

	A	B	C	D
1	Q1: What skills and characteristics do you want to see in our next Police Chief?	Q2 : What background, experience, and/or achievements should we consider when selecting our next Police Chief?	Q3: What do you believe should be the top priorities for our next Police Chief?	Q4: What else would you like us to consider when selecting our next Police Chief?
2	A reform-minded chief in synch with Bellingham values	Demonstrated history of carrying out reforms elsewhere	Demilitarizing the police. No BDUs (military-style battle dress uniforms), limiting SWAT to active shooters, hostage, and barricading situations ONLY.	We need a REFORM chief with strong backing from the mayor to overcome institutional resistance.
3	well-rounded; caring and compassionate; commitment to transparency; a strong role model of integrity; a strong belief in developing relationships between the police and the community	Successful work experience with diverse communities and plans for successful engagement with unsheltered populations and individuals living with mental illness	Working with the mayor to find humane solutions to the homelessness crisis; incorporation of community concerns regarding social justice	Very strong recommendations from the community and the department where she/he is coming from
4	An emphasis in training for staff that would facilitate those traits mentioned in the desired qualities such as developing non-enforcement responses; expanding behavioral health program; etc.	Their philosophy regarding those qualities being sought such as: non-enforcement responses; expanding behavioral health program; etc.	That they are open and receptive on how policing is evolving into a different mind set	I think the qualities in finding a new chief you have listed are outstanding. Their leadership to their staff and community should always be transparent
5	Ability to connect with community, lead officers, ensure professional procedures. Integrity, honesty.	Management position in policing elsewhere, with indication of willingness to try new approaches to crime mitigation/prevention, coordinating with service providers better able to handle mental health issues, etc. Experience with homeless population.	1. Keeping our community safe-all of us, whatever socioeconomic or ethnic background we have.	Make sure search includes candidates from diverse backgrounds.
6	The ability to differentiate between when compassion is needed, and when a strong hand is needed. The current trend towards taking a hands-off position with drug abuse and anti-social behavior has gone way to far. Safety and security must be foremost.	A background of being tough on crime in public and downtown areas. There is currently too much pressure going the opposite direction,. Citys all over the country cannot thrive unless downtown and public areas are safe and secure.	Safety and security in downtown and public areas. Beware of applicants who are bowing to lop-sided public pressure that is so common right now.	A history of providing visible downtown police presence through foot and bicycle officers.
7	Be able to think outside the box for solutions that create a "win-win" situation. Someone who has deep integrity who cannot be moved by outside forces with poor agendas.	Someone who came up through the ranks and understands the jobs from all angles and levels. Someone who is able to communicate well with the community about what the police department is doing and what the community needs.	Engage the community to volunteer to augment all the groups working to solve our biggest problems, homelessness, mental health, substance abuse, employment.	Support the current volunteer groups and build on it.
8	Honesty, Integrity, Ability to lead and make tough decisions, Good communication skills.	Education in law enforcement, experience working in multiple aspects of law enforcement, prefer someone who has experience working in BPD and the Bellingham community.	Enforcement of existing laws, community education and outreach, support for our police officers by providing training opportunities.	I think that our current interim police chief, Flo Simon, should be considered for the permanent position. She is experienced, conducts herself professionally, and I like the fact that she is female.
9	Believes in training; community policing, diversity; sending officers to FBINA AND OR northwest Command college; can interact with respect to and from staff/ officers	Prior Chief experience with a department as large or larger than BPD WITH HIGH RECOMMENDATIONS FROM COMMUNITY AND POLICE OFFICERS AT PREVIOUS DEPARTMENTS	Let officers do their jobs and enforce the laws. Do not allow them to take over city hall grounds nor pi	
10	Responsible, transparent management		Transparent management, willingness to stand behind both officers and community, effective leadership experience, someone who supports more training for officers and cares about their mental health and well being	
11	Needs to be able to hold officers accountable for unacceptable behavior.	Lots of Experience reprimanding officers.	To bring professionalism to the department	Please pick someone who intends to really clean the bad apples out of the department.
12	Remains calm in a crisis without letting ego drive decisions. Not politically biased or outwardly ambitious. Understands and follows the rule of law. The ability to assess a situation quickly and decisively act. Communicates effectively and often.	Command and practical experience in law enforcement with added training in crisis management.	Non political, high moral standard, humanity community based goals. Intelligent, decisive and fair. Plays well with others!	Knowledge of our community is crucial in order to relate to its citizens.
13	Must be able to show ability to communicate and must have training focused on anti-racism, implicit bias, mental illness, age-appropriate responses, problem-solving, mediation or cultural competency and be able to show history of using this knowledge.	Some exposure to diverse communities outside of his/her law enforcement background, either volunteer, paid, or through family.	Accountability-holding officers responsible for their actions; Transparency: Improved data collection and reporting practices	Is this person going to be able to see outside the typical law enforcement bubble?
14	Transparency. A desire to listen to the community. Willingness to hold police accountable for questionable behavior.	Diversity training	The homeless situation, as well as implementing more preventative services such as mental healthcare and addiction treatment services	Someone who has lived here a long time, and has an interest in helping bring more unity to our various communities and cultures
15	Someone who is committed to actually working with the community, especially homeless and underserved residents. Able to consider many perspectives and avenues for best solutions.	History of helping marginalized communities, expertly trained in mental health areas, record of deescalating situations, strong history of nonviolent solutions	Extensive mental health training for all BPD employees, complete overhaul of budgetary spending to allocate more funds to nonviolent solutions, especially when race/minority community involved.	Minority representation, highly educated candidate, someone with the ability to affect change, not go with status quo,
16	Someone with humility who actively seeks community input on policing, especially from those most impacted by policing (the poor, mentally ill, and bipoc).	Someone with a diversity of experience, knowledge of the white supremacist history of policing, someone who recognizes and wants to change the way that poor people and people of color are very disproportionately impacted by policing.	Ending armed response to mental health and drug overdose calls; transitioning to a smaller police force	I'd like to see someone who wants to reimagine public safety with everyone in the community, including the unhoused, the mentally ill, the poor, the people with records, etc.
17	Commitment to equity and restorative justice.	Local history. Support of social justice organizations.	Equity and social justice.	
18	Loyalty to compassion and community well-being above all else. Ability to inspire and empower all officers to achieve this same priority for loyalty. An urgency to eliminate white supremacy and systemic racism in the dept. and in the community.	The candidate should be able to describe how they have shifted organizational culture to create greater compassion that has been effectively transferred into the community.	Adoption of trauma-informed de-escalation techniques that not only prevent violence and/or increased danger, but are effective in providing increased well-being. Demilitarizing BPD. Remove warrior & military aspects of local Police Explorers program.	

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19	Empathy. Antiracist. Committed to restorative justice, harm reduction, decriminalization of poverty, addiction & mental illness. Community servant. Antiracist. Empathy.	Demonstrated success in bulding an antiracist support system that respects & protects all community members. Background in public health, nonviolent communication, de-escalation, trauma-informed practice.	Purge the ranks of white supremacist conditioning. Community health & well-being instead of coercion & enforcement. Demilitarize and deweaponize minds & behaviors of their staff. Decriminalize poverty, addiction & mental illness	The job description has already been posted & the brochure has already been published so applicants won't see this "community feedback." Will the review committee include members of groups most harmed by current policing practice?
20	Ability to admit to mistakes made. Ability to stand up to entrenched negative cultures. Ability and willingness to push back against racism, even when uninentional. Willing to admit to the existence of institutional racism	We need a person of color running the cops in Bellingham. This city loves to think itself progressive but is unable to see how racist it really is because so few of the people here ever have to experience racism. It's time to wake up.	Root out racist cops from Bellingham. Stand up to cops who believe it is fun to use people with mental health issues as a joke on other cops. Be willing to slash cops' budget so money can go to orgs trained to handle non criminal emergencies	Don't hire a white man. And make sure you get someone who is willing to cut the cop budget so it gets spread out to other organizations that can handle non-criminal issues.
21	I would like to have someone who is a good listener, someone with experience in change management, and someone with life experience that aligns with communities that are often on the receiving end of negative interactions with law enforcement.	I would like to see someone with demonstrated experience in the areas that you outline above regarding the opportunities and challenges for our new Chief. I would like to see a new Chief who is open to new ideas and is a lifelong learner.	Demilitarizing our police force, collaborating with the Whatcom County Sheriff on the same, and implementing & going beyond the demilitarization aspects of HB 1054 once it passes the state legislature. We can be a nationwide leader on this front.	I would like to see someone with experience in communities that have shifted from heavy handed police tactics regarding homelessness and drugs, and have moved to public health and social safety net approaches.
