transparent	2/19/2021 6:06 AM
13	Racial sensitivity	2/19/2021 5:01 AM
14	Employing officers and community liaisons that embody the change we need in our community	2/18/2021 9:12 PM
15	Systemic racism and biases	2/18/2021 8:46 PM
16	covid	2/18/2021 8:12 PM
17	creating a transparent, just, & empathetic culture within the force	2/18/2021 3:47 PM
18	Community connections/support	2/18/2021 6:13 AM
19	Community outreach	2/18/2021 12:41 AM
20	Lack of funding	2/17/2021 6:03 PM
21	Keeping officers motivated in this angry world	2/17/2021 11:58 AM
22	I'm not sure	2/16/2021 9:11 PM
23	Drugs	2/16/2021 8:41 PM
24	Shifting the culture of what policing means - is it punitive and punishing or is it about protecting a community & empowering residents to feel cared for & safe? The second is not being met. See above.	2/16/2021 7:19 PM
25	Trust	2/16/2021 7:03 PM
26	Social media	2/16/2021 7:03 PM
27	Politics	2/16/2021 2:21 PM
28	City Council	2/16/2021 1:17 PM
29	Wal-Mart	2/16/2021 11:49 AM
30	Speeding/traffic	2/16/2021 10:25 AM
31	Lack of communication with all residents	2/16/2021 9:01 AM
32	serving the needs of a wide span of populations in monona	2/16/2021 8:54 AM
33	repairing trust	2/16/2021 8:37 AM
34	mental health	2/16/2021 8:23 AM

35	All the same challenges unfortunately facing policing nationwide right now	2/16/2021 8:05 AM
36	Resources for increased concern areas- car thefts	2/16/2021 7:28 AM
37	Earning the trust of his officers	2/16/2021 6:59 AM
38	break ins / car theft	2/16/2021 4:18 AM
39	Speeding on monona drive	2/16/2021 2:39 AM
40	Lack of trust of all community members	2/16/2021 12:54 AM
41	Improve training of police officers	2/15/2021 11:59 PM
42	Buy in from police	2/15/2021 11:14 PM
43	liberal views on crime	2/15/2021 10:40 PM
44	Earning the trust of the city's staff	2/15/2021 10:38 PM
45	Rebuilding trust	2/15/2021 10:37 PM
46	Emphasizing and moving toward more modern policing practices (e.g., emphasizing the MOU with the CRC)	2/14/2021 12:44 PM
47	Convincing white Monona residents that above are central to the job	2/13/2021 10:09 AM
48	Proactive response to current trends in criminal activity	2/12/2021 2:26 PM
49	Marshalling broader community to address root causes	2/12/2021 11:25 AM
50	Thefts- Drug Culture	2/12/2021 11:23 AM
51	Drugs	2/12/2021 11:13 AM
52	Crimes that spill through Monona	2/12/2021 11:13 AM
53	budget	2/11/2021 9:47 AM
54	Making sure that residents of color are not over-policed	2/10/2021 9:06 PM
55	Fairness	2/10/2021 7:45 PM
56	Bringing the community together and treat all equally	2/10/2021 12:05 PM
57	Lack of enforcement in surrounding communities	2/10/2021 11:49 AM
58	Supporting officers when needed	2/10/2021 10:32 AM
59	Gaining trust of BIPOC that live here	2/10/2021 9:46 AM
60	dealing with an outdated public safety building	2/10/2021 9:41 AM
61	Speeding, not stopping at stop signs	2/10/2021 9:31 AM
62	Juvenile Accountability	2/10/2021 9:03 AM
63	Building public trust	2/9/2021 7:26 PM
64	weigh merits of incorporation of social workers in domestic calls for assistance	2/9/2021 7:26 PM
65	Bias of police officers against black and brown people	2/9/2021 5:39 PM
66	Community outreach.	2/9/2021 5:34 PM
67	Problems stemming from financial inequity and resulting crime	2/9/2021 10:40 AM
68	Creating a diverse force	2/7/2021 6:29 PM
69	Vocal minority of bigots who want to keep monona racist	2/7/2021 3:47 PM
70	Lack of communication/transparency with community served	2/6/2021 1:33 PM
71	Improving the diversity training provided to the officers	2/5/2021 4:12 PM
72	Updating Policies and Procedures	2/5/2021 10:04 AM

73	Communication	2/4/2021 11:29 AM
74	Communicating well and sharing responsibility with the public for both community and police well-being	2/1/2021 12:38 PM
75	perception of racial disparity	1/29/2021 8:55 PM
76	Transparency	1/29/2021 2:40 PM
77	how to inform citizens to help identify one and two above	1/29/2021 2:20 PM
78	Community trust	1/29/2021 9:14 AM
79	Drug abuse & trade	1/28/2021 10:40 PM
80	Race relations	1/28/2021 5:55 PM
81	Changing policing techniques	1/27/2021 10:50 PM
82	Transforming Monona from white bread thinking to multicultural mentality	1/27/2021 8:48 PM
83	Demonstrating equitable responses in responding to calls for service	1/27/2021 8:35 PM
84	Racial unrest	1/27/2021 8:24 PM
85	Community involvement	1/25/2021 5:36 PM
86	support for police personnel	1/25/2021 12:56 PM
87	Keeping up with the latest Best Practices	1/25/2021 11:14 AM
88	Lack of diversity training	1/25/2021 10:31 AM
89	building confidence back in community	1/24/2021 1:51 PM
90	Micromanagement of the mission by politicians	1/22/2021 10:52 AM
91	Dealing with outdated offices and building	1/22/2021 9:39 AM
92	Respond effectively to current budget limitations	1/21/2021 8:27 PM
93	Working with entrenched people who have been there for a while and are inflexible and not open to change	1/21/2021 6:39 PM
94	Politics	1/21/2021 6:26 PM
95	A grossly misinformed public	1/21/2021 5:25 PM
96	Increased crime with no prosecution by the DA	1/21/2021 4:30 PM
97	Increase gang activity & shootings	1/21/2021 3:17 PM
98	Budget	1/21/2021 3:07 PM
99	poor community leadership	1/21/2021 2:37 PM
100	gun violence	1/21/2021 11:57 AM
101	Car jacking	1/21/2021 11:37 AM
102	Increased crime rate	1/20/2021 8:11 PM
103	Implementation of new law enforcement equipment	1/20/2021 6:08 PM
104	Some of the police being able to be dismissive to community members and avoid helping with problems they'd prefer to ignore	1/20/2021 5:52 PM
105	Dealing effectively with youth	1/20/2021 5:36 PM
106	Confidence and support from certain sectors of the community	1/20/2021 5:05 PM
107	Resistance to change	1/20/2021 4:54 PM
108	School police officers	1/20/2021 4:48 PM

Q6 What are the top three things you hope the new Police Chief will accomplish within the Police Department?

Answered: 126 Skipped: 21

ANSWER CHOICES	RESPONSES	
1	100.00%	126
2	91.27%	115
3	80.95%	102

#	1	DATE
1	Require trainings on implicit bias.	2/22/2021 12:12 AM
2	Hire staff with a college education	2/20/2021 9:01 AM
3	Traffic control at Winnequah and Bridge	2/19/2021 9:12 PM
4	Implement the outputs of the work with Nehemiah	2/19/2021 8:09 PM
5	recruit good police officers	2/19/2021 7:32 PM
6	Update policies to current milieu	2/19/2021 6:20 PM
7	Consistent policing independent of economic influence, race, or gender identity.	2/19/2021 2:51 PM
8	Continue the process of being more conscientious of the needs of all of our community members, including the people of color.	2/19/2021 2:18 PM
9	Scrutinizing and cleaning up the force.	2/19/2021 1:21 PM
10	Build sense of trust	2/19/2021 1:17 PM
11	increase the trust of residents in the local police	2/19/2021 12:52 PM
12	Much more equitable and compassionate dept.	2/19/2021 12:40 PM
13	Shifting department funding towards other community support outlets, I.E. social workers, access to mental health care, rethink response to domestic situations	2/19/2021 11:33 AM
14	coordinate with and draw on other city and county services to keep people out of 'the system'	2/19/2021 11:32 AM
15	A very forward looking internal and external communications policy	2/19/2021 9:49 AM
16	Training in de escalation	2/19/2021 7:48 AM
17	Community trust	2/19/2021 6:06 AM
18	Community friendship	2/19/2021 5:01 AM
19	Treatment equity within the community and on the force	2/18/2021 9:12 PM
20	Trust and accountability	2/18/2021 8:46 PM
21	transparency	2/18/2021 8:12 PM
22	Community inclusiveness	2/18/2021 7:06 PM
23	training for officers to recognize their biases and change their attitudes and behaviors.	2/18/2021 3:47 PM
24	Teach police how to fight/use hand to hand combat so they aren't so quick to pull guns	2/18/2021 7:21 AM
25	Be visible	2/18/2021 6:13 AM
26	Train officers in nonviolent de-escalation	2/18/2021 12:41 AM
27	Engage the public so people can understand the police	2/17/2021 6:03 PM
28	Reform disparities in how BIPOC folks are treated versus white folks	2/17/2021 4:40 PM
29	Keep doing great police work	2/17/2021 11:58 AM
30	More community presence of the police - less time in cars and more time on foot/bike/around folks	2/16/2021 9:11 PM
31	Intentional anti racism agenda	2/16/2021 8:41 PM
32	Working with city leaders to build up new resources (see #5.1 above) so that we can over time reduce the size & scope of the department	2/16/2021 7:19 PM
33	Diversifying the Department	2/16/2021 7:03 PM
34	Help the dept. recover from undeserved bad press.	2/16/2021 7:03 PM
35	Transparency	2/16/2021 1:17 PM

