Officer and Community Perception Survey Results

Summer 2020
Office of the Police Oversight Monitor
Kim Neal, Director

FORT WORTH®

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Introduction

From July 23rd through August 7th, 2020, the Office of the Police Oversight Monitor (OPOM) conducted two Surveys: Officer Perception Survey and a Community Perception Survey. The Surveys allowed OPOM to evaluate officer and community member perceptions of community-police relations, Fort Worth Police departmental policies and procedures, and community oversight of law enforcement. The Officer Perception Survey comprised of 30 closed and open-ended questions, while the Community Perception Survey comprised of 29 closed and open-ended questions. The results of both surveys were then analyzed independent of the OPOM and the Fort Worth Police Department (FWPD).

The following report summarizes the descriptive analysis of both the Officer Perception Survey and Community Perception Survey results. The final section of this report provides OPOM's conclusions and recommendations based on the results of both surveys and identifies next steps in addressing the recommendations identified and in improving police-community relationships.

About the OPOM

The City of Fort Worth's Office of the Police Oversight Monitor was first established in February 2020 pursuant to Fort Worth City Code Art. 2, § 2-27(1)(a) as the designated mechanism to provide oversight and accountability of the Fort Worth Police Department. Efforts to build this newly created office first began in March 2020. Kim Neal was appointed as the City of Fort Worth's first Police Monitor, and Denise Rodriguez was appointed as the City's first Deputy Police Monitor. The Office's vision is to be a proactive leader in collaboration between the Fort Worth community and FWPD to ensure law enforcement accountability, transparency and fairness.

Key Survey Results

The following are some of the more notable results from both Surveys. OPOM will further examine these results to better understand the culture and perception of the FWPD, the perceptions of the community, and in preparation for the upcoming "Building a Stronger Community-Police Relationship Together' in the summer of 2020. Major themes identified in these Surveys will be used to develop discussion topics for these community-police collaboration sessions.

Officer Perception Survey

- The majority of respondents (68.5%) believe that ongoing de-escalation training is necessary.
- 66.1 percent of respondents strongly disagree and somewhat disagree with the statement that police officers have reason to distrust most citizens.
- Many respondents note the need for increased transparency, participation by the community in outreach and engagement efforts, increased understanding in the role and actions of the police, and establishing partnerships to address problems will improve community-police relationships.
- 80.2 percent of respondents state that community oversight will only improve community-policing "a little" to "not at all."
- Respondents note the following as the top three purposes for community oversight:
  1. Advance fair and professional policing that is responsive to community needs.
  2. Serve as a point of contact, disseminate information, and participate in community-police engagements.
  3. Review common policing problems and recommend problem solving solutions.

- Respondents also note the need for more support from leadership and city officials, improved recruiting efforts, and efforts to improve diversity within specialized units.
- Although most respondents offer constructive responses, some responses depict issues with morale and disconnect in the perceptions of community-police relationships.

Community Perception Survey

- 62 percent of respondents have a positive view of FWPD performance.
- The majority of all racial groups note that they were treated fairly by FWPD except Black/African American (41.2%) respondents.
- Many respondents somewhat or strongly agree that the FWPD were legitimate authorities (68.6%), should do what FWPD tells them to do (61.7%), and have confidence that the FWPD officers in their communities do their job well (65.2%).
- The majority of respondents (52.6%) note that community oversight of the FWPD is very important.
- Respondents note the following as the top three purposes for community oversight:
    1. Advance fair and professional policing that is responsive to community needs.
    2. Review common policing problems and recommend problem solving solutions.
    3. Investigate complaints and provide recommended findings.
- While many respondents remain hopeful that relations between community and police will improve, they offer caveats that suggest things will not change unless the police do.
- Many respondents cite the need for additional community and recreational programs, mental health resources, and more funding for schools and after-school programs in order to reduce and prevent crime.

The Way Forward

OPOM believes that the perception survey responses represent a diverse representation of the views of both community members and police officers. While views sometimes varied, there are clear broad patterns across both community members and police officers that represent a consensus that bridging gaps in community-police relations is strongly needed. Through interactive and constructive engagement, shared beliefs can be underscored while concerns are acknowledged and addressed, leading to heightened cultural sensitivity and awareness of the needs of diverse communities.

Beginning September 18, 2020, OPOM will conduct a series of community-police collaboration sessions entitled "Building a Stronger Community-Police Relationship Together." The purpose of these sessions will be to identify community problem solving strategies to address issues raised in the Survey as well as begin to build a framework for the community oversight recommendation OPOM will present to City leaders in October 2020. More information about these sessions can be found on the OPOM website: https://fortworthtexas.gov/opom//.

Section One. Officer Perception Survey

The Officer Perception Survey was distributed to officers via email by the Police Chief on behalf of OPOM. The email sent to officers included a hyperlink to the survey, which was designed using Qualtrics. Nearly 900 officers responded to the survey, representing over 51 percent of the total number (n=1712)[1] of sworn officers in the Fort Worth Police Department.

Of the 890 respondents that initiated the survey, 685 completed the survey up to the question: *"Has a citizen ever filed a complaint against you?"* 436 respondents completed all closed-ended questions. Excluding the last four questions, all of which were related to an officer's experience with the complaint process (see part 5), there was an overall drop-off of 23 percent (n = 205).