22	Someone who is willing to work with the community, but who is also able to stand up to them at the same time.	No criminal history	Enforcement of laws, hiring more officers.	Find someone who wants to grow the department not shrink it.
23	Defund the police	Defund the police	Defund the police	Defund the police
24	Compassion, anti-racism, understanding why people are offended by thin blue line stuff, deep community care	I'd love to see a person of color. Can we clone Chief Tank from Blaine?	anti-racism, building the trust that has been lost, stopping bike theft!!!!	someone who isn't going to wither away when they see an ACAB sign, I don't agree with ACAB but every person who holds those signs up deserves to be safe even if you disagree. Solidarity with BIPOC communities
25	Someone who will be looking for ways to support and work with community members who are struggling. Someone who would NOT further traumatize those who are experiencing homeless, mental illness, etc. by using militaristic actions against them.	Do they have experience in mediation and conflict resolution? How deep is their knowledge of this area's social service agencies and other community supports? Are they willing/able to advocate for options and resources that may be "outside the box"?	More affordable housing, additional shelter options (including non-religiously affiliated choices), more permanent supportive housing, better options for those of us who don't know what to do when we see someone homeless and struggling on the street.	"Compassion is the basis of morality." — Arthur Schopenhauer
26	A pilice officer who worked hard to rise the ranks	See above. Usually takes years to rise through the ranks.	Having their officers back. Will stand up for them.	Not hiring someone just to fill a quota. If a 40-50 yr white male is the best hire him. Don't just pick a female or based on color.
27	Honest, transparent, open to community input, weeds out bad apples within the department	Masters Degree, excellent public speaking, one that not only looks out for the City, but one who cares about the Department personnel and not a puppet	Adequately keep the department staffed up, ongoing continuous training for all, homelessness, letting the community meet the officers, Coffee with Officer and the community	One that understands PTSD and provides ongoing training, having the officers stop in and meet seniors, students when Covid appropriate. Let people meet the K9's as well. One that has a great track record of past experience, truly cares about this City and Educational attainment.
28	Prior experience in courtrooms either as defense or prosecutor. Preferable both.	Post graduate studies. A law degree.	Raising the educational standards for new hires.	Educational attainment.
29	Interest in fighting crime and protecting people, not doing social work for addicts or welcoming illegal immigrants	work in a tough-on-crime Republican-run city	put addicted thieves in the state penitentiary	law degree like Bill Elfo
30	The ability to successfully work with a wide array of constituencies and			
31	Kindness, tollerance, someone willing to do what is right even if it is firing someone under their command	Social work, law	Building community trust and being an example for how police should be run.	Less tactical experience and more social work experience. I don't want an ex military person who thinks they are still at war.
32	I want to see Justice and keeping our city clean, an intolerance to vandals and domestic terrorists and a strong personality, someone who will not be run over by a council that isn't supportive or political temper tantrums.	Community involvement is very important, someone already familiar with our local issues and local handling of law and arrests, someone supportive of and familiar with K9 use	Intolerance to vagrants, keeping our city clean and free of garbage, needles and crime.	Our Officers need the support of our Council and have every right to command it. They need to know as we do that public safety is the most important issue and our city is done with children vandalizing it under the false guise of supporting the homeless.
33	Someone who believes in ENFORCING the law as some of our surrounding cities do. Let your officers do their job. I understand that the mayor is extremely politically correct but	I repeat. ENFORCING the law. Someone who is not concerned with political correctness and desires to protect the LAW ABIDING TAX PAYING LEGAL residents and citizens of Bellingham and not more concerned with protecting the criminal.	ENFORCING the laws. Doing something about the many illegal homeless camps. People are running around with machetes and urinating in public. I refuse to patronize certain areas in this city.	True leader who has his officers backs at all times
34	Highly successful in previous career performance. Honesty, integrity, compassion. Committed to reform current department policies and practices that are out of step with this time. Willing to collaborate with the many public and private stakeholders.			
35	Advocate for Policing. Creating a plan and following through.. Eliminate bike theft for example. How you going to do it? Get it done. Lock thieves up.	Conviction record. Can they make what might be the unpopular decision but the right one regarding our laws?	Enforce our laws. Eliminate Bike thefts in Bellingham. Enforce no camping laws	What kind of youth outreach programs they have participated in.
36	Track Record of Honesty, must be anti military, pro escalation, anti qualified immunity, anti police Union. We need a Chief who would have publicly fired the "Shari's" officers the next day. Who would fire any officer not masking.	History of successfully firing bad cops. Reputation for connecting with all members of the community.	Firing the Shari's cops, and any proud Bois, 3%ers, oath keepers, etc. Demilitarizing the police. Ending qualified immunity. Hiring people who will really protect and serve. Psych screening every cop every 6 months.	That the hiring committee be community members not politicians. That a binding oversight board be established to control cop behavior and culture.

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37	Empowering of the community, listener, a gatherer of ideas, strong adherence to the law (including for officers)	Experience developing ideas and making them happen. 10 years on the force. Respected by his/her peers of multiple generations and races	Development of data dashboard so that public can see how police are interacting with the community (create accountability), diversion of incidences that don't require armed intervention	Someone with vision. Inspired to make Bellingham move into the future of policing, where police are part of the community; where police provide a safe shelter for those being harmed, where your sexual orientation or skin color doesn't pre-determine ones f
38	Very strong in diffusing situations. Leads by example. Innovative in starting and/supporting new programs to help people overcome any situation or trauma. Desire to create an anti racist work force by hiring a diverse staff, providing training.	Experience in leadership, social services, investigating and solving cases. Experience in restructuring to better serve the public.	Support and partnering with social services instead of destroying work they have done to help homeless people. Step1.Stop the sweeps. Work to eliminate racism in the police department. Increase response time to calls for help.	Diversity
39	We need a chief who cares about the job and will build rapport with the public.	Any experience that demonstrates the high Integrity and trust required for police work.	Communication, a steady source of empathy, compassion	Shows an eagerness to learn and adapt to our quickly changing times
40	Someone who values people over property	Social Work, Community values	Helping people	That the police are supposed to serve and that is not always done through
41	A background in social work. ETHICAL above all . A leader by example.	Social work, mental health care, and law enforcement background.	Making sure social services are used for situations that do NOT REQUIRE police. Police chief should be actively looking for ways reduce budget.	Hopefully someone who has been a hungry at least once in their life.
42	Someone who has worked in law enforcement for at least 20 years and has a good understanding of law and social work.	Someone who is known for being a peace maker. Someone who has lived in Bellingham for years and understands the broad spectrum of people who live here. Someone who understands how to enforce law and not let special interest groups make big changes	Keeping the city safe for everyone. I have lived in Bellingham long enough to remember when drugs and crime made the city a dangerous place to be. We don't need or want to go back that direction again. Heroine killed 2 of my old friends just last week.	Please look to other successful safe cities and see what they are doing. I think Bellingham is on the right track. We definitely don't want to become like Seattle or Portland. I have friends that are trying to live in those cities and they are terrified.
43	I would like a Police Chief that has deep experience in de-escalation and community building. Additionally, I would like a Police Chief that has significant understanding of Justice Equity Diversity and Inclusion as it relates to marginalized communities	Don't value with prior military exp. Value a candidate that has experience in building relationships between the police and all community. Value a candidate with deep demonstrated experience in de-escalation and Justice, Equity, Diversity, and Inclusion	Stop the militarization of our police, and seek to build relationships between the police and all community members. Seek to partner with social services to address homelessness, mental health, and drug issues. Increase transparency on such issues.	Please use this opportunity to re-think the system, not just to simply perpetuate the current system. From my experience, Bellingham Police aren't nearly as bad as other policing bodies. And, we can do more to create a healthier community for all.
44	Collaborative leadership	Experience with community engagement	Threats to the community like violence, impaired driving, and fraud, not drug use and homelessness	Someone who brings out the best in others
45	Someone from outside the agency that won't have bias based on long relationships with others. Someone who seeks information form			
46	Kindness, Understanding, worked with diverse populations including race, class, and other targeted groups. Nonviolence training	Degree or certificate in nonviolent communication and conflict resolution training, training in implicit bias conditioning, trained in working with Deaf, disabled and mental health constituencies	Nonviolent means of working with unhoused people, people with mental health issues and impoverished people. Developing and supporting an oversight committee of public members not chosen by BPD or COB, much better PR re: proactive steps to undo racism	100% prefer a woman, a person of color and/or an LGBTQ Chief. A Chief who understands and can address concerns about violence, harm and race bias in police interactions with Black People, Native Americans and people with mental health issues
47	The ability to hold officers accountable for excessive use of force, to take seriously the threats posed by local and national white supremacist groups and far-right extremists; to increase the number of first responders who reflect the communities served	Personal and professional support for Black lives; a demonstrated commitment to diversity, equity, and inclusion; training in racial bias and mental health crisis responses; experience in strengthening use of force policies.	The chief's foremost priority should be protecting Black lives. Second, dramatically reimagining the department's response to homelessness and mental health crises. Then, demilitarization, limiting force, and developing community oversight.	Please consider a candidate's understanding of the historical roots of policing and white supremacy in the PNW and look for a willingness to explore radical new approaches to public safety and community investment.