36	lessen prejudice	2/16/2021 12:32 PM
37	Positive culture (Happy Police)	2/16/2021 11:49 AM
38	Diversity training	2/16/2021 10:25 AM
39	Preventing further incidents of handcuffing someone because they are black	2/16/2021 9:09 AM
40	Increase diversity	2/16/2021 9:01 AM
41	diversification	2/16/2021 8:54 AM
42	update and modernize training	2/16/2021 8:37 AM
43	Restore positive perception of Monona PD	2/16/2021 8:05 AM
44	Cultural bias training	2/16/2021 7:31 AM
45	Equity training for staff	2/16/2021 7:28 AM
46	Focus on equity efforts	2/16/2021 6:59 AM
47	hire more women and minorities	2/16/2021 4:18 AM
48	More training	2/16/2021 2:39 AM
49	Demilitarization	2/16/2021 12:54 AM
50	Improve standards for and training of police officers	2/15/2021 11:59 PM
51	Implement "serving your neighbors" mindset	2/15/2021 11:14 PM
52	transparency for the community	2/15/2021 10:40 PM
53	Being a good listener	2/15/2021 10:38 PM
54	Open communication	2/15/2021 10:37 PM
55	Increased emphasis on and referrals to the Dane County CRC	2/14/2021 12:44 PM
56	Expand understanding of public safety for residents, politicians and police themselves	2/13/2021 10:09 AM
57	Being committed to justice for all people (in the true sense of the word justice)	2/12/2021 8:40 PM
58	reduce staff by attrition	2/12/2021 4:11 PM
59	Positive engagement with school district and staff	2/12/2021 2:26 PM
60	Revise police training	2/12/2021 11:25 AM
61	Transparency of Police Operations where appropriate	2/12/2021 11:23 AM
62	Keep the police in a positive and necessary light	2/12/2021 11:13 AM
63	Officers understand the racial and economic diversity of the community	2/12/2021 11:13 AM
64	review/update policies/procedure	2/11/2021 9:47 AM
65	Hold residents/public accountable for their actions	2/11/2021 8:39 AM
66	Make great strides toward anti-racist policing	2/10/2021 9:06 PM
67	Diversity	2/10/2021 7:45 PM
68	Equal treatment of people of all colors and ethnicities	2/10/2021 12:05 PM
69	Top notch officers	2/10/2021 11:49 AM
70	Staff Cohesiveness	2/10/2021 10:32 AM
71	Building an anti-racist police department	2/10/2021 9:46 AM
72	get a bigger budget	2/10/2021 9:41 AM
73	Safer Winnequah Rd	2/10/2021 9:31 AM

74	Continued working relations with officers	2/10/2021 9:03 AM
75	Implement implicit bias training to the same extent as weapons training.	2/9/2021 7:26 PM
76	emphasize de-escalation, respectfulness on police calls	2/9/2021 7:26 PM
77	Greater diversity and anti bias training of officers	2/9/2021 5:39 PM
78	Maintain quality officers	2/9/2021 5:34 PM
79	More community Policing	2/9/2021 10:40 AM
80	Creating a diverse police force	2/7/2021 6:29 PM
81	Greater diversity of staff.	2/7/2021 3:47 PM
82	Improved police policies and communicating those within department and community	2/6/2021 1:33 PM
83	Increase diversity within the department	2/5/2021 4:12 PM
84	Updating Policies and Procedures	2/5/2021 10:04 AM
85	Increase diversity on force	2/4/2021 11:29 AM
86	Continuing to be responsive to new ideas for improving racial equity	2/1/2021 12:38 PM
87	improve community relations	1/29/2021 8:55 PM
88	Racial Equality	1/29/2021 2:40 PM
89	put in place resources to identify shooting causes	1/29/2021 2:20 PM
90	Create a culture where officers are held accountable for their actions	1/29/2021 9:14 AM
91	Build a culture of community policing	1/28/2021 10:40 PM
92	Fix break-in & theft epidemic in Monona	1/28/2021 6:10 PM
93	Crack down on speeders	1/28/2021 5:55 PM
94	Hire more diverse officers	1/27/2021 10:50 PM
95	Hiring, training, and retaining a staff that resembles the future	1/27/2021 8:48 PM
96	Diversifying the force	1/27/2021 8:35 PM
97	Update policies	1/27/2021 8:24 PM
98	Recruit POC for officer positions	1/27/2021 12:25 PM
99	Mental health stance	1/25/2021 5:36 PM
100	Examining and revising woefully outdated policies	1/25/2021 3:50 PM
101	community outreach	1/25/2021 12:56 PM
102	Maintain high ethical standards	1/25/2021 11:14 AM
103	Increased diversity on force	1/25/2021 10:31 AM
104	cleaning up/clarifying orders/SOP and therefore expectations	1/24/2021 1:51 PM
105	Retention of quality staff	1/22/2021 10:52 AM
106	Getting the backing of our current officers	1/22/2021 9:39 AM
107	Update and administer improved use-of-force policies	1/21/2021 8:27 PM
108	Again, anti racist training for the cops	1/21/2021 6:39 PM
109	Officer safety improvment	1/21/2021 6:26 PM
110	Staff Retention	1/21/2021 5:25 PM
111	Diversity training	1/21/2021 5:01 PM

112	Improve officer morale	1/21/2021 4:30 PM
113	A working relationship with the Public Safety Comm	1/21/2021 3:17 PM
114	New methods of policing Training	1/21/2021 3:07 PM
115	identifying and removing our racist cops	1/21/2021 2:37 PM
116	finding ways to provide emotional support for officers	1/21/2021 11:57 AM
117	Keeping the community informed and allowing them to be involved	1/21/2021 11:37 AM
118	Focus on public safety	1/20/2021 8:11 PM
119	Make sure officers drive safely in Monona when they're not on their way to an emergency	1/20/2021 6:09 PM
120	Improve police - community relations	1/20/2021 6:08 PM
121	Get the officers to take safety of tax paying women and their children in this community	1/20/2021 5:52 PM
122	Adopt rules for deploying lethal force that truly make it a choice of last resort	1/20/2021 5:36 PM
123	Keep us safe from crime	1/20/2021 5:05 PM
124	Mitigate racism	1/20/2021 4:54 PM
125	Safety record	1/20/2021 4:48 PM
126	reduce staff by attrition	1/20/2021 4:41 PM

#	2	DATE
1	Require trainings on de-escalation, not using force, and working supportively with individuals in an altered state and individuals that are having a mental health crisis.	2/22/2021 12:12 AM
2	Provide Bias training	2/20/2021 9:01 AM
3	Anti-racist training	2/19/2021 9:12 PM
4	keep monona safe	2/19/2021 7:32 PM
5	Use Rubric of Public Safety to gauge success; ie every citizen feels like a protected person	2/19/2021 6:20 PM
6	Police who walk/bike the streets and community spaces.	2/19/2021 2:51 PM
7	Creating a community connection.	2/19/2021 1:21 PM
8	Mental health training	2/19/2021 1:17 PM
9	become more engaged in daily community activities	2/19/2021 12:52 PM
10	Transparency on who is pulled over based on racial demographics and how to change any negative patterns	2/19/2021 12:40 PM
11	Equity training for all officers in the department	2/19/2021 11:33 AM
12	compassionately connect with people of color	2/19/2021 11:32 AM
13	Continued refinement of response policies to meet changing needs, perceptions and realities.	2/19/2021 9:49 AM
14	Prioritize relationships with social service agencies	2/19/2021 7:48 AM
15	A department mission that includes anti-racism education and practices	2/19/2021 6:06 AM
16	Sexual assault awareness campaign	2/19/2021 5:01 AM
17	Collaboration within the community	2/18/2021 9:12 PM
18	Improvements/ reform training of officers	2/18/2021 8:46 PM
19	positive approach and rapport	2/18/2021 8:12 PM
20	Diverse Training (ie mental health, etc...)	2/18/2021 7:06 PM
21	To be transparent with the community	2/18/2021 3:47 PM
22	Ensure police officers are accountable for their actions	2/18/2021 7:21 AM
23	Be transparent	2/18/2021 6:13 AM
24	More responsiveness to domestic violence concerns	2/18/2021 12:41 AM
25	Hire and retain good officers	2/17/2021 6:03 PM
26	Diversity training; tackle preconceptions/misconceptions about BIPOC folks in Monona	2/17/2021 4:40 PM
27	Retain and recruit quality people	2/17/2021 11:58 AM
28	Work with the officers to teach them to discharge their stress/trauma in healthy ways so we are all safer.	2/16/2021 9:11 PM
29	Mental health training	2/16/2021 8:41 PM
30	Re-train current police department staff in anti-bias, racial equity/justice, and absolute hesitancy to engage in force or violence (including the trauma of guns drawn, arrest, etc.)	2/16/2021 7:19 PM
31	Hiring more Women	2/16/2021 7:03 PM
32	Good interaction with all city staff	2/16/2021 7:03 PM
33	Community Outreach	2/16/2021 1:17 PM
34	equal treatment	2/16/2021 12:32 PM
35	Remove waste	2/16/2021 11:49 AM