Below are tables and graphs for each close-ended question, a brief synopsis of patterns, and notable responses. A synopsis of open-ended questions and select responses are reported after the close-ended questions. Simple descriptive statistics have been utilized to complete this analysis.

Survey Responses

The following provides a descriptive analysis of the responses to the survey questions. Percentages noted in the following analysis are percentages of the total respondents that answered the given question.

Part 1: Respondent Demographics

How long have you been a Fort Worth police officer?

Over 30 percent of the respondents who answered this question noted that they have been on the Department for over 20 years. This was followed by officers with 11-15 years (19.5%) and officers with 1-5 years (17.6%). 888 of the 890 respondents answered this question.

Figure 1.1. Officer Tenure

What is your current rank in the Fort Worth Police Department (FWPD)?

Officers represented the highest number/percentage of respondents at 60.8 percent. Sergeants, then Corporals followed, respectively. 888 of the 890 respondents answered this question. Respondents who answered Other listed positions or units in which they currently serve. Some included traffic, tactical, training, narcotics and criminal investigations.

Figure 1.2. Officer Rank

Respondents by Rank, %

- Officer: 61%
- Corporal: 14%
- Sergeant: 16%
- Lieutenant: 4%
- Captain: 1%
- Other: 4%

Legend: ■ Officer ■ Corporal ■ Sergeant ■ Lieutenant ■ Captain ■ Other
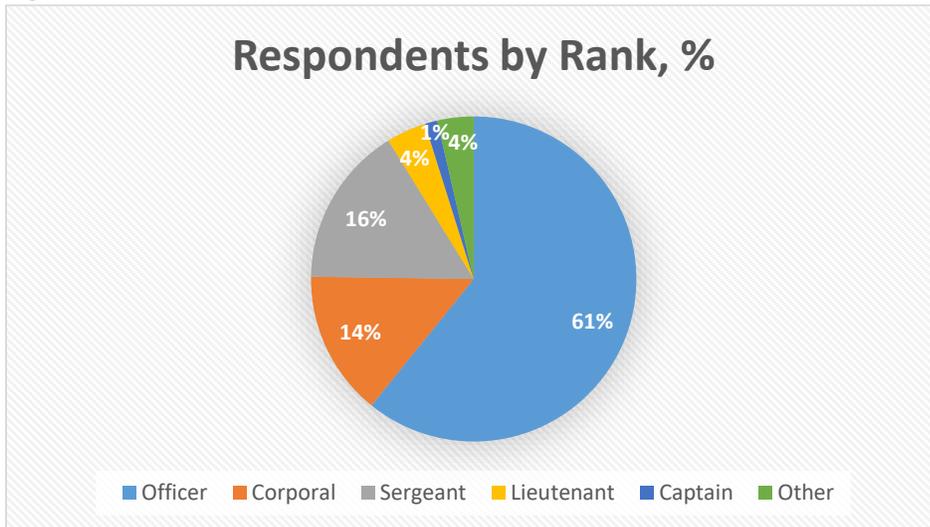
In which division do you work?

Central, East & West had the largest number of respondents. Almost half of the respondents (45%) selected Other; however, 79 percent of those respondents provided an open-ended response. Similar to the previous question, responses included traffic, tactical, training, narcotics and criminal investigations. 877 of the 890 respondents answered this question.

Figure 1.3. Officer Division

Respondents by Division, %

- Central: 11%
- East: 11%
- North: 6%
- Northwest: 7%
- South: 9%
- West: 11%
- Other: 45%

Legend: ■ Central ■ East ■ North ■ Northwest ■ South ■ West ■ Other
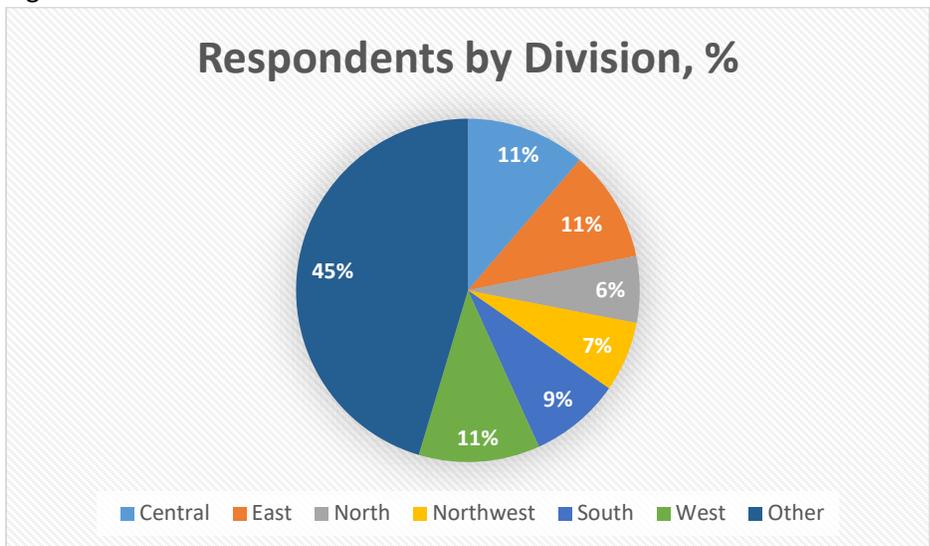
What is your age?