48				
49	Engaging meaningfully in the community. Prioritizing the people of this community over property rights.	A police chief with a social work background.	Defunding the police force and investing in measures that promote community safety without police. Eliminating sweeps of homeless camps.	
50	Understand diversity and ability to provide leadership with Department as well as community	Experience in variety of communities, prefer Master's Degree, understanding of mental health issues and variety of crises		Format to interact with community
51	I would like a			
52	Selflessness, Patience, Mental toughness, strong character, strong sense of fairness and justice, strong sense of community	Strong knowledge and experience in law enforcement, demonstrated diplomacy, ability to maintain calm while dealing with chaos	keeping the community safe and strong enforcement of rules, regulations.	Ability to clearly communicate city and Department priorities, well representing the BPD, strategic and tactical planning, forethought and, when diplomacy fails, decisive and fair action
53	Law and order. Strong leader, supportive of the rank and file. Understanding of the diverse community Bellingham is, with ability to handle communication and community policing with tact and compassion when needed, while being firm to support the law.	Appreciated and respected by the rank and file (if internal promotion), or similar experience in a Western US college community (if external recruit).	Homeless: Keep them moving, low tolerance for scofflaws, protestors, indigents. Look to other Whatcom County cities for examples on how to handle them. Crime: Help businesses and homeowners with shoplifting, vandalism, etc. Work with prosecutor on this.	Bellingham will be a more vibrant and more progressive city when the homeless and low-level criminals are moved off the streets. It's not uncompassionate, it's helping them move to the next needed phase of self-sufficiency, whatever that entails.
54	Compassion, empathy, and a lived experience shared with more marginalized community members who interact with police.	Anyone with a background in social work, education, and/or trauma informed care. The police chief should have experience managing people and resources in a way that empower residents and build community capacity.	The police chief should restructure the police budget so that police are getting resources for the tasks they are experts and well-trained, and that other organizations, such as mental help professionals and nonprofits get resources to respond where need	The police budget, and the scope of responsibility of police, and where those funds may better serve community members.

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55	Devotion to civil liberties and human equality, empathy and "people skills," ability to communicate well, excellent knowledge of laws and regulations	experience managing people in ways that engage them, make them glad to be working with him/her, experience in working with people of many ethnicities ("races"), experience as a police officer in a community of Bellingham's size	Ensuring that the public, in every segment of it, is treated respectfully, ensuring that policing uses nonviolent methods whenever possible, maintaining good relations with every community in the city	
56	Empathy, Compassion, Integrity, Racial non-bias, honest, no tolerance of hatred/bigotry, racism, awareness and sensitivity to addiction and mental illness, the ability to admit wrongdoing and willingness to improve.	Educated and years of experience not just in policing but In management and educating	Building trust in police officers; listening to the concerns and fears of families and individuals from diverse backgrounds, addressing the addiction and homelessness in Bellingham.	As a parent of a biracial teenage boy, I carry constant fear of him falling victim to not only racism, but police led racism and brutality. I think it is imperative that the Police Chief train his officers to properly act... not just react.
57	Serves and protects ALL Bellingham residents and not just monied interests and properties.	Racial justice, harm reduction, etc. Aware of White Nationalists like AtomWaffen Division.	Stop the growing fascist strong arm tactics against poor and unhoused folks. Aware of the white power history in the NW.	Hire someone who will not enforce strong arm tactics under the guise of law and order. Do not hire anyone sympathetic to the racist thin blue line jargon. Hire someone who is aware of the growing white power movement in the northwest.
58	The Police Chief should be firm and decisive and not give in to agendas that have nothing to do with policing.	A long law enforcement background with actual experience in the field.	As much as the law allows, apprehend and convict illegal drug users and sellers. Be pro-active and don't allow tent cities to be built. Area parks should be for EVERYONE to enjoy safely.	It is simple. Look at their qualifications. The best qualified applicant should get the job.
59	Concern for social justice , community building, skills, values diversity, respect for all citizens, solution focus	Professional training and experience, demonstrated diversity focus, nonviolent communication training and skills, behavioral solutions training, listening	Social justice for all, safe inclusive community, respect, training for all officers	Restore respect and sense that as a community we can safely solve problems together. Thank you.
60	communications/Honesty/Straight forward approach(have enough politicians)	Worked their way up the ranks/Hands on experience & not just administration / Not a talking head but a doer/abilities/	Stop drug sales & distribution/Car prowling & chopping/Speeding	Veteran/Social network knowledge/
61	Deescalation and dealing with mental health issues. I was proud of how the BPD handled the camp 210 protestors.	Training in recognizing drug and mental health issues. I appreciate someone with a passion for community outreach and engagement.	Striking the balance on the homelessness crisis. It's not acceptable for people to camp anywhere and everywhere, but folks also need to be dealt with compassionately.	
62	Honest, positive and open minded, with the courage to pull the dept. together to reflect the times!	As many diverse experiences as possible! High level of education, including social and public relations.	To repair damage caused by low funding and community support in a city that is growing fast and needs to be able to attract decent officers and not lose them to cities who can offer incentives!	There are amazing people out there able to inspire those around them, including their own staff, politicians and community members in a positive way! We need to find that person and listen to the current officers.
63	Able to lead by example, provide ability to reach on to all sociopath economic groups, open to diversity , willingness to reimagine how the job gets done like working with mental healthcare professionals to deescalate individuals facing a crisis,etc	Years long experience in our community and they should be screened to make sure they aren't a white supremacist	Flo Simon	Don't pick an older white establishment figure
64	Tough on crime. Not allowing crap to happen like people living in the street. Enforce drug laws. Don't kowtow to liberals	Lots of experience	Clean up the city and stop allowing it to become like seattle.	
65	Diplomacy, budget experience, policy experience	I would look for a candidate from an agency with a very low arrest to contact ration. In other words an agency that puts community above policing.	Educating and empowering officers to understand that poverty, addiction, and mental health issues are not crimes. Arrest is not the appropriate response to these issues.	Background/education in treatment based alternatives within the criminal legal system.
66	competent, honest, hard-working, experienced	proven experience lowering crime	incarcerating narcotics traffickers, sex traffickers and thieves	that he or she is compassionate toward lower income and vulnerable people by protecting them from criminals who prey on them
67	Fair, compassionate, empathetic, smart, patient, organized, kind, logical, progressive	Previous successful work in solving the homeless situation in a city of similar size.	working to solve the homeless situation. Make our parks and trails safe for all people in the city.	The next police chief should be able to see the connection to drug use and homelessness. People in Bellingham should be able to use parks and trails without fear of being hurt or killed.
68	Commitment to diversity, honest, listener, able to teach, innovative, integrity, problem solver	A proven leader, a record showing fairness/consistency/accessibility and open to change	Diversity and fairness	consider his desire for his officers to de-escalate rather than use power and intimidate
69	Honesty, integrity, excellent listener and communicator	A demonstrated ability of ethical leadership I	Keep Bellingham safe and peaceful. Integrate preventive policing. Establish a solid working relationship with the mayor and council.	The passion and enthusiasm of the person.
70	Impartial enforcement of the law, treats all people the same, non political, focuses on crime	Previous experience in a city the size of Bellingham, ignore race or color of the candidate	Impartial enforcement of the law, safety of all citizens	Pick the best person based on their objective qualities for law enforcement. Do not focus on external characteristics.
71	That person should be highly skilled in communication to not only their staff and City Hall personnel, but to the everyday citizen in the community. And to be honest at all times.	Hé/she should have relevant experience in administration of personnel such as we have in the Bellingham Police Department.	Address the Homeless and violence that seems to accompany these Homeless camps.	Increase their salary. You get what you pay for.
72	Our next police chief should be skilled in community outreach and engagement, diversity and equity, and prioritizing dangerous crimes against vulnerable victims.	Community organizing and outreach, experience as an exemplary police officer building relationships with the community, prioritizing budgets to center equity and justice.	Refocusing on dangerous crimes against vulnerable victims versus policing homelessness, protestors, petty crimes, and drug offenses. Rebuilding trust with the community.	Experience working with or being from diverse communities.