36	Community outreach	2/16/2021 10:25 AM
37	Increased visibility among all residents	2/16/2021 9:01 AM
38	reducing budget	2/16/2021 8:54 AM
39	build diversity	2/16/2021 8:37 AM
40	Support community policing	2/16/2021 8:05 AM
41	Mental health training	2/16/2021 7:31 AM
42	Addressing mental health needs safely and appropriately	2/16/2021 7:28 AM
43	Ongoing training regarding equity and policing	2/16/2021 6:59 AM
44	build on community outreach	2/16/2021 4:18 AM
45	Open communication	2/16/2021 2:39 AM
46	More deescalation training	2/16/2021 12:54 AM
47	Instill an attitude of respect concerning residents of all backgrounds	2/15/2021 11:59 PM
48	Lead in implementation of violence reduction policies	2/15/2021 11:14 PM
49	cont hiring ethical officers	2/15/2021 10:40 PM
50	Building respect within the department	2/15/2021 10:38 PM
51	Racial bias training	2/15/2021 10:37 PM
52	Increased communication and "off-duty" engagement with a variety of residents to build trust and familiarity	2/14/2021 12:44 PM
53	Hiring and retaining more racially diverse employees	2/13/2021 10:09 AM
54	Training of staff on the dangers of the us versus them mentality	2/12/2021 2:26 PM
55	Reconsider how to best direct police resources	2/12/2021 11:25 AM
56	Open communication with community leaders/team player and the community as a whole	2/12/2021 11:23 AM
57	Manage his/her officer's	2/12/2021 11:13 AM
58	The Department is supported by the community	2/12/2021 11:13 AM
59	command respect of the dept.	2/11/2021 9:47 AM
60	Reduce unnecessary use of force during encounters	2/10/2021 9:06 PM
61	Inclusion	2/10/2021 7:45 PM
62	Reduced crime	2/10/2021 11:49 AM
63	Investigating past incidents by officers so they don't happen again	2/10/2021 9:46 AM
64	get a few more officers	2/10/2021 9:41 AM
65	Hire more officers	2/10/2021 9:31 AM
66	Building on past accomplishments	2/10/2021 9:03 AM
67	Implement a mental health/addiction response team	2/9/2021 7:26 PM
68	minimize use of drawing guns on stops.	2/9/2021 7:26 PM
69	Strategies for officers to support mental heath crises	2/9/2021 5:39 PM
70	Establish outreach to minority community members	2/9/2021 5:34 PM
71	re-evaluate use of force policies	2/9/2021 10:40 AM
72	Working toward equity	2/7/2021 6:29 PM
73	Change practices and policies to deescalate use of force	2/7/2021 3:47 PM

74	Removing officers that have a history of aggression	2/6/2021 1:33 PM
75	Look at new methods of policing, times have changed	2/5/2021 4:12 PM
76	Diverse Police Force	2/5/2021 10:04 AM
77	Update training and processes	2/4/2021 11:29 AM
78	Increasing training in non-violent intervention and compassionate communication	2/1/2021 12:38 PM
79	insure proper training particularly as it related to racial injustice	1/29/2021 8:55 PM
80	Safety based policing not terrorist based policing	1/29/2021 2:40 PM
81	police treat all people with respect	1/29/2021 2:20 PM
82	Protect whistleblowers who report excessive force	1/29/2021 9:14 AM
83	Establish trust and approachability with team	1/28/2021 10:40 PM
84	Transition to county E911 system	1/28/2021 6:10 PM
85	Have cops walk a patrol. Be visible	1/28/2021 5:55 PM
86	End racial profiling	1/27/2021 10:50 PM
87	Refusing service to Walmart and insisting they hire private security	1/27/2021 8:48 PM
88	Establishing Monona PD as ahead of the curve with regard to fair, equitable, and progressive policing practices	1/27/2021 8:35 PM
89	Alleviate racial disparities	1/27/2021 8:24 PM
90	Traffic violations - speeding in resident and school zones	1/25/2021 5:36 PM
91	Ensuring that changes to policy, procedure, training, and adherence all move forward together	1/25/2021 3:50 PM
92	support police officers	1/25/2021 12:56 PM
93	Implement the latest ethical and training standrds	1/25/2021 11:14 AM
94	Greater community input	1/25/2021 10:31 AM
95	ongoing training in racial and other biases & diversifying force	1/24/2021 1:51 PM
96	Policies and procedures conducive to recruitment as staff openings happen	1/22/2021 10:52 AM
97	complimenting and giving feedback to the officers	1/22/2021 9:39 AM
98	Improve the comprehensiveness of training	1/21/2021 8:27 PM
99	Working with other departments to lead that education.	1/21/2021 6:39 PM
100	Repair 2020's unprecedented damage to officer motivation	1/21/2021 5:25 PM
101	Community connections	1/21/2021 5:01 PM
102	Hire people of color and women	1/21/2021 4:30 PM
103	Keep the morale high within the dept	1/21/2021 3:17 PM
104	Cost Efficiencies	1/21/2021 3:07 PM
105	establishing policies that are best practices	1/21/2021 2:37 PM
106	establish relationship based policing	1/21/2021 11:57 AM
107	Visualization within the community-create a partnership	1/21/2021 11:37 AM
108	Fair to all	1/20/2021 8:11 PM
109	Do a careful review of officer training - are resources and curriculum up to date? Are there outdated or biased materials being used in training?	1/20/2021 6:09 PM
110	Implement mental health programs for officers	1/20/2021 6:08 PM

111	Find ways to separate Monona from Walmart. The city should not bear the burden of the private compound.	1/20/2021 5:52 PM
112	Training in deescalation of challenging situations involving the public	1/20/2021 5:36 PM
113	Lead the department with confidence and clarity	1/20/2021 5:05 PM
114	Increase professionalism	1/20/2021 4:54 PM
115	Communication with public	1/20/2021 4:48 PM

#	3	DATE
1	Emphasis service to the community- not tolerate 'macho' attitudes or behaviors.	2/22/2021 12:12 AM
2	Reward those who exemplify fair and unbiased community service	2/20/2021 9:01 AM
3	Nighttime trespassing and stealing from cars and property	2/19/2021 9:12 PM
4	engage with the community	2/19/2021 7:32 PM
5	Diversify the force. Seems to be all white men who live outside the community.	2/19/2021 2:51 PM
6	New systems to address problems.	2/19/2021 1:21 PM
7	Racial equality	2/19/2021 1:17 PM
8	be seen as a positive force rather than just someone to call for problems	2/19/2021 12:52 PM
9	Community trust	2/19/2021 12:40 PM
10	I think it is crucial that the department takes some time to think about the way they enforce the law, the history of police in this country. How will the department hold themselves accountable for providing a defacto standard to how police departments operate in this country?	2/19/2021 11:33 AM
11	eliminate implicit bias within the Police Department and expand that awareness to the community at-large	2/19/2021 11:32 AM
12	Building a force that develops a deserved reputation for excellence.	2/19/2021 9:49 AM
13	Make diversity a priority in hiring	2/19/2021 7:48 AM
14	Continuing public safety	2/19/2021 6:06 AM
15	Be a true leader with vision on how we can be better, do better, and lead by example	2/18/2021 9:12 PM
16	hire diverse officers	2/18/2021 8:12 PM
17	support the mental health of the officers	2/18/2021 3:47 PM
18	Root out and replace any bad cops	2/18/2021 7:21 AM
19	Be open to growth	2/18/2021 6:13 AM
20	Help local business maintain mask order	2/18/2021 12:41 AM
21	Support the police officers	2/17/2021 6:03 PM
22	REDUCE THE BUDGET SPEND	2/17/2021 4:40 PM
23	Recruit female officers	2/17/2021 11:58 AM
24	A policy review to ensure that all members of our community are safe from others and the police.	2/16/2021 9:11 PM
25	De escalation techniques	2/16/2021 8:41 PM
26	Work to ensure a standard of diversity and parity exists if/when new hires are needed	2/16/2021 7:19 PM
27	Community policing	2/16/2021 7:03 PM
28	Keep up the high standards of the current dept.	2/16/2021 7:03 PM
29	Hiring good personnel	2/16/2021 1:17 PM
30	Out of the box thinking programs	2/16/2021 11:49 AM
31	Increase communication with all residents	2/16/2021 9:01 AM
32	community policing	2/16/2021 8:54 AM
33	improve morale	2/16/2021 8:37 AM
34	Assure policing policies are modern and transparent	2/16/2021 8:05 AM

35	Community outreach and partnerships	2/16/2021 7:28 AM
36	Adding some diversity to the MG police force	2/16/2021 6:59 AM
37	lead by example	2/16/2021 4:18 AM
38	Coffee with a cop-monona garden so it doesn't feel so formal get to really know people someone to come to	2/16/2021 2:39 AM
39	Reduced budget	2/16/2021 12:54 AM
40	Culture of accountability within the police force; no closing ranks to protect bad cops	2/15/2021 11:14 PM
41	Support the officers under you	2/15/2021 10:40 PM
42	Being decisive	2/15/2021 10:38 PM
43	Community focus on rebuilding trust in the force	2/15/2021 10:37 PM
44	Solicitation of public input and engagement on departmental priorities and community values	2/14/2021 12:44 PM
45	Helping white folks in Monona understand why above actually makes more people more safe	2/13/2021 10:09 AM
46	Enforcement of ethics and requiring staff to interact with community members in positive settings	2/12/2021 2:26 PM
47	Marshall broader community to address root causes	2/12/2021 11:25 AM
48	Increased Equity training for entire force	2/12/2021 11:23 AM
49	Be visible	2/12/2021 11:13 AM
50	More engagement in the community day to day	2/12/2021 11:13 AM
51	assess training of personel	2/11/2021 9:47 AM
52	Build a community where all residents feel welcome, valued, and safe	2/10/2021 9:06 PM
53	Fairness	2/10/2021 7:45 PM
54	Improved Morale	2/10/2021 11:49 AM
55	Working towards an effective community policing model	2/10/2021 9:46 AM
56	better response	2/10/2021 9:41 AM
57	More radar on all streets	2/10/2021 9:31 AM
58	Focus the department on community safety	2/10/2021 9:03 AM
59	Recruit more women and people of color	2/9/2021 7:26 PM
60	build reputation of professionalism and mutual respect of officer corp.	2/9/2021 7:26 PM
61	Understanding and implementing community policing	2/9/2021 5:39 PM
62	Establish a community oversight group	2/9/2021 10:40 AM
63	Reducing the number of car thefts and break ins	2/7/2021 6:29 PM
64	Improve public image by aggressively pursuing better policies. End the current reality whereby POC avoid Monona	2/7/2021 3:47 PM
65	Establishing true community policing and building those bridges	2/6/2021 1:33 PM
66	Continue to improve communication with the community	2/5/2021 4:12 PM
67	Building a relationship with the community	2/5/2021 10:04 AM
68	Provide role model leadership	2/4/2021 11:29 AM
69	Keeping the public informed about stressors involved in policing and how the community can help support police	2/1/2021 12:38 PM
70	insure that police policies are current and racially sensitive	1/29/2021 8:55 PM