More than half of all respondents were between 35-50 years old. Altogether, more than 70 percent of respondents were over the age of 36. A total of 888 of the 890 respondents answered this question.

Figure 1.4. Officer Age
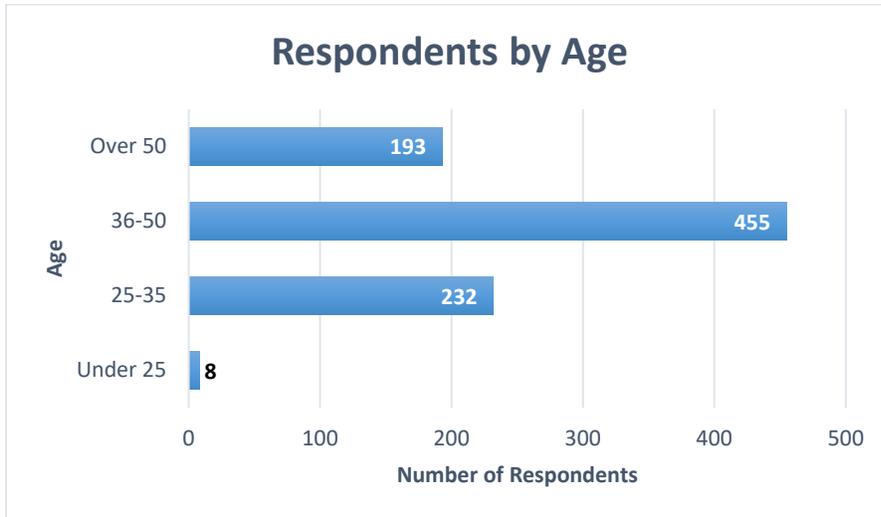
What race/ethnicity do you consider yourself?

Current FWPD demographics (all personnel) are shaded in blue in the below figure.[2] 888 of the 890 respondents answered this question.

Figure 1.5. Officer Race/Ethnicity

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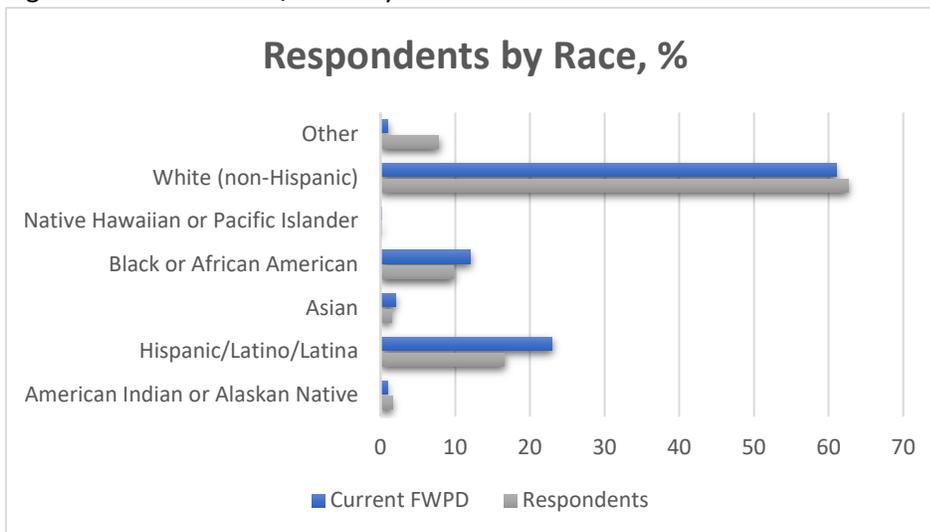
[2] Source: FWPD Diversity and Demographics Report, June 30, 2020.

What is your gender?

Current FWPD demographics (all personnel) are shaded in blue in the below figure.[3] 887 of the 890 respondents answered this question. 3.8 percent of the respondents selected Other; open-ended responses provided included "binary" and "decline to provide."

Figure 1.6. Officer Gender

Respondents by Gender, %

(bar chart comparing Respondents and Current FWPD by Female, Male, Other)
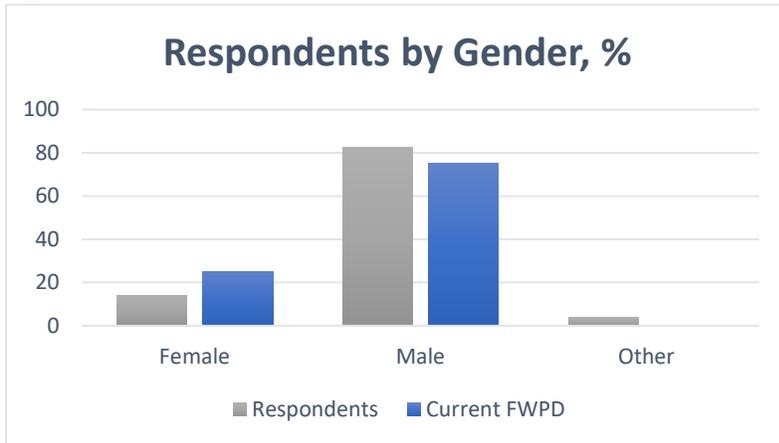
Part 2: What Support Is Needed

To what extent do you feel that FWPD provides you the wellness and support you need to be an effective police officer?