73	We need a strong chief, who is well balanced. Social media has allowed activist minorities to bully the public discourse and skew policy away from balanced just decisions	Sociology, history, psychology, business management	Appropriate handling of mental health, poverty, drug issues. Strict on vandalism and auto break ins which seem to be rising	Balance between left and right politically. Not be bullied by social media and other authoritarian types, creative problem solving, empathy

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74	Highly empathetic, trained in deescalation, belonging or having strong connections and empathy for the homeless and racial minorities, and understanding of the signs of mental illness.	Background in psychology, understanding and empathy towards impoverished people and minorities, and cultural inequalities in general.	To protect racial minorities, the homeless, mentally ill, as well as everyone else. Be educated and trained on how to fight crime without violence.	Police.do.not.get.to.kill.people. ESPECIALLY racial minorities. It's never for a good reason. Black lives matter. Say her name.
75	No corruption and full transparency.	Background of proven honesty, integrity, morals and ethics.	Training officers that citizens are "innocent" until proven guilty and create and enforce policies that don't infringe on the rights of citizens.	More communication between young people and officers so there isn't such a generation gap and hatred and fear of police.. Don't allow officers to write false police reports that over up their illegal searches and cause people to have felony convictions.
76	Compassion, intellect, logic, calm, non combative.	Someone who is non-militant and community oriented with some background in social services and experience in nonviolent conflict resolution and nonviolent leadership.	Shifting the narrative of the role police should play by uplifting other social services, condemning unnecessary force and violence, and operating under the assumption that the force has bias. Shifting the narrative within the force and community.	Please get someone with a well rounded education and personal history who has worked and lived with people different from themselves - is not a white guy who has only worked and lived and interacts with only white communities.
77	Not a racist	Not being a racist	Dealing with the street people. Not being a racist.	Diversity and someone who isn't a racist.
78	Must have the attitude that he is here to protect and serve not try to make a name for himself by "being tough on crime." Many people commit crimes due to mental health problems, not because they're actually bad people.	I'd like to see someone who has risen up through the ranks, preferably here in Whatcom County.	Must promote real solutions for people with a mental disability. America's current approach in mental health care is a proven failure. People need real help such as orthomolecular treatment and homeopathy.	He or she should be in favor of natural mental healthcare being used in the jail. It has no side effects and jail is the perfect place to help someone to turn their life around.
79	I would like to see a Chief who is focused on keeping the peace, rather than policing. We need more police who understand the roots of our social problems and treat everyone, even repeat offenders as candidates for rehabilitation, not criminals to punish	The police department naturally attracts authoritarian types. I would like to see more empathy at all levels of the police department.	Assisting in the transformation of our justice department toward rehabilitation and getting offenders the help they need, not the punishment we think they may deserve.	Along with the power we give to the police, comes the responsibility to treat every individual with respect. I know it's a lot to ask, but the police should always act out of concern for the community, never react out of cynicism. The BPD does a good job.
80	The recruitment brochure says it all very well.	Someone with extensive field experience who can relate well with the entire force as he leads them through the changes required in the department.	We need to have real " cops," who do the traditional police work. But we need a leader to change the systemic culture that allows and can breed overzealous types who have consistently found a place in our department. This change starts at the top.	Don't be afraid to shake it up. Shoot high. This is Bellingham. We deserve the best. Good luck.
81	Trained in de escalation and cultural diversity, and pro social skills.	Coordination with mental health agencies, working for alternatives to conflict and incarceration. Experience in collaboration and training officers in non violent response.	Community engagement, collaboration with all stack holders	Someone who is committed to investigating any person who comes to share concerns about police abuses of power or inappropriate responses.
82	Intelligence, Diplomacy, good planning, loyalty but also willingness to recognize when mistakes were made	Experience in leading in an area similar to ours with Native American and Hispanic communities, college students, and a wide span of political views. Experience at non-violent crowd control.	Working with social services to address homelessness. Educating young women, especially young Native women, about dangers of abduction and the need for self defense training. Addressing the insidious hate groups spreading hate literature and vandalizing	Someone who understands the area and who can live with the weather!
83	Someone who actually lives in Bellingham, is approachable, open to new ideas, not racist, not violent, strategic and thoughtful thinker. Interested in looking at the root of the problem to decrease crime.	Law enforcement AND mental health professional training. Highly recommended by peers, community members and supervisors.	1. Lower the speed limit around town to make it safer to walk and bike, installing red light and school zone cameras, helping BSD start a crossing guard program. 2. Hire mental health first responders. 3. Figure out how to lower OD numbers.	
84	Compassion, commitment to service, commitment to equality and diversity. A public servant.	Person of color, education in human services and communication.	De Militarization of the police force . They must be public servants not a armed military force, ready for combat. Diversity training, de escalation training, communication training. Shifting priorities from Enforce laws and better handle the transient problem and crime in city	The history of policing in the US is inextricably linked to power and racial control. We have a lot of work to do to root this out. do something better.
85	Ability to lead, inspire an FW manage. Someone not afraid to enforce the laws	Has dealt with larger city crime issues.		
86	Open mindedness, An absolute dedication to racial equality, Pro-LGBTQAI+, Someone willing to have conversations, Empathy	Someone with positive experience working with racial issues and the intersectionality of homelessness, drug addiction, mental health and identity. Someone who identifies as a woman or BIPOC	Racial equality, Native rights, homelessness, housing prices, access to healthcare not police intervention	Just choose someone who's got a little bit of a heart.
87	Competent administrator, not beholden to special interests.	Proven ability to stay up-to-date on emergent best-practices in policing.	Continuing to navigate the very difficult question of how to respond to frequent calls related to the chronically homeless.	If the above criteria can be met, hiring internally is always beneficial.
88	Tough on crime. No tolerance for municipal code violations, regardless of how petty they may seem to the council.	Law enforcement, obviously. Military.	To defend and uphold the Constitution of the State of Washington and of the United States of America. Not to be a social reformer. Leave that to the sociologists and psychologists. We need a cop, not a preacher.	If the Chief is going to march in a protest, he/she better wear their uniform so that the people in this town know where they stand.
89	Openness to reform and positive change in policing. Someone who listens, but understands that they can't please everyone. Willingness to make hard decisions to make Bellingham a better place to live.		The theft, vandalism, and violence around the homeless population in Bellingham. Make appropriate services available, but please enforce the laws. No more unlicensed tent cities, crack down on bicycle theft, clean up the town.	
90	Unbiased desire to help and care for community members; willingness to have open vulnerable communication with marginalized populations		Building confidence among all groups in our community; approach to homelessness	

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91	Humility, leadership, innovative, proven ability to build and enforce a culture of compassion and community engagement, interest in working with human services partners and trying new and different ways of humane policing	Proven leadership and results on above, a bonus would be some background or training in behavioral health	Building morale, relationships, and culture within the department and building trust and collaboration with community	Someone deeply committed to removing structures and systems that perpetuate racial inequities in policing, charges, and sentencing
92	Demonstrated commitment to reform. Demonstrated knowledge of appropriate responses to mental health crises.	Masters Degree in a social science--social work, preferred.	Reducing the size of the department, shifting resources to social service responses, educating officers on responding to mental health crises, reducing jail use, getting rid of military-grade equipment.	This is a great opportunity to re-imagine our police department. Look for someone with an imagination.
93	Ability to build bridges and work across communities, moderation, community engagement, "fairness," ability to see/hear both sides of the issue and while listening to the public and their opinion is important, recognizing all decisions are not popular	Background in policing, ideally in similar sized or larger community. Background in community engagement/working with stakeholders, success in own career , esp of street policing, ability to work/bridge Idea s/communities wi/varying perspectives	Training and support of officers, making Bellingham feel safe again which it has increasingly not, esp with homeless encampments which breed drug use and ignore severe mental health issues. Giving officers tools to do their job & supporting them.	Homelessness in Bellingham has created problems and although local advocacy groups are the most vocal, a lot of ppl no longer feel safe walking/playing/etc in areas where camps have been ignored. It feels like one groups rights are elevated above others.
94	Open minded, non-confrontational, dispute resolution	Minority advocacy, mental health training	To demilitarize the police force, increase domestic violence and mental health training, stop racism, stop harrassing immigrants, homeless and marginalized, humane treatment of drug addicts	The overall health of our community. Helping the marginalized instead of criminalizing them
95	Honest, dependable, anti- racist, not just tolerant but embracing of people, ideas etc that are different from their own	Look for people actively engaged in social justice and anti racism, people with new ideas for managing old problems like addiction, homelessness	Work with local tribes to stop human trafficking, stop allowing old white men to rape indigenous girls without consequence	Look for a mom who has raised young kids and teenagers. They can do anything.