71	Provide social service training	1/29/2021 2:40 PM
72	set up HD cameras to identify criminal activity	1/29/2021 2:20 PM
73	Promote diversity within the department with new hires	1/29/2021 9:14 AM
74	Educate/hire officers with understanding of racial/income bias	1/28/2021 10:40 PM
75	Reduce car theft	1/28/2021 5:55 PM
76	Revamp current practices and procedures to be proactive instead of reactive	1/27/2021 10:50 PM
77	Rehabilitating current staff mentality towards the BIPOC community	1/27/2021 8:48 PM
78	Communicate with public	1/27/2021 8:24 PM
79	Cultural awareness	1/25/2021 5:36 PM
80	maintain good public image of police department	1/25/2021 12:56 PM
81	Address PTSD risks to the officers	1/25/2021 11:14 AM
82	Increased diversity training	1/25/2021 10:31 AM
83	use of Restorative Courts	1/24/2021 1:51 PM
84	Support of staff, boosting morale, and best use of limited resources	1/22/2021 10:52 AM
85	Holding department to accountability	1/22/2021 9:39 AM
86	Push for new facilities despite budget competition	1/21/2021 8:27 PM
87	End the cop in school program at the High School	1/21/2021 6:39 PM
88	Increase staffing with a Sergeant and a Detective Spot	1/21/2021 5:25 PM
89	Diversity training!!!!!!	1/21/2021 5:01 PM
90	Maintain the K-9 officer when Miya retires	1/21/2021 4:30 PM
91	I hope he/she will be as good as the last chief	1/21/2021 3:17 PM
92	staffing	1/21/2021 3:07 PM
93	taking a caretaking role rather than a warrior role in policing	1/21/2021 2:37 PM
94	find areas where the budget can be reduced	1/21/2021 11:57 AM
95	Not making irrational decisions or giving in to minority voices that harms public safety	1/20/2021 8:11 PM
96	Do a careful review of accountability and disciplinary policies within the department	1/20/2021 6:09 PM
97	Improve law enforcement equipment standards	1/20/2021 6:08 PM
98	More opportunities for police to connect with residents, learning names, etc.	1/20/2021 5:52 PM
99	Respecting constitutional rights	1/20/2021 5:36 PM
100	Interact with the community	1/20/2021 5:05 PM
101	Expand diversity	1/20/2021 4:54 PM
102	Maintenance of quality staff	1/20/2021 4:48 PM

Q7 What are the top three things you hope the new Police Chief will accomplish within the community?

Answered: 122 Skipped: 25

ANSWER CHOICES	RESPONSES	
1	100.00%	122
2	85.25%	104
3	68.85%	84

#	1	DATE
1	Respect and listen to community members to gain an understanding of how to work best with the community.	2/22/2021 12:12 AM
2	Enhance Community relationships	2/20/2021 9:01 AM
3	Anti racist training.	2/19/2021 9:12 PM
4	Zero officer involved deaths	2/19/2021 8:09 PM
5	same as above	2/19/2021 7:32 PM
6	Trust	2/19/2021 6:20 PM
7	Show respect to it's citizens during enforcement of the law	2/19/2021 2:51 PM
8	Continue to interact with the community as a whole through normal policing activities.	2/19/2021 2:18 PM
9	Community healing. Connecting with mental health teams to help address certain calls.	2/19/2021 1:21 PM
10	Increased community safety	2/19/2021 1:17 PM
11	Have all cops personally recognizable to all citizens	2/19/2021 12:52 PM
12	Listening sessions	2/19/2021 12:40 PM
13	Be the change for how we as citizens view the police	2/19/2021 11:33 AM
14	bring a fresh perspective; be the 'outsider' that can see things others employed at the Police Department may take for granted or approach with a 'this is the way things have always been done' attitude	2/19/2021 11:32 AM
15	Continue and further expand Chief Ostrenga's policies of transparency.	2/19/2021 9:49 AM
16	Transparency	2/19/2021 7:48 AM
17	Visits to all neighborhoods to build trust.	2/19/2021 6:06 AM
18	Trust and accountability	2/18/2021 8:46 PM
19	have neighborhood watch	2/18/2021 8:12 PM
20	Connection	2/18/2021 7:06 PM
21	Build trust, seek to understand.	2/18/2021 3:47 PM
22	Reduce speed traps on Monona drive and focus then in neighborhoods where kids are actually walking around without sidewalks	2/18/2021 7:21 AM
23	Make connections/support needy populations	2/18/2021 6:13 AM
24	Create trust	2/18/2021 12:41 AM
25	Educate the public on police and community issues	2/17/2021 6:03 PM
26	Communicate more with us about what the PD is doing	2/17/2021 4:40 PM
27	Keep crime rates down for Monona	2/17/2021 11:58 AM
28	More community presence/ relationships with all	2/16/2021 9:11 PM
29	Diversify police force as priority	2/16/2021 8:41 PM
30	Rebuild trust, as stated in#6.2 between community & Monona PD	2/16/2021 7:19 PM
31	Tackling racism in the community	2/16/2021 7:03 PM
32	Be visible	2/16/2021 7:03 PM
33	Transparency	2/16/2021 1:17 PM
34	lower property crimes like car break ins	2/16/2021 12:32 PM
35	Be visible (specifically the Chief)	2/16/2021 11:49 AM

36	Trust within the community	2/16/2021 10:25 AM
37	Equitable treatment of all	2/16/2021 9:09 AM
38	Increase diversity	2/16/2021 9:01 AM
39	community policing	2/16/2021 8:54 AM
40	build trust	2/16/2021 8:37 AM
41	creating a plan to deal with systemic racism	2/16/2021 8:23 AM
42	See previous answered	2/16/2021 8:05 AM
43	Community recognition	2/16/2021 7:31 AM
44	Connection to community voice	2/16/2021 7:28 AM
45	Becoming a trusted partner	2/16/2021 6:59 AM
46	home / car safety	2/16/2021 4:18 AM
47	Support for his people	2/16/2021 2:39 AM
48	Restorative justice options	2/16/2021 12:54 AM
49	Demonstrate they are committed to serving residents of all backgrounds, esp. race/ethnicity	2/15/2021 11:59 PM
50	Build a relationship of trust with all communities	2/15/2021 11:14 PM
51	freq communication with community	2/15/2021 10:40 PM
52	Being visible within the community	2/15/2021 10:38 PM
53	Trust	2/15/2021 10:37 PM
54	Increased use of the CRC versus court referrals	2/14/2021 12:44 PM
55	See above	2/13/2021 10:09 AM
56	Being committed to justice for all people (in the true sense of the word)	2/12/2021 8:40 PM
57	reduce size of Department	2/12/2021 4:11 PM
58	Community outreach	2/12/2021 2:26 PM
59	Encourage engagement beyond police to address root causes	2/12/2021 11:25 AM
60	Outgoing and compassionate responses to community members	2/12/2021 11:23 AM
61	Keep the police in a positive and necessary light	2/12/2021 11:13 AM
62	People of color and diverse socio-economic backgrounds feel safe and welcome	2/12/2021 11:13 AM
63	communicate procedures and policy	2/11/2021 9:47 AM
64	Parking enforcement	2/11/2021 8:39 AM
65	Same as above	2/10/2021 9:06 PM
66	Transparency	2/10/2021 7:45 PM
67	Equal treatment of people of all colors and ethnicities	2/10/2021 12:05 PM
68	Work well with other departments & community	2/10/2021 11:49 AM
69	Strong Relationship	2/10/2021 10:32 AM
70	Gaining trust of BIPOC that live here	2/10/2021 9:46 AM
71	clean up the city and small crime	2/10/2021 9:41 AM
72	Attend functions	2/10/2021 9:31 AM
73	Briefings on crimes in the community in a continued public manner	2/10/2021 9:03 AM

74	Town halls - discussion forums with members of the community	2/9/2021 7:26 PM
75	maintain safe neighborhoods	2/9/2021 7:26 PM
76	Really know and engage with the community	2/9/2021 5:39 PM
77	Establish outreach with citizens and citizen groups	2/9/2021 5:34 PM
78	Better communications and follow through to citizen requests for information	2/9/2021 10:40 AM
79	Reach out to community	2/7/2021 6:29 PM
80	Advocate for racial justice and non-violence in our community.	2/7/2021 3:47 PM
81	Open communication and transparency	2/6/2021 1:33 PM
82	Continue to improve communication with the community	2/5/2021 4:12 PM
83	Trust	2/5/2021 10:04 AM
84	Connecting with community	2/4/2021 11:29 AM
85	Greater awareness of trends, needs, issues	2/1/2021 12:38 PM
86	educate the community	1/29/2021 8:55 PM
87	Transparency	1/29/2021 2:40 PM
88	bring together resident leaders in all neighborhoods	1/29/2021 2:20 PM
89	Police out of schools	1/29/2021 9:14 AM
90	lower crime	1/29/2021 9:09 AM
91	Build relationships with minorities & youth	1/28/2021 10:40 PM
92	No expectation	1/28/2021 6:10 PM
93	Building a sense of community inclusive to all people	1/27/2021 10:50 PM
94	That it is not acceptable to enter a home simply because a neighbor thinks "someone looks like they don't belong here"	1/27/2021 8:48 PM
95	Engaging community members of color in conversation and trust-building	1/27/2021 8:35 PM
96	See question 6	1/27/2021 8:24 PM
97	Build trust with POC communities	1/27/2021 12:25 PM
98	Increase access to mental health relief services (we don't always need police, but they're the only ones we can call)	1/25/2021 3:50 PM
99	see above	1/25/2021 12:56 PM
100	Maintain open communications with the community	1/25/2021 11:14 AM
101	Greater community input	1/25/2021 10:31 AM
102	ongoing education/campaigns to prevent & deter crime	1/24/2021 1:51 PM
103	Continued aggressive crime control and investigations.	1/22/2021 10:52 AM
104	Following the letter of the law and addressing issues if any arise	1/22/2021 9:39 AM
105	Continue open outreach and information	1/21/2021 8:27 PM
106	Again, work with the school district to end the SRO Position.	1/21/2021 6:39 PM
107	Listen	1/21/2021 6:26 PM
108	Educate the public on policing	1/21/2021 5:25 PM
109	Communication	1/21/2021 5:01 PM
110	Increase positive interactions with people of color	1/21/2021 4:30 PM