As depicted below, 25 percent of respondents felt the FWPD provides little or no wellness and support to be an effective officer. On the other hand, 75 percent of respondents felt the FWPD provides them with some or a lot of wellness and support. Taken together, almost 65 percent of respondents felt the FWPD provides them with some or a little wellness and support they need to be an effective officer.

Figure 1.7. FWPD Wellness and Support

FWPD Wellness and Support

(bar chart of Percentage by Responses: A lot 29.9, Some 44.8, A little 20, None 5.3)
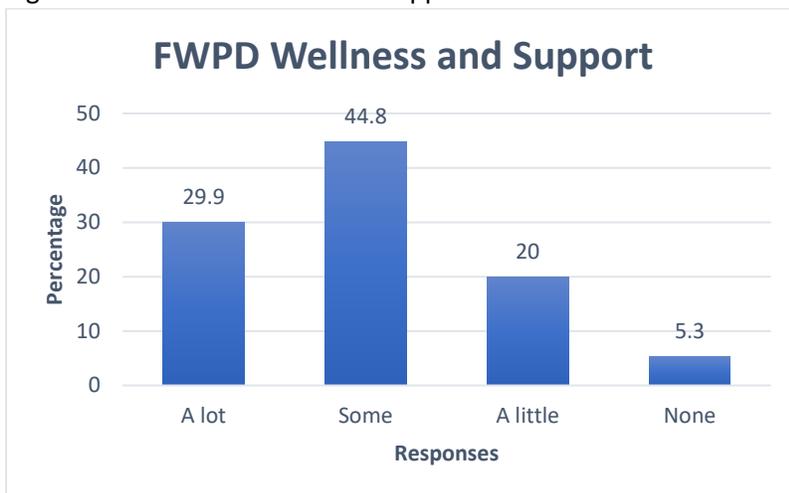
A further crosstab analysis of the responses to this question with officer tenure found that those who have tenure of 1-5 years were more likely to say they have little or no support (27.7%). Further, those

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[3] Ibid.

officers new to FWPD (less than a year) who responded were more likely to say they felt a lot or some support (100%).

When conducting a crosstab analysis of responses to this question with officer rank and division, we found that Lieutenants make up the rank that felt little or no support the most (8.6%). While only 6 percent of officers reported the same. We also found that the East Division had the highest number of respondents who felt little (26%) or no support at all (10%).

A crosstab analysis of the responses with respect to race/ethnicity found that 57.14 percent (n=8) of the American Indian/Alaskan Natives respondents felt that FWPD provided them with a little to no wellness and support.

When conducting a cross tab analysis of officer gender with the responses, we found that 80 percent of female respondents felt FWPD provides some or a lot of wellness and support.

Part 3: Respondents' Awareness

Based on your personal experience as a FWPD officer, to what extent do you agree or disagree with the following statements?

Table 1.1 depicts the responses to the above question. A summary of a further crosstab analysis is also provided below. A total of 875 of 890 respondents answered this question.

Table 1.1. FWPD Personal Experiences – Management and Performance, Percentage

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
FWPD supervisors and command staff can identify police officers who abuse their authority, if there is such a problem.	5.4	11.5	11.4	36.9	34.7
When my unit identifies a problem, the police management is likely to help fix the problem.	11.5	18.4	15.1	32.1	22.9
Management is likely to publicly recognize a police officer who is exceptional at her/his job.	18.7	24.5	16.1	30.2	10.5
My supervisors let me know how well I am performing.	5.3	11.3	14.2	38.1	31.2
The FWPD protects its officers from unreasonable lawsuits and accusations.	15.3	22.6	24.5	29.1	8.5
In general, I have a lot of input over how I go about doing my job.	11.1	13.0	16.7	35.5	23.7
If I had a suggestion for improving my job in some way, it is easy for me to communicate my suggestions to FWPD management.	17.0	17.0	17.3	27.9	20.8
FWPD provides clear guidance on what is expected of officers for evaluation and promotion.	7.9	12.9	16.9	35.8	26.5

A crosstab analysis of the responses to the statement: *FWPD supervisors and command staff can identify police officers who abuse their authority, if there is such a problem,* with officer demographics found that 30.8 percent of new officers somewhat or strongly disagree, which is followed by officers who have a tenure of 1-5 years (23.3%). When assessing by rank, we found that as rank increases, disagreement decreases and agreement increases. Further when reviewing the responses by division, both the South Division had the highest count of strongly or somewhat disagree (25.33%), and the Northwest Division had the highest count of strongly or somewhat disagree with this statement (77.19%).

When further analyzing the responses to the statement: *When my unit identifies a problem, the police management is likely to help fix the problem,* by officer demographics, we found similar results as above, the higher the rank and tenure, the more agreement with the statement and vice versa. When examining by officer race/ethnicity, we found that Black/African Americans were the most likely group to strongly or somewhat disagree (43.02%); however, Asians reported the most neutrality on agreeing or disagreeing (38.46%).