96	Demonstrated ability to arrest and prosecute all crimes. Including miksdemaneors, unlawful assembly, rioting, demonstrations.	Not a retiree from asnother department. One in the middle of his/her career and fully engaged.	Homeless cleanup. Consistent and steadfast. Prosecution of any and all assaults during protests or activist activities.	One who can oppose ultra liberal policies of Mayor Fleetwood and the City Council.
97	I would like to see a Police Chief who has the ability to hold officers accountable for excessive use of force, and to take seriously the threat posed by local and national white supremacist groups and far-right extremists.	Personal and professional support for Black lives! Hold a commitment to diversity, equity, and inclusion. Training in racial bias and mental health crisis response.	The biggest priority should be protecting Black lives. Second, dramatically reimagining the department's responses to homelessness and mental health crises. Then, demilitarization, limiting force, and developing community oversight.	Please consider a candidate's understanding of the historical roots of policing and white supremacy in the PNW and look for a willingness to explore radical new approaches to public safety and community investment.
98	Long history of community service & compassion: e.g., lead roles in diverse community service orgs. Ability to communicate effectively & tactfully. History of wide support of staff and community. Roots & vested interests in the Bellingham community.	See #1. Long career of active police service	Build & maintain positive support with ALL factions of the community. Support a citizen-based Police Commission with real power to set policies and the hiring & firing of personnel. Support a reasonable police union that cannot shield malfeasance.	Ability to work effectively with other agencies, including fire, EMS, mental health, social services, housing, etc. Ability to compassionately repair dividing factors such as racism in police ranks, political disparities, and economic inequities.
99	Manage effectively with protection in mind, not political and satisfying political; satisfying principle: people	Background, experience, and credentials with effective collegiate verification	Manage effectively with protection in mind, not political and satisfying political; satisfying principle: people	Male. I am not a chauvinist pig; I feel only a male police person is the effective Police Chief. Perhaps an officer can be female, but NOT chief
100	Our Chief of Police should be diplomatic while holding the line on public safety. They cannot make everyone happy and must be able to make tough decisions and stick with them, despite opposition. ie Tough on Crime.	I'd prefer a current BPD employee be promoted to chief. They will support and understand the department and city best. If not possible to hire from within, someone with chief of police experience is a must.	Provide public safety and enforce laws. I feel the chief first needs to work on retaining good officers as they recruit for new ones. The ability to fully staff our police has a direct correlation to the level of service they provide.	I would want the next chief to support volunteer and community involvement . This includes enhancing our population's awareness of what police do and why they are a vital service in our community.
101	de-escalation, a mental health and trauma-informed healing perspective, ability to communicate and cooperate with other city institutions, diversity equity and inclusion, strong anti-racism	mental health, ER nursing/EMT experience/healthcare, alternatives to jail policing programs,	Safety for all community members, including houseless and low-income folk. Expanding the GRACE program, reckoning with Bellingham's own history of racism and present-day impacts of that history	kindness is more cost effective
102	Strong moral character / Motivation to serve people and community with loyalty	Past record of leadership skills, fairness and lack of questionable past acts or associations.	Protection of citizens from destructive and illegal elements, regardless of politics	A person who respects those things that build rather than destroy individuals and their rights to exist, pursue their own betterment and achieve excellence without interference of politics and shifting government agendas
103	Someone who does not tolerate crime. Someone who defends our public places against illegal camping. Someone who will realize that the south end of Cornwall Avenue is no different from the rest of Bellingham, and illegal campers/tents are not allowed.	I do not traffic in affirmative action or identity hiring. I trust the city to choose the best candidate regardless of gender or race.	Tough on crime. The function of the police is to uphold the laws on behalf of all citizens, not to kowtow to illegal campers who take advantage of citizens' kind hearts.	Can we get an ordinance against panhandling? Can it be enforced? Can we work toward a Bellingham where the library is more than a day center for the homeless? Where downtown attracts new businesses and customers, instead of ever-increasing gov't \$ for
104	Knowledge and understanding of diversity and inclusion, experience working with a broad range of different kinds of people from different backgrounds, skills in training people and in deescalating situations, keen understanding of the laws.	Experience living and/or working with a broad range of different kinds of people from different backgrounds. Experience with teaching/training others. Experience studying laws to work with the legal system. Safety certified.	Empathy, knowledge/understanding of legal system, safety trained	They should be someone who understands how people act and think in general in a variety of circumstances, and uses this understanding to apply practical decision making based on reality rather than ideals
105	Understands and is mostly focused on mental health, de-escalation, civil rights.	mental health, civil rights, de-escalation	mental health, civil rights, de-escalation	supports citizen oversight
106	Ownership, transparency, accountability, responsiveness, integrity, humility, commitment to personal antiracist development, deescalation expert, body-cam proponent, harm reduction and public health advocate, anti-incarceration, anti-militarization.	They should have a proven track record of elimination of use of force by officers, disciplining and firing of officers who've engaged in misconduct, standing up to police unions, demilitarizing the police force, and minimizing the scope of policing.	The goal of the police chief should be to drastically narrow the scope of police department responsibilities and thus the size of the police force by working with city officials to implement programs like CAHOOTS (24/7 mental health first response), etc.	They should be committed to following the 8 to Abolition framework, to build toward a society without police or prisons. Effectively, they should be aiming to work themselves out of a job (or rather, into a different & better job) within the next decade.

	A	B	C	D
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107	Prefers nonviolent solutions, to protect and serve the community, lots of experience, good person.	Ethics experience, good physical shape,	Theft in this town is completely insane.	Someone who would be good to help deal with the homeless situation and social inequality would be good to lead this town into the future.
108	I would like to see someone that has many years of law enforcement experience. I would like to see someone who is very serious about enforcing the laws to the fullest extent.	I would prefer to see someone that has lots of military and law enforcement experience. Someone who knows, understands and wants to clean up Bellingham by enforcing the laws to its fullest extent.	Someone who is not afraid to stand up to unruly activism like Antifa and the BLM.	Someone who truly cares about the citizens of the city and who wants to clean it up so it does not become like Seattle.
109	A strong compassionate leader who can deal with a city council and community that will not support him/her.			
110				
111	leadership experience	leading a large department in Washington,	homeless issue	variety of experience in law enforcement
112			Reducing arrests and reducing incarceration rates. reducing the size of the police force;	T
113	Professionalism, calm, progressive attitude toward policing.	Transformative change, positive leadership, proven willingness to make difficult decisions and go against protective norms of policing.	Eliminating racism and other types of bias from the force, impeding sculpture where use of force is looked upon as a negative, community policing is respected.	Excellence in communication and outreach to the community. The Chief is supposed to protect us all, not the police team.
114	Ideally, there would be no police whatsoever as we know them today. Otherwise, someone who gives the benefit of the doubt, and never stops improving their own mindfulness of their privilege, and that of those around them. They should not be white or a man	They should have a history of social justice activism, and ideally have gone to school for it. They should have studied law and the ways in which it's a conduit for inequity, and they should have studied at least some psychology.	The next police chief should stop white supremacists and other bigots, and should leave homeless people and people that suffer from addiction, be. They should stay away from protests and don't police BIPOC.	
115	Leadership, direction, and general administrative oversight to the Police Department.	Competency. No blemishes on work history.	Law enforcement. Enforcing the ordinances. Not coddling lawbreakers or scofflaws. Not acting as a toady to elected officials. Developing non-enforcement responses that do not sacrifice propriety.	A focus on safety for officers and citizens, on upholding civil obedience and rules of conduct, and on intelligent protocols, not a focus on fashionable notions of transformative law enforcement when they compromise public safety and justice.