111	A harmonious relationship with the community	1/21/2021 3:17 PM
112	Community Engagement	1/21/2021 3:07 PM
113	stop the warrior policing	1/21/2021 2:37 PM
114	be a visible public presence in the community	1/21/2021 11:57 AM
115	Reduce crime rates	1/20/2021 8:11 PM
116	Make public plans for police training (including ongoing training for current officers)	1/20/2021 6:09 PM
117	Improve police - community relations	1/20/2021 6:08 PM
118	Residents knowing police will use the law to the best of ability to deter people and behaviors jeopardizing safety as defined by tax payers	1/20/2021 5:52 PM
119	Respect	1/20/2021 5:36 PM
120	Communicate	1/20/2021 5:05 PM
121	Mitigate racism	1/20/2021 4:54 PM
122	Safe traffic patterns and speed	1/20/2021 4:48 PM

#	2	DATE
1	Support addressing public safety in a comprehensive wSuay- understanding the role of community responders and public health.ts.	2/22/2021 12:12 AM
2	Attend mental health trainings like other departments	2/20/2021 9:01 AM
3	Communication with citizens	2/19/2021 9:12 PM
4	Eliminate disparities in how people of color are treated	2/19/2021 8:09 PM
5	Collaboration	2/19/2021 6:20 PM
6	Accept and applaud diversity.	2/19/2021 2:51 PM
7	Figure out ways to orchestrate positive interactions with our community members who are people of color.	2/19/2021 2:18 PM
8	Self-examination of power dynamics. Taking feedback from communiity members.	2/19/2021 1:21 PM
9	Increase communication with young and not so young residents	2/19/2021 1:17 PM
10	Change the perception of police in the community	2/19/2021 12:52 PM
11	Improvement of Inclusivity, Diversity, Equity, and Accessibility	2/19/2021 12:40 PM
12	Provide more support instead of more arrests for people of color in the community	2/19/2021 11:33 AM
13	review, renew, refresh current policies and procedures	2/19/2021 11:32 AM
14	Increase both formal AND informal feedback models and processes	2/19/2021 9:49 AM
15	Trust	2/19/2021 7:48 AM
16	Share the plan to educate their dept on anti-racism.	2/19/2021 6:06 AM
17	positive presence	2/18/2021 8:12 PM
18	Willingness to listen & learn	2/18/2021 7:06 PM
19	show respect to every member of the community by every member of the department	2/18/2021 3:47 PM
20	Stay out of the community for the most part unless we call you - like the fire department.	2/18/2021 7:21 AM
21	Listen and be open to hearing what community needs	2/18/2021 6:13 AM
22	Continue keeping community safe	2/18/2021 12:41 AM
23	Be available	2/17/2021 6:03 PM
24	Be more visible, especially as a positive entity in the community	2/17/2021 4:40 PM
25	Work on speeding issues	2/17/2021 11:58 AM
26	Building trust amongst community members	2/16/2021 9:11 PM
27	Transparent practices	2/16/2021 8:41 PM
28	Speak openly & honestly when policing mistakes occur, as they do in all our professions	2/16/2021 7:19 PM
29	Community policing	2/16/2021 7:03 PM
30	Be accessible, when necessary.	2/16/2021 7:03 PM
31	Community Outreach	2/16/2021 1:17 PM
32	equal opportunity	2/16/2021 12:32 PM
33	Promote forward thinking programs fit for our community size.	2/16/2021 11:49 AM
34	Legalize marijuana	2/16/2021 10:25 AM
35	Increase visibility	2/16/2021 9:01 AM
36	reducing crime	2/16/2021 8:54 AM

37	have the community see its reflection in the police	2/16/2021 8:37 AM
38	Safer roads on bike loop for pedestrians, bikes ignore stop signs and crosswalks	2/16/2021 7:31 AM
39	Proactive, transparent communication	2/16/2021 6:59 AM
40	traffic safety / enforcement	2/16/2021 4:18 AM
41	How to Handle outsiders Opinions and harassment	2/16/2021 2:39 AM
42	Vocal (and genuine) support of diversity and anti-racism	2/16/2021 12:54 AM
43	Participate in the City developing a vision that promotes increased diversity and inclusion in Monona	2/15/2021 11:59 PM
44	Become a well-respected neighbor who is engaged in the community	2/15/2021 11:14 PM
45	transparency about crime throughout the city	2/15/2021 10:40 PM
46	Listening to the community citizens	2/15/2021 10:38 PM
47	Communication	2/15/2021 10:37 PM
48	Establishing relationships across the community in order to build shared trust	2/14/2021 12:44 PM
49	Open communication of events and expectations for the police department available to the community	2/12/2021 2:26 PM
50	Increased communication about the police department members	2/12/2021 11:23 AM
51	Manage his/her officer's	2/12/2021 11:13 AM
52	The community feels safe	2/12/2021 11:13 AM
53	dispel the belief of racial bias within dept.	2/11/2021 9:47 AM
54	Lower crime in general	2/11/2021 8:39 AM
55	Acceptance of diversity	2/10/2021 7:45 PM
56	Get to know Community members	2/10/2021 11:49 AM
57	Working towards community policing model	2/10/2021 9:46 AM
58	Keep the criminals out of our city	2/10/2021 9:41 AM
59	Open communication	2/10/2021 9:31 AM
60	Decline of car, home break ins	2/10/2021 9:03 AM
61	Continue building on the Good neighbor initiative	2/9/2021 7:26 PM
62	solve crimes	2/9/2021 7:26 PM
63	Visibility as a community leader	2/9/2021 5:39 PM
64	Be approachable	2/9/2021 5:34 PM
65	Listen to the community and respond in caring ways	2/9/2021 10:40 AM
66	Partner with neighborhoods and schools	2/7/2021 6:29 PM
67	Advocate for good street engineering which makes speeding less prevalent	2/7/2021 3:47 PM
68	Establish communication and empathy with the minority population	2/6/2021 1:33 PM
69	Improve relationships between the police and people of color	2/5/2021 4:12 PM
70	Partnership	2/5/2021 10:04 AM
71	Promote officer interaction with community	2/4/2021 11:29 AM
72	Encourage and create opportunities for collaboration	2/1/2021 12:38 PM
73	get to know the community	1/29/2021 8:55 PM

74	End harmful police actions	1/29/2021 2:40 PM
75	all apartment buildings have a representative	1/29/2021 2:20 PM
76	Building trust with people of color	1/29/2021 9:14 AM
77	Minimize/reduce drug trafficking	1/28/2021 10:40 PM
78	Gain the trust of the community specifically people of color	1/27/2021 10:50 PM
79	Outreach to the BIPOC community	1/27/2021 8:48 PM
80	See question 6	1/27/2021 8:24 PM
81	Reduce responses to WalMart for petty shoplifting calls	1/27/2021 12:25 PM
82	Conduct outreach with community businesses and organizations	1/25/2021 11:14 AM
83	More accountability to community	1/25/2021 10:31 AM
84	rebuilding of confidence for those who doubt	1/24/2021 1:51 PM
85	Campaign for staff needs, modern equipment and modern space to house a high functioning department. A million dollars a year (or more) for park improvements is leaving public safety on the back burner.	1/22/2021 10:52 AM
86	Providing the community a safe environment	1/22/2021 9:39 AM
87	Commit to community policing strategies	1/21/2021 8:27 PM
88	Work on Safe routes to school	1/21/2021 6:39 PM
89	learn	1/21/2021 6:26 PM
90	Educate the community leaders regarding policing	1/21/2021 5:25 PM
91	Connections with minority community members	1/21/2021 5:01 PM
92	Keep up or increase the community outreach done now	1/21/2021 4:30 PM
93	Respect and admiration from the community	1/21/2021 3:17 PM
94	Cost Efficiencies	1/21/2021 3:07 PM
95	stop the jim crowe policing	1/21/2021 2:37 PM
96	restore trust that does not exist today	1/21/2021 11:57 AM
97	Community interaction (love the police/fire involvement with Santa ride)	1/20/2021 8:11 PM
98	Offer informal opportunities for community members to meet police officers and department staff	1/20/2021 6:09 PM
99	Engage in community policing programs	1/20/2021 6:08 PM
100	More connection between residents and police	1/20/2021 5:52 PM
101	Cooperation	1/20/2021 5:36 PM
102	Inspire confidence	1/20/2021 5:05 PM
103	Build community	1/20/2021 4:54 PM
104	Good communication	1/20/2021 4:48 PM