Do you feel the tools to practice community problem-oriented policing are made available to you?

As depicted in Figure 8, the majority of respondents noted yes in response to this question (59.9%). A total of 817 of 890 respondents answered this question.

Figure 1.8. Community Problem-Oriented Policing Tools
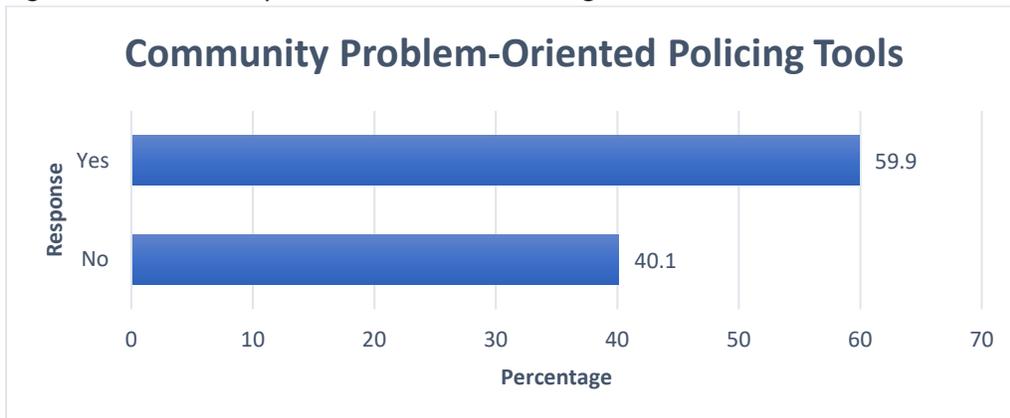
Officers were also asked to explain their answer. For those very familiar with this concept, many reported not having enough time to establish and maintain relationships with the community. Throughout all open-ended responses, there were several reports of being understaffed. Respondents asserted that being understaffed places additional burdens on the current officers, thus minimizing opportunities to connect with the community. In some cases, they are confined to answering calls and being reactive, as opposed to being proactive. A specific area of feedback that was mentioned by a few respondents was that too many unnecessary specialized units leave gaps in patrol that could be filled by reducing those units, especially those that are perceived to be narrowly focused.

Many respondents also highlighted the role of Neighborhood Police Officers (NPO) and how they were a vital tool for community problem-oriented policing; however, there were a number of negative comments about the NPO Program that suggested many do not communicate or do their job effectively. Some respondents also reported that their supervisors did not allow them opportunities to interact with

the communities they serve, and they lacked support from management and city leadership. Below is a sample of open-ended responses from officers in response to the request to provide further explanation.

- "They are sometimes available to the patrol officers. I feel like there is not enough time for the Patrol officers to make the relationships with the community and the NPOs who do have the time to make the relationships are not passing along as much information about trends to their beat officers."
- "The tools are available but often upper management prohibits officers from using them."
- "No, there are no tools given to us for community problems. We don't even offer a class for community policing. I think a class would help officers understand that area, but be taught by citizens along officers who are in those communities."
- "Yes and no. Positions such as NPOs should have the knowledge and resources to directly address community issues but other units such as patrol are assigned a specific responsibility, which is mostly to respond to emergency calls. Most units, excluding NPOs, don't have the time, the designated responsibility or even the required information to begin to identify or address community specific problems. This question is dependent on the position of the person in the department."

Do you feel that police officers should have ongoing de-escalation training?

As depicted below, a significant majority (68.5%) believed that ongoing training is necessary. 728 out of 890 respondents answered this question.

Figure 1.9. De-escalation Training
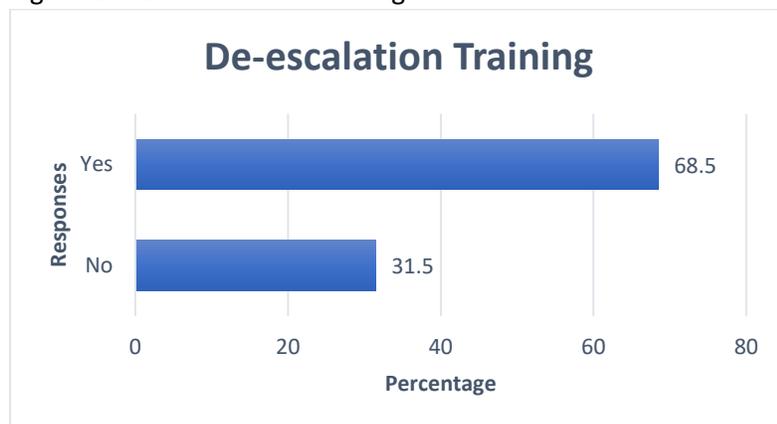
When asked to provide further explanation, a majority of respondents agreed that ongoing training is good and believed that repeated training makes officers better equipped when they need to rely on that training. Nevertheless, several offered the caveat that training should not be strictly classroom based but scenario driven. Despite most respondents being on board with additional training, quite a few believed more training is unnecessary, de-escalation happens all the time, and training on the same thing over and over did not change an officer's approach to how they deal with "in the heat of the moment" situations. Below is a sample of open-ended responses from officers in response to the request to provide further explanation.