116	I want the City of Bellingham's police to be phased out and replaced with other services.	Experience demilitarizing a police department, experience with conflict de-escalation, training in mental health crisis, anti-racism training	Demilitarizing the police, transitioning and downscaling the police department, rooting out local antisemitic and fascist terrorists who threaten our community	Solid understanding of the history of policing, the negative impact of police on Black and Indigenous people, not afraid to combat cop culture
117	Forward thinking, honest, and innovative	A well rounded candidate, who is up to date on use of force issues, and knowledgeable about our community	Maintain. Staffing levels, focused on training officers in up to date standards and best practices to keep our community safe	Someone who is familiar with our community and department. The leadership the last three months dealing with protests had been the right approach
118	Enlightened thinking	Having an experienced officer, academy training.	Adding trained professionals mediators and mental health professionals	A kind heart and love of community service
119	Level headed, very approachable/friendly, willingness to continue learning, willingness to hold others accountable, being able to encourage more positive relationships with the community.	At least 5 yrs law enforcement experience. Achievements shouldn't matter too much.	Better communication with the community. Team up with non law enforcement organizations to battle certain issues heavily affecting Bellingham e.g. homelessness, drug use, vandalism.	Someone who knows how much power they hold over others but remembers they were a person before a cop. I know it can be a nasty, gritty, engaging, thankless job. But even the best flowers bloom in manure.
120	Not afraid of the minorities he must police.	A proven track record working with minorities	Compassionately dealing with the city's homeless population	A woman would be nice
121	Integrity, active listening, empathy, open to innovation, and supportive of their staff and officers	Experience developing and/or implementing innovative solutions to increase community policing, trust within the community, and public engagement.	Developing trust and transparency of the department within the community. Increasing diversity within the department. Improving community engagement.	Please consider any past complaints issued against them.
122	Someone extroverted, IE out in the community just walking around introducing himself to people. Good sense of humor. Relatable. A good leader you can't tell the difference from the rest of those who follow him.	I would be more open to consider people with hard family backgrounds. I know that's easier said than done but most police officials are as close to perfection on paper as you can get but sometimes that doesn't resonate with the public.	I think police are pictured as those out to get you vs. those there to help you. Like hiding to run radar. You feel like you're under suspicion just going to work. Run radar but do it visually to show it's to protect not to punish. Stuff like that.	Someone who is not afraid to enforce the law whether the person is a rich entitled politician or a poor, homeless drug addict. What's the point of laws if they aren't being enforced. If the law is unjust then the lawmakers need to handle that. Not police.
123	Beyond the duties listed in the current job description, the new Chief must have a full knowledge and set of skills in current community issues such as diversity, racial and other forms of discrimination, and be skilled in seeking non-police interventions	Ability to work with traditionally less-involved constituency groups (e.g., homeless, immigrant, non-English speaking,...). I want a BPD Chief who understands how to implement interventions that parallel the CAHOOTs program in Eugene, Oregon.	Seeking to bring diverse communities together. Seeking to engage those not-engaged.	
124	Compassion, advocacy, leadership, community engagement	Experience in working with diverse populations; community service;	Collaboration to address those affected by addiction and mental health disorders	
125	Non-partisan, speaks openly against extremist groups and criminal organizations such as The 3 Percenters, The Oathkeepers, Fortress of Faith, the Banditos, the KKK, Aryan Nation, etc. Ensures no officer is affiliated with these groups. Lenient to homeless	NON-LETHAL DE-ESCALATION, someone with civil service, preferably not someone from a military background, maybe someone with experience working with people suffering from psychological disorders and/or drug addiction.	Focusing the BPD budget on community outreach instead of the SWAT team, working with city hall to find a solution to the rising homeless population, work with city hall to institute needle exchanges and safe injection sites, perhaps a public drug rehab?	There are so many recent studies on the effectiveness of law enforcement and what is truly the best option for the community, and it seems to be in stark contrast to what is considered the norm for policing in the US. Bellingham could set a modern example
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	A	B	C	D
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127	Trustworthy, well educated, embrace diversity, experienced, comfortable in him/herself. Compassionate.	Has exemplary experience with leadership in difficult situations. Believes in community outreach and participation.	Expand community outreach, help police become part of community, explore restorative justice with community support. Really see what isn't working with police nationwide, and learn from it.	Seriously, pick someone who is comfortable in their own skin.
128	Proven track record of effective leadership. Someone who will not spinelessly cave to the "demands" of the PC crowd like the last ineffective Chief (Doll).	Patrol experience, hopefully in an agency that had exposure to a diverse citizenry. One that has the respect of & listens to the "rank & file" & the concerns of tax-paying citizens. They are what really matters.	Enforcing the law, regardless of PC "considerations". I.E. enforcing the public camping laws, and not enabling the almighty drug-addicted homeless street vagrants. The COB has lost sight that taxpayers come first, we're put in second place.	Someone who will lead by example, and has a backbone to do what is best for the citizens, not the PC crowd. No more caving down to the "demands" of the anti-police folks like Chief Doll; i.e. taking down the "thin blue line" & law enforcement flag.
129	Intelligent with common sense and good at de escalation techniques	Someone from out of state. Someone fresh. Someone young.	Public safety.	Please select someone who cares about the houseless individuals in our city.
130	The new police chief should be an excellent communicator, someone who actually enjoys engaging with officers and the community. Experience and demonstrated commitment to fairness and compassion. A clear understanding of mental health issues.	Demonstrated experience in running an effective, fair, department and building a positive, professional culture. Demonstrated experience in holding others accountable for missteps and being honest with the public in such cases.	Improving community trust. Building a more diverse department. Rewriting conduct codes for officers and policies to attend to officers who are out of line. (Officers should not be promoted when active concerns about DV are in play.)	I would like to see us get a new chief who is well versed in current culture and is sensitive to it. I would like to see a progressive thinker someone who has new ideas and can motivate people to reimagine more effective policing.
131	non-hierarchical; collaborative; non-violent; has experience with systems theory and restorative justice; who understands the racist/classist history of policing; who understands how policing reinforces structural racism; & will lead in reimagining bpd	Someone who has experience lowering crime rates and has experience partnering with the community to focus on prevention, mental health/substance abuse treatment, diversion, rather than investing in arresting and incarcerating our community members.	decriminalize victimless "crimes" including homelessness; reallocation of BPD funds to community programs that prevent & reduce crime; creation of prevention& diversion programs that support healing& economic prosperity; demilitarize BPD; defund camp clea	Please consider using this as an opportunity to reimagine policing in our community. Find someone who understands how mass incarceration negatively impacts our community & who will lead our community in shifting our priorities away from punishment.
132	Deescalation skills, ability to weed out cops that have had a pattern of complaints, will reach out to other agencies for assistance, will stop commanding and start communicating.	Masters degree in Social Work	Watch the police killing in 2017 of the man wielding a knife in front of the bus station. A new police chief must be able to identify ways of acting that most probably would not have resulted in the man's death.	A history of commanding that demonstrates an understanding of the BLM movement, the rightful concerns by minorities about high arrest rate compared to white local citizens and a social work degree.
133	A commitment to treating all citizens respectfully, regardless of their race.	A history of deescalating situations and not using excessive force.	Diverting people in need into social services rather than arresting them for being homeless or addicted.	Someone who will hold all officers to high standards of de-escalation and not using excessive force, and will hold all officers accountable for their actions.
134	Compassion, empathy, lead by example, emphasis on safety more than enforcement, adheres to a community developed code of contact, involves the community in problem solving	Must be thoroughly vetted for past anti-social and extremist sentiment, preferably educated in public safety, past community involvement, not just interested in the police fraternity	Working with the community to solve public safety issues, no major decisions made without community input, instill a philosophy of deescalation in the force, enforce an expectation of respect for all members of the community	Education not commendation. Heroism does not necessarily make a good leader.
135	A 'REAL' person...Married/family with maturity and education more than just focus on Law Enforcement...A person of empathy/compassion toward cultural variations, with appreciation for the use of mediation, and the complexities of mental-health challenges!	Preferably someone who has a variety of life-experiences including how other countries/nations handle law-enforcement issues...someone with empathy/compassion for other cultural viewpoints that may be invaluable dealing with local issues~	To be AVAILABLE to our Community...willing to be 'out and about', representing being a 'Public-Servant' to be accessible to, and learning about our particular community, to dispel the apprehension that lately has developed with Law-Enforcement here~	Someone capable of working with all segments of our City Government (Teamwork) to help eliminate the alienation that seems to have developed recently that paints the 'government-leaders/elected officials as 'THEM' versus 'We, The People' to be served~!