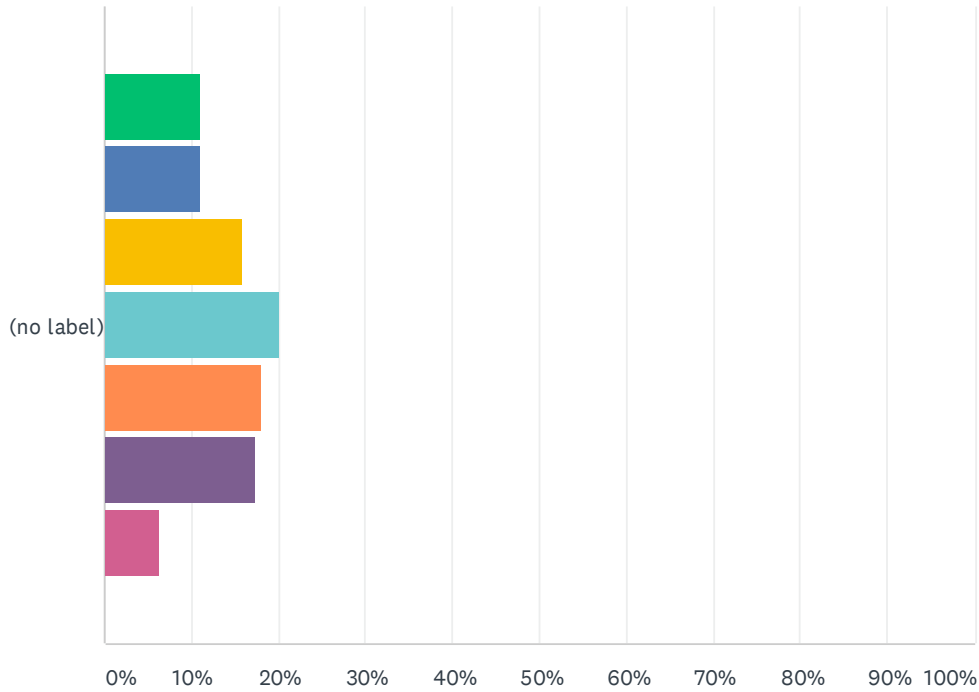
#	3	DATE
1	Support the community becoming a safe place for all- support dismantling racism.	2/22/2021 12:12 AM
2	Youth support	2/20/2021 9:01 AM
3	Help with neighborhood watch programs.	2/19/2021 9:12 PM
4	Steward instead of enforcer	2/19/2021 6:20 PM
5	Create/keep an environment where community members share what is out of place -albeit not act inappropriately when concerns are based on racism, classism, or gender phobias..	2/19/2021 2:51 PM
6	Working with the school board to create a meaningful contract for the School Resource Officer.	2/19/2021 2:18 PM
7	More transparency.	2/19/2021 1:21 PM
8	Create safe environment for all races and cultures	2/19/2021 1:17 PM
9	Have community view police as partners	2/19/2021 12:52 PM
10	be an outspoken voice for the underserved and under-represented members of our community	2/19/2021 11:32 AM
11	Increased awareness of what the the police force is doing to face changing community norms	2/19/2021 9:49 AM
12	Maintain safety.	2/19/2021 6:06 AM
13	safe place to kids to bike and walk	2/18/2021 8:12 PM
14	Work with Monona & Dane Co. on mutual issues that need community input to solve	2/18/2021 3:47 PM
15	Maintain anti-bias training & conduct expectations for all staff	2/18/2021 6:13 AM
16	Release camera footage faster to quell false info from spreading	2/17/2021 11:58 AM
17	Clear communication	2/16/2021 9:11 PM
18	Implement Anti racist policies	2/16/2021 8:41 PM
19	Create & maintain relationships with other city & county services that help neighbors take care of one another without involving weapons-bearing officers every time.	2/16/2021 7:19 PM
20	Regaining Trust from the community	2/16/2021 7:03 PM
21	Keep the tradition of a excellent police force.	2/16/2021 7:03 PM
22	Community Policing	2/16/2021 1:17 PM
23	Communication	2/16/2021 11:49 AM
24	Increase communication	2/16/2021 9:01 AM
25	racial healing	2/16/2021 8:54 AM
26	reduce crime	2/16/2021 8:37 AM
27	Programming to help kids and police officers build relationships and trust	2/16/2021 7:31 AM
28	create trust	2/16/2021 4:18 AM
29	Opinions and harassment	2/16/2021 2:39 AM
30	Earn trust of the community	2/16/2021 12:54 AM
31	Coordinate with other agencies and service providers in creating a safe environment for all	2/15/2021 11:59 PM
32	Be a leader, but not someone to be feared.	2/15/2021 11:14 PM
33	Continuing to keep our City safe and crime free	2/15/2021 10:38 PM
34	Approachability	2/15/2021 10:37 PM
35	Open discussion of and actions toward reducing racism and implicit bias in policing	2/14/2021 12:44 PM
36	Creation of police participation in school and community events	2/12/2021 2:26 PM

37	Team effort in addressing concerns (increased thefts, safety concerns)	2/12/2021 11:23 AM
38	Be Visible	2/12/2021 11:13 AM
39	The community knows its police force	2/12/2021 11:13 AM
40	public buy-in to dept policies	2/11/2021 9:47 AM
41	Communication (but that should go along with transparency)	2/10/2021 7:45 PM
42	Reduced crime	2/10/2021 11:49 AM
43	Building partnerships with other orgs to provide community with mental health resources	2/10/2021 9:46 AM
44	enforce the laws the city has in place to keep it safe for our children	2/10/2021 9:41 AM
45	Increase of neighborhood patrols	2/10/2021 9:03 AM
46	Visibility and trust	2/9/2021 7:26 PM
47	enforce speed limits	2/9/2021 7:26 PM
48	Be a best practice police leader and role model	2/9/2021 5:39 PM
49	Maintain quality officers	2/9/2021 5:34 PM
50	Reduce crime	2/7/2021 6:29 PM
51	Ability to get reports and response when a victim of crime	2/6/2021 1:33 PM
52	More focus on bike and pedestrian safety issues	2/5/2021 4:12 PM
53	Open Communication	2/5/2021 10:04 AM
54	Create neighborhood watch groups	2/4/2021 11:29 AM
55	Mutual respect and trust	2/1/2021 12:38 PM
56	understand community values	1/29/2021 8:55 PM
57	Restore trust in police	1/29/2021 2:40 PM
58	neighborhood watch to identify criminal behavior that leads to shooting	1/29/2021 2:20 PM
59	Accountability with community	1/29/2021 9:14 AM
60	Build relationships with business	1/28/2021 10:40 PM
61	Actively participate in community building activities	1/27/2021 10:50 PM
62	Social event to get to know the neighborhood	1/27/2021 8:48 PM
63	Understand quality control	1/27/2021 8:24 PM
64	Be open and up front	1/25/2021 11:14 AM
65	Increased transparency to community	1/25/2021 10:31 AM
66	principle of guidance/service to community	1/24/2021 1:51 PM
67	Promoting community trust the department has been and is meteing out equal enforcement without being discriminatory or "kneeling to the mob".	1/22/2021 10:52 AM
68	Being his own person and not a puppet	1/22/2021 9:39 AM
69	Commit to policing ideas that generate respect	1/21/2021 8:27 PM
70	Lead by example by WEARING A MASK	1/21/2021 6:39 PM
71	Be available	1/21/2021 6:26 PM
72	Keep Monona a great place to work and live	1/21/2021 5:25 PM
73	Increase community education, like locking cars, cyber safety, get more folks to notify the department when they're out of town, etc.	1/21/2021 4:30 PM

74	A police dept that is envied by other communities	1/21/2021 3:17 PM
75	Partnerships	1/21/2021 3:07 PM
76	transparency to rebuild trust	1/21/2021 2:37 PM
77	create a more safe environment for BIPOC in Monona	1/21/2021 11:57 AM
78	Increase sense of community	1/20/2021 8:11 PM
79	Make public plans for any new accountability / disciplinary practices	1/20/2021 6:09 PM
80	Trust that police will respond and not ignore or avoid follow through	1/20/2021 5:52 PM
81	Support	1/20/2021 5:36 PM
82	Apply the law	1/20/2021 5:05 PM
83	Rebuild trust	1/20/2021 4:54 PM
84	Initiatives for small crimes such as thefts	1/20/2021 4:48 PM

Q8 What is your opinion on the Police Department's efforts at communication and community outreach with residents and other stakeholders of the City of Monona? Please rank on a scale of 1 (Lacking and could be improved) to 7 (Positive and effective)

Answered: 144 Skipped: 3



■ Lacking and could be improved
 ■ (no label)
 ■ (no label)
 ■ Neutral
 ■ (no label)
 ■ (no label)
 ■ Positive and effective

	LACKING AND COULD BE IMPROVED	(NO LABEL)	(NO LABEL)	NEUTRAL	(NO LABEL)	(NO LABEL)	POSITIVE AND EFFECTIVE	TOTAL	WEIGHTED AVERAGE
(no label)	11.11% 16	11.11% 16	15.97% 23	20.14% 29	18.06% 26	17.36% 25	6.25% 9	144	4.00

Q9 How do you feel the community of Monona views the Police Department and personnel?