- "Some people need new strategies to deal with someone who is agitated or unruly."

- "Some officers don't see themselves or people that look like them when using force."
- "So that they can get a better understanding to help better serve the community because some individuals may just be experiencing some sort of mental breakdown."
- "Some officers are too quick to use force."
- "Should be hands on scenario based to comb [sp] them and fight tunnel vision. More and more police do not have people skills on the street in real life situations. Officers are not confident in their techniques or tactics. Acting properly is usually taking smaller action before a situation is bad. Many do not act until things are spiraling out of control."
- "Police need to be trained how to deal with acts of aggression that come their way. The reasonable officer will attempt to calm any situation within reason."

To what extent do you disagree or agree with the following statements based on your personal experience as a Fort Worth police officer?

The following table depicts the responses to the above question. A total of 710 out of 890 respondents answered this question. When conducting a crosstab analysis of the responses with officer demographics, we note the following findings:

- Officers with less than a year and no more than 5 years tenure were more likely to disagree (16.7% and 18.4% respectively), and Corporals and Lieutenants were most likely to agree (77% and 70% respectively) in response to the statement: *A good police officer is one who works proactively stopping cars, checking people out, running license checks, etc.*
- Officers with more than 20 years in tenure were more likely to disagree (71.6 percent), while officers with 6-10 years of tenure were more likely to agree (19.8%) with the statement: *Police officers have reason to distrust most citizens.*
- While most respondents agree (72%) with the statement: *in general, I feel respected and appreciated by the communities I police*, when examined by tenure, officers with less than a year were also more likely to disagree (33%), while officers with more than 20 years were less likely to disagree.

Table 1.2. FWPD Personal Experiences – The Role of a Police Officer, Percentages

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
A good police officer will try to find out what the residents think the neighborhood problems are and then will focus his/her efforts on these issues.	1.7	2.8	8.2	39.2	48.2
A good police officer is one who works proactively stopping cars, checking people out, running license checks, etc.	5.9	7.7	18.0	32.4	35.9
Police officers should work with citizens to try and solve crime related problems in their district.	1.4	0.7	3.0	24.9	70.0
Enforcing the law is a police officer's most important responsibility.	5.5	12.7	17.6	41.7	22.5
Police officers have reason to distrust most citizens.	39.2	26.9	18.9	10.6	4.5
Police officers should make frequent informal contact with people in their district to establish trust and cooperation.	2.0	0.7	6.5	27.6	63.2
Fort Worth citizens work with the police to try to solve neighborhood problems.	4.9	13.9	17.9	45.9	17.3
In general, I feel respected and appreciated by the communities I police.	4.6	11.5	11.8	41.7	30.3
Currently, the procedure for a citizen to file a complaint against a police officer is fair.	7.3	6.8	21.8	23.9	40.1

To what extent do you disagree or agree with the following statements based on your personal experience as a Fort Worth police officer?

The following table depicts the responses to the above question. A total of 710 out of 890 respondents answered this question. When conducting a crosstab analysis of the responses with officer demographics, we note the following findings:

- Officers with less than a year tenure were more likely to disagree (31.6%) with the statement: *Citizens generally comply when a police officer gives a command*.
- Officers overwhelmingly agree (93.4%) with the statement: *A good officer recognizes when another officer is wrong and acts on it.* There were no distinguishable patterns regarding tenure or rank.
- Officers with less tenure of 0-5 years noted that they recognize when an individual experiences a mental health crisis or additional withdrawal more so than tenured respondents. Those who served 1-5 years responded more affirmatively (87.1%) than any other group. No more than 7% of all demographic groups stated that they were not able to recognize when an individual experiences a mental health crisis or addiction withdrawal.

- In response to the statement: *Officers should not have to deal with individuals experiencing a mental health crisis or addiction withdrawal when they do not present a physical danger to anyone,* officers with less tenure were the most uncertain about this question. These officers were evenly split between somewhat disagree and somewhat agree. Officers with a tenure of 6-10 years agreed with this statement the most (59.5%). Captains and Sergeants were more likely to agree (77% and 62.6% respectively), while lieutenants disagree the most (44%).

Table 1.3. FWPD Personal Experience – Community-Police Interactions

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Citizens generally comply when a police officer gives a command.	3.3	13.2	14.0	55.6	14.0
When I come into contact with a criminal suspect, I feel in serious danger of physical violence.	11.6	23.1	41.3	18.0	6.1
FWPD policies and procedures clearly define what 'reasonable suspicion' is and indicate when officers are allowed to stop and question citizens.	2.8	4.1	13.4	34.5	45.1
A good officer recognizes when another officer is wrong and acts on it.	0.8	1.1	4.5	22.3	71.1
A good officer maintains professionalism at all times.	1.0	2.0	5.0	26.4	65.6
I am encouraged by my superiors to be more involved in the communities I police.	7.8	9.3	37.6	28.0	17.3
I am able to recognize when an individual is experiencing a mental health crisis or addiction withdrawal.	1.3	3.7	9.9	49.4	35.8
Officers should not have to deal with individuals experiencing a mental health crisis or addiction withdrawal when they do not present a physical danger to anyone.	12.9	18.8	16.5	21.1	30.7
Officers should be better trained to de-escalate situations involving individuals experiencing a mental health crisis or addiction withdrawal.	6.2	12.2	29.1	31.0	21.5

Are you able to recognize when a fellow officer uses excessive force?