136	Someone who will support the police from our City Council		Deal with the crime from the homeless stealing bikes and burglaries	
137	Commitment to eliminate white supremacy and systemic racism in the department and community; ability to build a culture & practice of policing that reflects the values of protection & promotion of the dignity of all, especially the most vulnerable	Experience collaborating with communities to identify problems & collaborate on implementing solutions that produce meaningful results for the community; Publicly acknowledged that policing (and the justice system) are culturally and historically racist	Advancing transparency in data and reporting and accountability to the public; Building relationships based on trust with immigrant, indigenous, unhoused, and visible minority communities; Tracking and addressing biased policing; Creating diverse dept.	Community engagement including open forums with with final candidates with questions from the public; Transparent process; Review & publicly disclose candidates' complaint and misconduct records, including any previous lawsuits filed on them
138	I would like to see a police chief that has integrity and true kindness. I'd like to see someone that isn't afraid to make big changes in the way the police force is run, even if it makes him unpopular. They must be brave.	I think that you should find someone that has made systemic change in an organization and faced the trials and tribulations of making that change.	Our next chief should focus on reducing the time and money the police force spends on sweeping homeless camps. Also all cops that show dishonesty or excessive force should be suspended or fired from the force, and discipline records should never be removed	The current reputation of the police in Bellingham, which is terrible, and how the next chief should make changes to bring back trust to the community.
139	Kindness, Integrity, Compassion, Community first	Building a community resource centered department	Building community coordination with health and resource facilities, less jail use or use of penalties and fines.	Someone who does not placate the county, but holds true to the City of Bellingham's progressive values.
140	Someone who cares about social justice and protecting human beings over property. Kind, highly educated, has high standards for police conduct, willing to be critical of law enforcement, prioritize engaging with outside community members	College educated, engaged with community service, someone who has idea for community safety other than f*cking making life miserable for the homeless residents of the county. Maybe someone with psychology / social work background.	Fire officers with records of violence and misconduct. Increase police accountability. Require officers wear masks at all times. Require police be regularly trained in deescalation and racial bias. Body cams on at all times. Demilitarize & scale back.	Please consider nationwide crisis of BIPOC citizens being murdered and brutalized by police. Police chief should be vocally opposed to state sanctioned violence and prioritize protecting community from police abuses of power.
141	transparent, honest, strategic, reputable, hard working, listener, communicative, and accountable	experience in a community similar to Bellingham, recommended by their peers, experience dealing with people of all backgrounds	providing a safe place for Bellingham residents to live, tackling the difficult divide between those people who enable those experiencing homelessness and those providing support and help, listening to Bellingham residents and not dismissing their claims	involve the community in decisions and find new ways for people to become engaged aside from when they are experiencing a difficult situation, find ways for kids to interact positively with the police

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142	Empathy, fairness, humility	Spotless record, experience in conflict resolution, training in public speaking, excellent recommendations from previous positions, friendly demeanor	The community needs to believe they can trust the police department. The chief will be responsible for setting the example.	Bellingham is a lovely city, we need to have a police chief that makes its citizens feel safe and cared for. All decisions should be made with these things in mind. We don't need police with braggadocio. We need police who recognize humanity.
143	The candidate should have a strong background in de-escalation and restorative justice. Their orientation should be away from militarism and toward community building. They should welcome the challenge to reconfigure status quo policing.	Experience which engenders the above characteristics. How have they used traditional police budgets to create separate, but collaborative, social service agencies. Police are not mental health workers.	Reimagining public safety. Training our police to have a community orientation. Demilitarizing public safety. Someone stopped for a tab infraction should never be put into a situation to be taxed, let alone shot as in MN. Reorient police service.	I really want someone who can imagine policing using the power of words & relationship rather than reflexing to brute force. I want someone with a historical understanding of policing in the US. I want antiracist policing.
144	An open listener, understands CRT, Interdisciplinary educational background such as, social, racial and economy or environment that are intertwined with policy and policing...Knows the history of Bellingham and the people. Can hold dialogue w/anyone	Social work, community engagement, education, non-profit and/or criminal justice or law	Helping to solve our housing, environmental, and social/racial inequalities	Not greedy, would accept a paycheck if it was 80k or less
145	* Recognized by subordinates, peers, and supervisors as being an engaged, self-motivated, highly skilled and effective law enforcement leader.			
146	Ability to take criticism, out of the box thinker, has served communities of color, has ties to the community	Experienced negotiator, certified mental health professional	Redistribution of department assets to better support our homeless and mentally ill community to decrease friction and support permanent solutions	This person must be above reproach, with a nuanced understanding of the reality that police uniforms come off at the end of the day, but people of color remain systemically oppressed and cannot remove their skin color.
147	Ability to build a culture & practice of policing that reflects the values of protection and promotion of the dignity of all, especially the most vulnerable. Compassion for the community, integrity, and professionalism. Trustworthy and transparent.	Demonstrated collaboration with community members to develop policies and strategies supported by data made publicly available in communities disproportionately affected by crime. Experience with decreases in use of force, de-escalation.	Transparency in data and reporting and accountability to public. Building trustful relationships w/immigrant, indigenous, unhoused, minority communities. Addressing police bias. Curbing excessive militarization of police. Crisis intervention first responders.	Open public forums with Q's from public in selection process. Reducing incarceration, focus on rehabilitation, reduce recidivism. Review and publicly disclose candidates' complaint and misconduct records.
148	Open and comfortable with all races of people	Someone who has dealt effectively with all races and people of color	Weaning the police from responsibilities more appropriate for health care or social workers	Someone who is open to change, not in support of bigger and bigger jails
149	A person with an ability to demonstrate an embodied understanding of quantum leadership or circular stewardship. Also demonstrate an understanding of how oppressive systems work and work to dismantle them with accountability.	Police Chief would reflect an experience of guiding police officers to be conscious of their implicit bias, transform fear into a community care response instead fixating on harming BIPOC with violence and will work to reduce & eliminate militarization.	Anti-oppression and anti-racist work needs to be the highest priority. Removing "bad apples" police officers is the next priority. Abolish qualified immunity as the follow up priority.	Police Chief would be mindful of social justice and language justice issues impacting diverse communities locally with compassion.
150	Compassion, a cool head, and empathy.	Experience with compassionate treatment of houseless community members, people of color, and immigrants.	Standing up against violence against people of color, and working harder for housing for the houseless and find a better alternative to sweeps.	Having a woman or gender queer person of color as police chief would be a huge step.
151	1) The ability to build a culture & practice of policing that reflects the values of protection & promotion of the dignity of all, especially the most vulnerable. 2) Trustworthy & Accountable 4) Committed to Public Data & Transparency	Experience leading a dept that achieved decreases in use of force and increases in de-escalation & alternatives to arrest, Experience collaborating w/ communities to ID problems & collaborate on implementing solutions meaningful to the community	1) Civilian oversight of law enforcement to strengthen trust w/ the community and hold officers accountable, 2) Building relationships based on trust with immigrant, indigenous, & visible minority communities 3) non-LEO develop 24/7 crisis intervention	Community engagement in this process requires meaningful opportunities to engage including but not limited to open forums w/ questions from the public, a transparent process, & members of the public enduring disparities on the hiring committee
152	Transparency and a commitment to DIRECTLY acknowledging and addressing systemic racism and policing's historic upholding of white supremacy.	Experience leading a PD that demonstrated decreased use of force, prioritized de-escalation, and sought alternatives to arrest. Working with and listening to their homeless community.	Partnering with the city to develop 24/7 mobile crisis intervention first responder units that are not law enforcement	
153	Commitment to safety for all; collaboration with other community safety entities.	Community service background; respected by those who will be led and those who will be served	Safety, communication and collaboration	Gun safety as a community priority and transparency as an institutional priority
154	honesty			
155	I would love to see a person of color and preferably a Black woman. I would love for y'all to vet this person and ask how they uphold DEI values in their day to day and how treat people that are different than their race ethnicity Ask if Blue Lives matter	What kind of background do they have in social work, how have they supported and protected the communities of color, what kind of critical thinking do they apply when dealing with people who are houseless and/or are mentally ill.	Make sure they believe in BLACK LIVES MATTER and understand the social and racial reckoning that's currently taking place in our communities. They need to be able to hold police accountable so its important that they themselves are upholding DEI values	That they see humanity in people of marginalized communities.
156	Compassion for the community, integrity, and professionalism. Trustworthy and transparent. A commitment to eliminating white supremacy and systemic racism in the department and in the community.	Experience collaborating with communities to identify problems & collaborate on implementing solutions that produce meaningful results for the community.	Building relationships based on trust with immigrant, indigenous, unhoused, and visible minority communities. Partnering with the city to develop 24/7 mobile crisis intervention first responder units that are not law enforcement.	Community engagement in this process requires meaningful opportunities to engage including but not limited to open forums with questions from the public, a transparent process, and members of the public enduring disparities on the hiring committee.
157	Patience, honesty, a willingness to engage with difficult challenges, and commitment to taking community concerns seriously.	Demonstrated success in any of the following: implementing new community policing program, reduction in department use of force, collaboration with marginalized communities.		