Answered: 126 Skipped: 21

#	RESPONSES	DATE
1	Not trusting at this time.	2/22/2021 12:12 AM
2	Poorly from their abismal dealings with youth and those of different ethnicities	2/20/2021 9:01 AM
3	I've lived here five years and I know very little about our police or police department, so I feel like there is a lack of police communication.	2/19/2021 9:12 PM
4	very supportive	2/19/2021 7:32 PM
5	Not sure	2/19/2021 6:20 PM
6	Bullies who hide in their cars and get out in the hope of crackin skulls. Might be extreme but in lieu of anything else...	2/19/2021 2:51 PM
7	Respectful of the individuals and the position of police officer. New or increasing awareness that even though, or because, our community is vastly white, that we still need to address racial inequalities that our society faces. We may not be doing that as well as we could be.	2/19/2021 2:18 PM
8	So so. It has changed in recent years.	2/19/2021 1:21 PM
9	Above average	2/19/2021 1:17 PM
10	Biased, judgmental, unfriendly, clique like	2/19/2021 12:52 PM
11	A few years ago, probably okay. Last year - there were a lot of moves that were made to significantly reduce community trust - especially regarding how BIPOC community members were treated.	2/19/2021 12:40 PM
12	Some members of the community look up to them, they make them feel safe from deep rooted fears. Others are fearful and scared of the officers merely because of the color of their skin, they should be because of systemic oppression and injustice. The system isn't broken. It was set up to be this way. Is the current system equitable for all regardless of skin color?	2/19/2021 11:33 AM
13	I cannot speak for the community at-large. For me, I was outraged by and ashamed of how Monona Police interacted with Keonte Furdge -- holding an innocent young man at gunpoint and handcuffing him. Even how the city continually refers to it as 'the June 2nd incident' says a lot -- instead of calling him by his name. Hiring the Nehemiah Project to do community listening sessions has been nice, but I have seen little-to-no concrete action taken. Having a neighbor call the police because there's a person of color sitting on the next door stoop is reprehensible. It's a call to action to stop the whole "see something, say something" mentality of calling the police on their neighbors rather than getting to know their neighbors. We need community building. The police can help with that.	2/19/2021 11:32 AM
14	I think, from my porch only, that it is generally a positive view. Chief Ostrenga was a very effective Chief; it is unfortunate that his time here ended with an unfortunate event, but that event not only indicated needed changes in force processes, but, equally importantly, made clear that there is a changing community attitude (not just in Monona!) of what the responsibilities of policing are.	2/19/2021 9:49 AM
15	Wide range of how people perceive the police dependent on their race and income. It should be more consistent with all tax payers	2/19/2021 7:48 AM
16	I believe the Monona community is very proud of their Police Department.	2/19/2021 7:41 AM
17	Mostly, they are viewed as having good intentions, in practice do their job well, but fall short in areas bc they lack anti-racism understanding	2/19/2021 6:06 AM
18	We don't. The community presence of the Monona police is non existent.	2/19/2021 5:01 AM
19	There are things we do well but we can always do better.	2/18/2021 9:12 PM
20	Positive	2/18/2021 8:52 PM
21	good maybe racist.	2/18/2021 8:12 PM
22	Could do better	2/18/2021 7:06 PM
23	Mixed. Many interactions are helpful & caring, however other interactions show a lack of respect, racial bias, gender bias and shows that there is some real work to be done.	2/18/2021 3:47 PM

24	out of touch	2/18/2021 7:21 AM
25	They've been helpful and responsive when I've interacted with them. That's my experience. I can't possibly speak for the whole community.	2/18/2021 6:13 AM
26	Neutral	2/18/2021 12:41 AM
27	Can't speak for other. My family supports the police and great officers we have. Many unfairly judge them. We are lucky anyone even does the job given the current environment.	2/17/2021 6:03 PM
28	Ambivalent. Happy we have our own Department, but unsure what it does on a day-to-day basis. I hope they are nice, anti-racist folks, but frankly I don't know.	2/17/2021 4:40 PM
29	I think it is a great group of officers and we are lucky to have such a great Police Department.	2/17/2021 11:58 AM
30	I think it depends greatly who you are, your age, race, gender all make a big difference. I can't possible speak for the whole community as I think there are very different ideas.	2/16/2021 9:11 PM
31	Uneven.	2/16/2021 8:41 PM
32	The people I know have seen over the last 9 months both what a broad and wide-ranging number of duties the police are unfairly expected to handle (mental health crises being a major example Chief Ostrenga spoke of this summer), but we have also seen how the police department works from an assumption that force will be needed. This community is interested in and committed to caring for one another, and the police department needs to significantly change its approach or it will be slowly excluded from that work.	2/16/2021 7:19 PM
33	I think by and large the community views the police department as a very good police department. However Monona is a diverse community and the police department should be representative of that and it looks to be about 98% White.	2/16/2021 7:03 PM
34	The citizens who have lived here a long time and who aren't persuaded by rumors and social media are the backbone of this community and always will be. They are the knowledgeable ones and know the dept is solid.	2/16/2021 7:03 PM
35	Respected and professional.	2/16/2021 1:17 PM
36	Unless something negative like the issue with the "trespasser" earlier in 2020 come up I don't think that people think of the police department much	2/16/2021 12:32 PM
37	Positive. However there doesn't feel like there is an intimate connection to the community. I know the reasons why but I feel like at least a certain portion of the staff should reside in Monona.	2/16/2021 11:49 AM
38	Positive, but suspicious/leery	2/16/2021 10:25 AM
39	This depends on whether you are rich old white Monona or one of its residents who are a different race age Or socioeconomic status. This is true for many of the questions on this survey. I hope the new chief will move away from "rich/old/white" as the norm and anything else is suspect.	2/16/2021 9:09 AM
40	The few interactions we have had with police officers has been positive with empathetic and caring officers. There have been some negative interactions that has been reported. I think increased diversity and cultural training should help.	2/16/2021 9:01 AM
41	generally favorably.	2/16/2021 8:54 AM
42	I feel the community sees the police in a relatively positive light, but the police need to be held to a higher standard and always be aware that it only takes a moment to break the trust that takes years to develop.	2/16/2021 8:37 AM
43	We are grateful and supportive	2/16/2021 8:05 AM
44	Overall positive	2/16/2021 7:31 AM
45	It really probably depends on who you ask. I have had great experiences with some of the officers, but I know there is a distrust and a divide with others. I'd love to see that addressed so the whole community can feel safe and supported.	2/16/2021 7:28 AM
46	Almost all of our officers look like - literally! They are largely white men in their thirties or early forties. In that sense they don't reflect older residents, women or minority groups.	2/16/2021 4:18 AM

47	As a whole, positively.	2/16/2021 3:59 AM
48	There the best	2/16/2021 2:39 AM
49	The community is of varied demographics and thus probably has widely varied opinion on the department.	2/16/2021 12:54 AM
50	Very mixed feelings, and probably quite divided	2/15/2021 11:59 PM
51	Well off and older residents are generally fine with the status quo, but younger and minority residents think police, in general, need to be more open-minded about changing their relationship with the community. We're not civilians to be policed; we're neighbors to be served.	2/15/2021 11:14 PM
52	mostly positive and supportive	2/15/2021 10:40 PM
53	I believe that most citizens feel that our department does a very good job in keeping us safe.	2/15/2021 10:38 PM
54	Depends on the group/person you're asking. Many issues have been handled in ways that break trust. It's going to take effort and focus to rebuild.	2/15/2021 10:37 PM
55	Many residents are grateful for the PD, but many feel overlooked or targeted by the PD. The community yearns for more equitable practices, relationship building/solicitation of public input and engagement, and open discourse about the implicit bias and racism inherent in modern policing.	2/14/2021 12:44 PM
56	Which community? The one that already feels comfortable with Monona's overwhelming whiteness? Or the community we claim we want to be? People don't move here when they don't feel safe and seen. So I think this question is aspirational enough.	2/13/2021 10:09 AM
57	Unknown	2/12/2021 8:40 PM
58	too high a staffing level for the incident rate. Compare to other suburbs to check overstaffing.	2/12/2021 4:11 PM
59	Depends on the person's demographics. Varies greatly from individual to individual. My personal one is that they are generally a entity that attempts to meet the needs of the community.	2/12/2021 2:26 PM
60	I do not know	2/12/2021 11:25 AM
61	As a separate part of the community who is not a stake holder in being a part of the community team	2/12/2021 11:23 AM
62	Necessary and important....Essential	2/12/2021 11:13 AM
63	I think the media often drives the conversation. A community the size of Monona should know who their officers are.	2/12/2021 11:13 AM
64	I think the community may feel the police are racially biased based on national events. I personally do not believe most police are biased and would like to see better training for calls on mental health crisis and domestic events and less use of force if able in these situations. I would not oppose police not being used as first line calls for non violent situations.	2/11/2021 9:47 AM
65	All interactions I have had are friendly and fair. It is a tough job and I believe the members of the department do a good job serving the community.	2/11/2021 8:39 AM
66	My neighbors and I have discussed the need for major local police department reform to actively work toward anti-racist policing.	2/10/2021 9:06 PM
67	Totally depends on their own personal experiences/interaction with the Police. Race matters.	2/10/2021 7:45 PM
68	More on the positive side	2/10/2021 5:35 PM
69	I am satisfied with our current Police Department and personnal and don't have feed back for questions 7 & 8 because I haven't interacted much with the department. I feel safe in my community.	2/10/2021 12:05 PM
70	Majority of community has a high opinion of our Police Department	2/10/2021 11:49 AM
71	Full time residents view the department very favorably.	2/10/2021 10:32 AM
72	I view it as problematic and hope much work is being done for officers to understand their own implicit bias and work towards systemic change that will lead to a more anti-racist community.	2/10/2021 9:46 AM