The following table depicts the responses to the above question. A total of 705 respondents out of 890 answered this question. Of those that responded, 98.2 percent (n=692) stated that they were able to recognize when a fellow officer uses excessive force.

Figure 1.10. Recognizing Excessive Force

Recognizing Excessive Force

13

692

■ No   ■ Yes
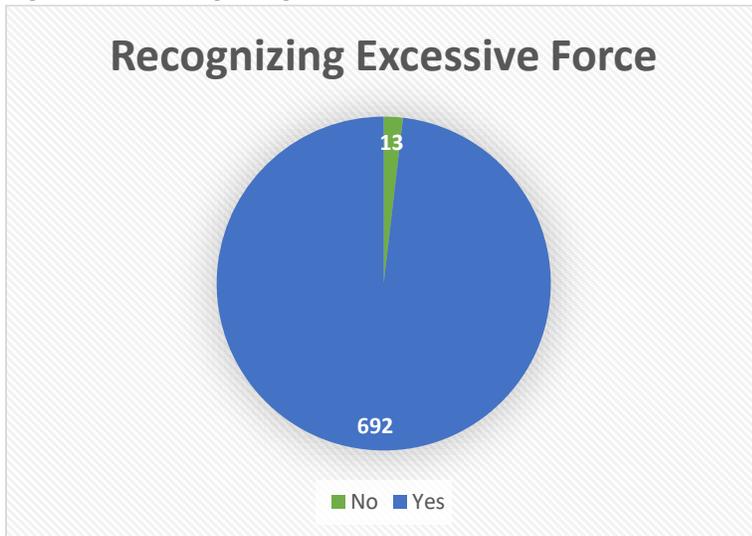
Have you ever intervened or had a conversation with a fellow officer when you witnessed them using excessive or unnecessary force?

The following figure depicts the responses to the above question. A total of 384 respondents out of 890 answered this question. Of those that responded 25.5 percent (n=98) said no, while 74.5 percent respondents (n=286) reported yes. It is important to note that these circumstances may not be applicable to all respondents.

Figure 1.11. Excessive Force Intervention

Excessive Force Intervention

98

286

■ No   ■ Yes
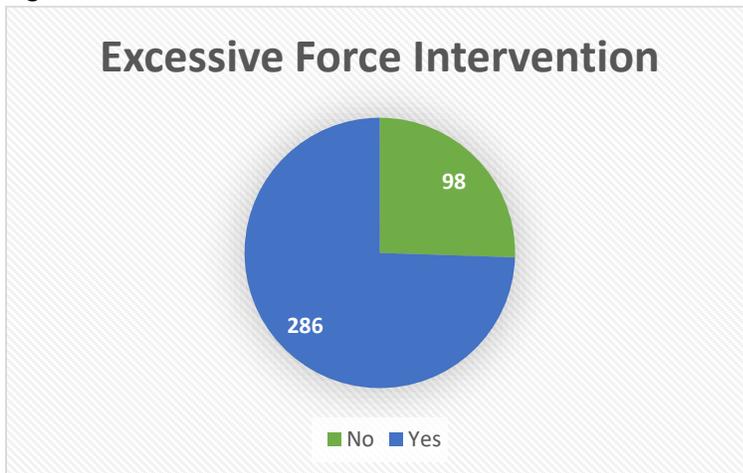
Part 4: Community Oversight of FWPD

How much do you believe community oversight of the FWPD will improve community-police relations?

The following figure depicts the results from the above question. A total of 703 respondents out of 890 answered this question. 54.5 percent of respondents stated that community oversight will not improve community-policing. When conducting a crosstab analysis using officer rank, we found that the higher the rank, the less likely a respondent was to select "not at all;" however, more than half of corporals and sergeants stated "not at all."

Figure 1.12. Community Oversight

Community Oversight
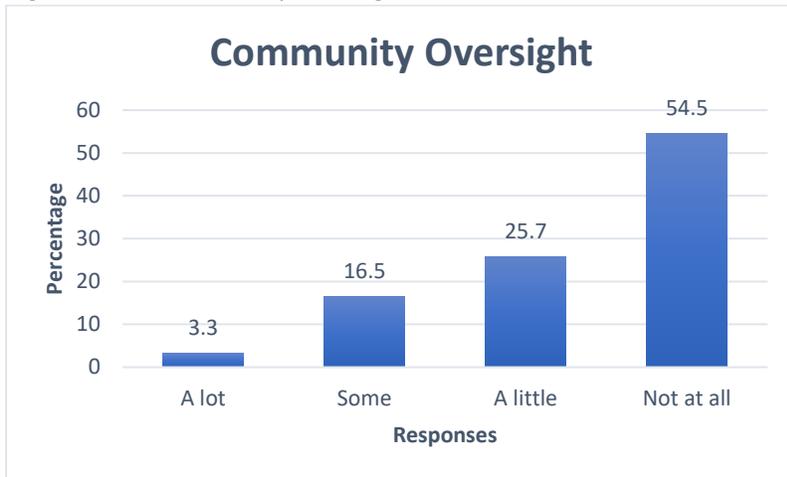
Please review the following purposes and rank them from 1 (Most Important) to 6 (Least Important) using the dropdown menus to the right. Please note you may select the same number for more than one function.