158	Crisis intervention training or background, bias awareness training, tolerance and sensitivity to people of color, lgbtq, immigrants and Muslims	Background and experience of non violent arrests and community work, work with groups like BLM, scenario based training, non violent interventions	Increase positive presence in communities, especially those that are minority. Increase training in non violent arrests	I don't want to see a white male over 50 with bias towards minority groups. Consider what they are doing proactively to engage with the communities and create a positive presence for the police force. Consider how they work with mental health providers

	A	B	C	D
1	Q1: What skills and characteristics do you want to see in our next Police Chief?	Q2 : What background, experience, and/or achievements should we consider when selecting our next Police Chief?	Q3: What do you believe should be the top priorities for our next Police Chief?	Q4: What else would you like us to consider when selecting our next Police Chief?
159	Leadership that support and requires policing that protects and respects the diversity within our community.	History of collaborating with diverse community members to develop effective policing in all our neighborhoods. Leadership experience in de-escalation; decreasing use of force and in alternatives to incarceration.	Building and improving transparency and accountability; reducing racial and economic bias in interactions with public; working with other agencies, such as social service, health department to discover improved and best practices.	Looking for more avenues to rehabilitation
160	A commitment to eliminating white supremacy. Ability to build a transparent culture and practice that reflects the values of protection and promotion of the dignity of all, especially the most vulnerable.	Experience collaborating with communities for meaningful positive results, rehabilitation and reduced recidivism, de-escalation of force, and alternatives to arrest.	Building transparent relationships based on trust with immigrant, indigenous, unhoused, and visible minority communities. Curbing excessive force and partnering with city on 24/7 non-law enforcement crisis intervention units.	Review and publicly disclose candidates' records, including lawsuits filed, as an individual and for previous departments prior.
161	Someone with a track record of addressing quality of life concerns, property crime, and working in a vibrant city with a thriving downtown.	If it isn't an internal candidate, someone who had the support of all stakeholders in their community - their officers, citizens, and advocacy groups 'in the middle', not the BOP-type fringe	Work with the rest of the justice system (prosecutors office, city attorney, courts) to come up with a plan to address property crime and quality of life concerns. Someone who has a shared vision with the city to make it a thriving, attractive place	Drive them by the 1500 block of D street (or the S end of Cornwall). Explain that lax leadership and a weak justice system results in public works being sent 2x a week to clean up a mess of criminality. Ask them what they would do to fix it.
162	Open to new ways of policing and when *not* to police. Educated and accepting in community-led oversight of police activity. Willing to acknowledge and fight white supremacist history of policing.	Educated & experience in DEI, community outreach, efforts to reduce policing	Better community oversight. Diversifying the expertise in the department to include social work, homelessness work, drug counseling. Abolish the police union's role in anything but protecting working conditions and pay rates.	Someone with uncomfortable progressive ideas!
163	Demonstrated ability to engage with all sectors of the community. Demonstrated ability to organize or reorganize police department to move from a 'warrior' image and model to a 'guardian' image.	Experience in leading a deptment in de-escalation techniques and alternatives to arrest. Proven leadership that resulted in fewer violent encounters with citizens	Working with other first responder organizations to arrive at response model that better fits the needs of those who call 911. Coordinating with other LEOs, including tribal, to result in a seamless web of policing throughout the county.,	Transparent screening process including public fora with particular emphasis on marginalized communities.
164			I would like to see the top priorities of the police chief be:	
165	Compassion, integrity and trustworthy. Eliminating white supremacy and systemic racism in the department.	Experience collaborating with communities to identify problems and Collaborate on implementing solutions that produce meaningful results for the community	Civilian oversight of law enforcement to strengthen trust with our community and hold officers accountable	Review and publicly disclose candidates complaint and misconduct records, including lawsuits file as an individual and for previous departments prior.
166	Compassion, empathy, clean record, transparent, creative, non violent, and non-white and not male.	They need to not have record of physical or sexual misconduct. And they need to acknowledge that policing in the United States, as well as Bellingham, has roots in white-supremacy. And police brutality needs to end.	Listening to the community: defunding and demilitarizing the police. Creating affordable housing. De-carcerating. Calling in mental health and addiction resources instead of calling in backup. Police do not make me feel safe.	a."Ultimately only defunding and abolishing the police will stop this terror and bring about real safety. There is no 'reforming' this system— the time is now to divest from deadly policing and invest in a vision of public safety that protects us all."
167	Commitment to eliminating white supremacy and systemic racism in the department and in the community	Experience leading a department that achieved decreases in use of force and increases in de-escalation & alternatives to arrest	Partnering with the city to develop 24/7 mobile crisis intervention first responder units that are not law enforcement in order to	
168	Wisdom, diplomacy, commitment to true public safety and conflict resolution.		Diversity, equity and inclusion; Partnerships with a variety of community organizations to explore creative ways to ensure all residents feel safe	
169	A public servant that is focused on creating a safe community for all people especially those most in need. A person who asks "why" often rather than reacting to current situations. I want a Police Chief with grass root social justice experience and passion that sees a need for active social change for the better for all people. Smart, strong, knows how to handle weaponry, respect, niceness. Fair. Equity focused, service focused.	De-escalation training. Active community member, Kind human, progressive ideas and solutions, respectful.	Positive solutions to improve the lives of our homeless population, rid the county and city of meth, build strong partnerships with mental. health practitioners. Equality for all.	Diversity

	A	B	C	D
1	Q1: What skills and characteristics do you want to see in our next Police Chief?	Q2 : What background, experience, and/or achievements should we consider when selecting our next Police Chief?	Q3: What do you believe should be the top priorities for our next Police Chief?	Q4: What else would you like us to consider when selecting our next Police Chief?
170	<p>We need a new leader skilled and versed and practiced in: 1. models of community intervention that don't always necessitate direct police responses (e.g., CAHOOTS); 2. models of safely responding to and supporting our most vulnerable residents (e.g., people without housing; people without full immigration and/or citizenship status); 3. exceptional communication skills—especially in reaching out to groups that are not amongst the traditional power brokers in our community; 4. learning about and using anti-bias approaches through all facets of the position; 5. dealing effectively and as preventatively as possible with the myriad of community safety issues that exist in our divided community (e.g., responding to concerns of racial profiling; fears about militia and/or proud boys or other similar danger groups and their intimidation); and 6. skills of community healing. I'm hesitant to list the sixth suggestion—community healing—but given the divided nature of our community, I think its essential that our next Chief be a partner in the healing that Bellingham has to engage in. While I have a personal preference for our new Chief to be a person of color or a woman, I'm more concerned that this new COB leader be able to address the above points. This is a historic opportunity for our community, and we have to be laser-focused in bringing in a candidate with both the technical AND the visionary leadership/community healing skills.</p>			
171	<p>My family of four would like to see the next Bellingham Police Department Chief have the following:</p> <ul style="list-style-type: none"> - emotional intelligence in a variety of environments with a variety of people - ability to display empathy Brené Brown on Empathy vs Sympathy - YouTube: https://www.youtube.com/watch?v=KZBTYViDPIQ - queer affirming attitude/statements - openly takes an anti-racist stance re: department policies - thinks dynamically about complex community and intersectionality: <ul style="list-style-type: none"> a. understands the connection between poverty and criminal behavior b. understands the connection between mental illness and criminal behavior c. understands the connection between systemic racism and criminal behavior - a philosophy that centers on curiosity - ability to build understanding across sectors/cultures/community - invests in prevention efforts - an appreciation for data and continuous improvement (growth mindset) 	<p>We hope the next Police Chief can identify demonstrated experience in:</p> <ul style="list-style-type: none"> - being a life long learner in subjects that are diverse (history, behavioral health, art, gender identity, environment, etc.) - making mistakes and learning from them - demonstrating humility - community building - valuing and incorporating the voices/experiences of those most impacted by law enforcement - innovative solution creation that includes the broader community - operating restorative justice programs and policies - conducting street outreach work OR has done beats via foot (and understands the value of it) - mindfulness/meditation 	<p>Engage with the community - prioritizing those who are most marginalized and who are often expressing their discontent with the BPD and police.</p> <p>Lead/participate in a community wide, transparent union negotiation process.</p>	<p>My teenager would like to see someone who is "not racist, not homophobic and who gathers all the information (understands both sides) before arresting someone."</p> <p>I would also like the city to ensure that the hiring pool of applicants is representative of those they interact with. I hope that the city would continue to recruit until their applicant pool accurately reflects race and gender dynamics of those served.</p> <p>EXAMPLE: 16% of the jail population last year was Native American. only 4% of those came from Lummi Nation Law Enforcement. So, I would like to see that 12% of the applicant pool be Native American.</p>