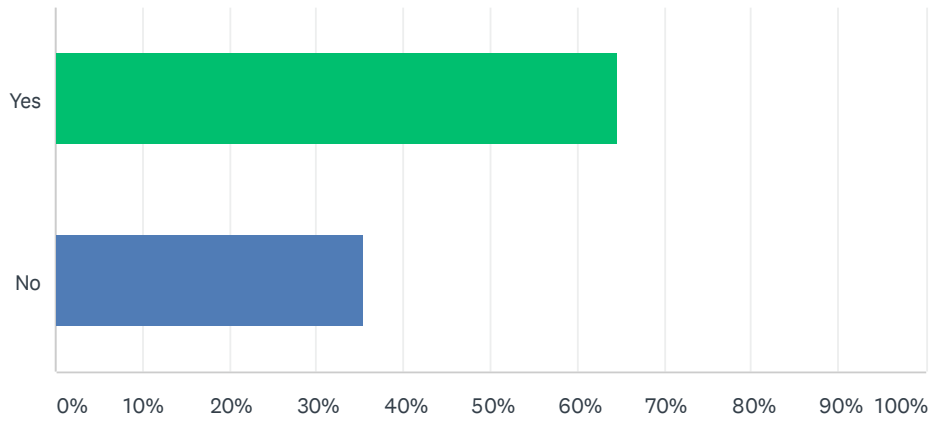
73	as an asset that does keep us safe and crime free	2/10/2021 9:41 AM
74	I think Monona respects and sees the police in a positive manner	2/10/2021 9:31 AM
75	Monona has, and continues to have one of the finest departments in our area.	2/10/2021 9:03 AM
76	Especially in light of recent serious events, I think there is growing perception of weaponized/car chasing police responses in Monona. This does not make me feel safer . . .	2/9/2021 7:26 PM
77	professional and effective	2/9/2021 7:26 PM
78	That they are in the background. Just OK. Not really a 21st century community policing, best practices police force.	2/9/2021 5:39 PM
79	I think majority would approve of the personnel and their demeanor. There certainly will always be a few who think the opposite.	2/9/2021 5:34 PM
80	Out of sight. Other than traffic enforcement, when asked to respond, times are slow. When asked for follow up reports, none are given. We feel ignored.	2/9/2021 10:40 AM
81	Overall, I think most white people in the community view the police as protectors and assets to the community. I think people of color lessso, Altho I am not a person of color and it is not for me to speak for them	2/7/2021 6:29 PM
82	Too eager to stop motorists, particularly POC.	2/7/2021 3:47 PM
83	I am a retired police officer from a community of 10,000. Moving here has been eye opening in how unaccessible and closed a police department can be. I have reached out to Chief and never received response when I had a concern. I believe many others feel the same. I came fro community policing and can't believe how poor the overall department approach here is. Hopefully that can improve under new direction	2/6/2021 1:33 PM
84	It's very generational. Older residents are very positive, younger ones not so much. They're much more concerned about by incidents such as we experienced in 2020 with people of color.	2/5/2021 4:12 PM
85	I feel that many people support the police however, if you are a person of color there is distrust and lack of empathy.	2/5/2021 10:04 AM
86	Not well trained especially in community relations and dealing with diverse individuals.	2/4/2021 11:29 AM
87	Probably quite varied. I have had little direct experience, and do not generally discuss much with neighbors.	2/1/2021 12:38 PM
88	I think that most people in the community value and respect the police department. They just them to be fairminded and effective. For the most part, I think most people like our police department.	1/29/2021 8:55 PM
89	In my neighborhood the views of police is not good. "The June 2nd incident" brought past traumas to the surface to all of my dark skinned neighbors. They had felt safe here but no more. This was made worse by the deaths of Freeman and Johnson. Additionally, it is clear to me that how this has saddened everyone in my neighborhood is beyond the comprehension or empathy of x-police chief, safety committee, city council and mayor who seem to be filled with self interest. I realize policing is a difficult job, the leading cause for death of an officer is suicide. Many police have PTSD and people with PTSD overreact to perception of danger. Overreacting leads to poor policing. Skin color does not make someone dangerous. I know many dark skinned people, none of them are dangerous, all of them are hard working, many of them have been terrorized by police guns for no reason. All of them have been terrorized and traumatized by racism in there lives. "The June 2nd incident" brought past traumas to the surface. Flight or fight is a natural response to fear. Police shouldn't make being afraid of police a crime.	1/29/2021 2:40 PM
90	they are under paid, also they should always work and travel in pairs that rotate. Have pairs walk neighborhoods and apartments to ask them!	1/29/2021 2:20 PM
91	I was happy to see Monona police at BLM protests. I am hoping the force continues to reflect of systemic racism within policing and makes Monona a safe place for both white residents and residents of color. I think the hiring of a new police chief is a great opportunity to show that Monona is a progressive city and working to be better.	1/29/2021 9:14 AM
92	unsure	1/29/2021 9:09 AM

93	Slightly negative given recent race incident	1/28/2021 10:40 PM
94	Don't know about the community, but I think they try pretty hard but somehow continue to fall short on effectiveness.	1/28/2021 6:10 PM
95	Supportive	1/28/2021 5:55 PM
96	Given the incident that occurred last spring regarding Keonte, trust in the Monona Police Department is lacking.	1/27/2021 10:50 PM
97	Poorly. Unfortunately for the MPD the officer who brought multiple lawsuits on the city casts a long shadow.	1/27/2021 8:48 PM
98	I think the old time residents think things are just fine and dandy, and will be happy as long as their property values stay up and the riff raff stay out. Newer, younger, and more diverse residents see the recent series of high-profile and deadly incidents involving community members of color and wonder whether this can all be coincidental.	1/27/2021 8:35 PM
99	Inept. Boss Hog and Deputy Roscoe P Coltrain.	1/27/2021 8:24 PM
100	Generally favorable but with room for improvement.	1/27/2021 12:25 PM
101	The department could be more culturally aware. Also the department does not do enough to prevent speeding in our neighborhoods.	1/25/2021 5:36 PM
102	The people I communicate with are very supportive.	1/25/2021 12:56 PM
103	I think the community has a positive view of the department.	1/25/2021 11:14 AM
104	Untrustworthily	1/25/2021 10:31 AM
105	I suspect many are OK but that doesn't make it right. And in addition to losing ground with 2020 incidences, we've lost ground with COVID too... no community events to interact and connect.	1/24/2021 1:51 PM
106	Except for the traditional whiners and complainers evident in every community, I believe this community holds its police in high regard.	1/22/2021 10:52 AM
107	With high esteem and respect	1/22/2021 9:39 AM
108	The department has a positive reputation that has been tested by incidents relating to use-of-force against minority citizens.	1/21/2021 8:27 PM
109	I appreciate the cop (Nate?) who posts regularly on social media about things that are happening in the community crime wise. The incident on Arrowhead was bad, and there has been no communication about how the police dept is being educated about subtle racism. (Getting the color and model of their car was racist-- they would never ask me that question)	1/21/2021 6:39 PM
110	Most are very proud of them and support them	1/21/2021 6:26 PM
111	I'm torn. There is still some love and respect, and there is a newly awakened misguided poorly informed group who are quite vocal.	1/21/2021 5:25 PM
112	There needs to be more diversity and training in that area.	1/21/2021 5:01 PM
113	Most people feel very positive towards the PD. Unfortunately, people of color may not share that opinion. Work needs to be done in that regard.	1/21/2021 4:30 PM
114	Very favorable	1/21/2021 3:17 PM
115	Supportive	1/21/2021 3:07 PM
116	I don't know how others feel. I feel they are the biggest public safety threat to Monona community.	1/21/2021 2:37 PM
117	The older generations love the PD but the younger more diverse populations do not trust the department and BIPOC fear our department.	1/21/2021 11:57 AM
118	Favorable, with opportunity for improvement and some events that could have clearly been handled better. But I can't ignore the good I have encountered, and this survey, as designed, is clearly biased in what response it is looking for to justify a viewpoint.	1/20/2021 8:11 PM

119	I think there are people who have had bad experiences with the PD, and so there's a lack of trust / bad relationship. For people who haven't had an opportunity to interact with the PD, that not-great view of the PD is what we tend to hear.	1/20/2021 6:09 PM
120	Good, but mildly distrustful	1/20/2021 6:08 PM
121	A subset of people are upset with police about improper entering of the home and see it as racially prejudiced—wanting a lawsuits. I think everyone would like to know more knocking would happen before entering a home with guns. Others myself included have had police say “what would you like me to do” putting the problem on community member to read city ordinances and ask for enforcement. The police are relaxed about peeping toms and vagrants around children. But quick to break into a home guns blazing. It doesn't make sense. I think people want to feel a personal connection with police—that's why we live in monona. At this time not sure if police are on our side. Women should be told to tolerate random men around their home and Black teens should get a super loud knock. It's unclear if police respect the homeowners.	1/20/2021 5:52 PM
122	Favorable view	1/20/2021 5:36 PM
123	With care and respect	1/20/2021 5:05 PM
124	Bunch of overweight white men.	1/20/2021 4:54 PM
125	All that I have dealt with have been lovely and helpful	1/20/2021 4:48 PM
126	they are not very visible, which is good,	1/20/2021 4:41 PM

Q10 Do you feel the community view has changed in the past year?

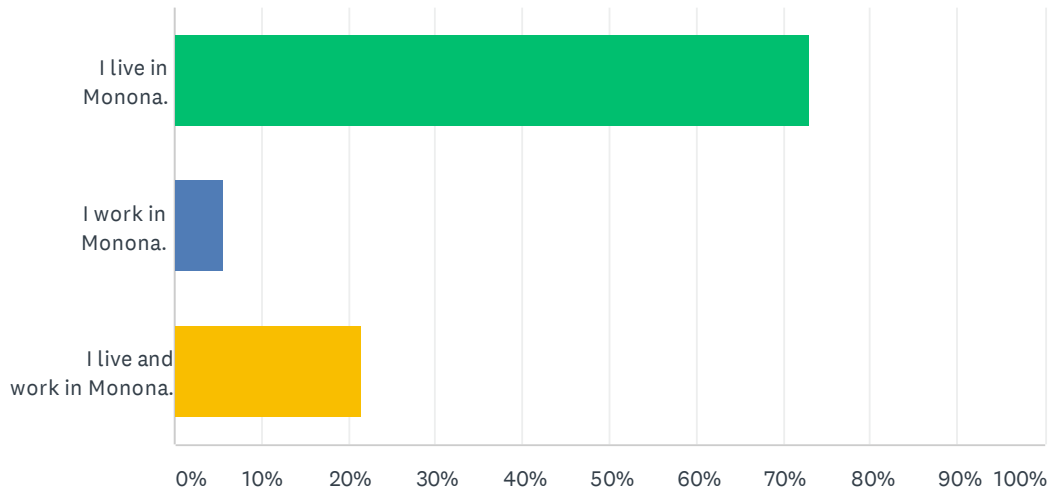
Answered: 139 Skipped: 8



ANSWER CHOICES	RESPONSES
Yes	64.75% 90
No	35.25% 49
TOTAL	139

Q11 Please select one of the responses below.

Answered: 144 Skipped: 3



ANSWER CHOICES	RESPONSES	
I live in Monona.	72.92%	105
I work in Monona.	5.56%	8
I live and work in Monona.	21.53%	31
TOTAL		144