The following table depicts the responses to the above question. A total of 690 respondents out of 890 answered this question. The purpose: *Advance fair and professional policing that is responsive to community needs*, was ranked higher than any other purpose.

Table 1.4. Community Oversight Purpose

Community Oversight Purpose	1 (Most Important)	2	3	4	5	6 (Least Important)
Review and provide feedback on FWPD policies and procedures.	17.5	14.1	27.0	14.6	9.4	17.4
Review research reports on policing trends and provide recommendations.	12.2	20.6	25.2	15.9	11.9	14.2
Review complaint investigation summaries and provide feedback.	9.4	15.7	26.1	16.7	10.9	21.3
Investigate complaints and provide recommended findings.	11.0	14.3	19.9	11.7	9.4	33.6
Serve as a point of contact, disseminate information, and participate in community-police engagements.	30.1	21.3	21.2	10.6	6.2	10.6
Represent the Office of Police Oversight Monitor (OPOM) as a public speaker and disseminate information about OPOM and FWPD.	14.1	17.4	19.4	11.6	9.4	28.1
Review common policing problems and recommend problem solving solutions.	16.7	25.1	25.8	11.0	8.6	12.9
Advance fair and professional policing that is responsive to community needs.	35.7	19.1	20.4	9.3	3.8	11.7

When ranks are grouped between most important (1-3) and least important (4-6), the importance of these purposes are ranked as follows:

1. Advance fair and professional policing that is responsive to community needs.
2. Serve as a point of contact, disseminate information, and participate in community-police engagements.
3. Review common policing problems and recommend problem solving solutions.
4. Review and provide feedback on FWPD policies and procedures.
5. Review research reports on policing trends and provide recommendations.
6. Review complaint investigation summaries and provide feedback.
7. Represent the Office of Police Oversight Monitor (OPOM) as a public speaker and disseminate information about OPOM and FWPD.
8. Investigate complaints and provide recommended findings.

When conducting an analysis of the responses by officer demographics, we found the following:

- In response to the statement: *Investigate complaints and provide recommended findings*, respondents who have served 16-20 years, Sergeants, the Northwest Division, and Native Hawaiian/Pacific Islanders and Black/African Americans responded "most important," more than their respective groups. Those who have served 11-15 years, Lieutenants, the North Division, and American Indian/Alaskan Natives and Whites (non-Hispanic) responded "least important" more than their respective groups.
- In response to the statement: *Represent the Office of Police Oversight Monitor (OPOM) as a public speaker and disseminate information about OPOM and FWPD*, respondents who have

served more than 20 years, Lieutenants, the Central Division and Native Hawaiians/ Pacific Islanders and Black/African Americans responded "most important," more than their respective groups.

- In response to the statement: *Advance fair and professional policing that is responsive to community needs*, respondents who have served more than 20 years, "Other" ranks and Captains, the East Division, and Native Hawaiian and Black/African Americans responded "most important," more than their respective groups.

Part 5: FWPD Complaint Process

Has a citizen ever filed a complaint against you?

The following figure depicts the responses to this question. A total of 685 respondents of 890 answered this question. When conducting a crosstab analysis of officer tenure and rank, we found, as expected, that as tenure increases so do the number of complaints, and Lieutenants had more complaints (77%) than any other rank and 10 percent more than the next group with the highest complaints.

Figure 1.13. Complaints Filed
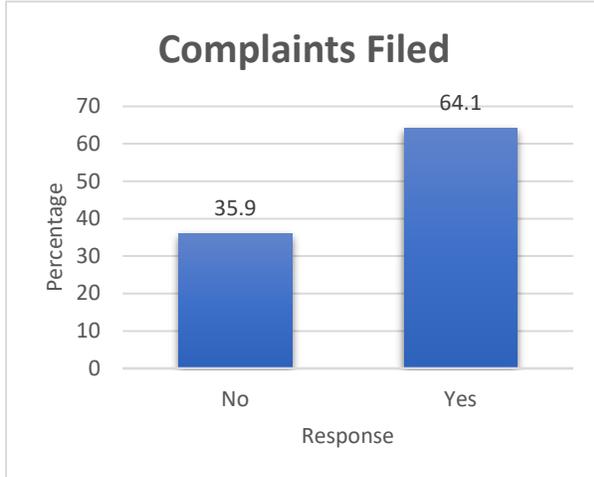
If yes, from the time you began working as a Fort Worth police officer until today, how many complaints have been filed against you?

Figure 1.14 below depicts the responses to the above question. A total of 436 respondents out of 890 answered this question, possibly because this question and the following may not be applicable to all respondents. When examining the responses in the context of officer demographics, like the question above, the number of complaints increased with tenure; however, besides "Other," Sergeants reported having the least amount of complaints.

Figure 1.14. Number of Complaints Filed

Number of Complaints Filed

Response	Percentage
More than 10	4.1
7 to 10	3.7
3 to 6	29.6
1 to 2	62.6
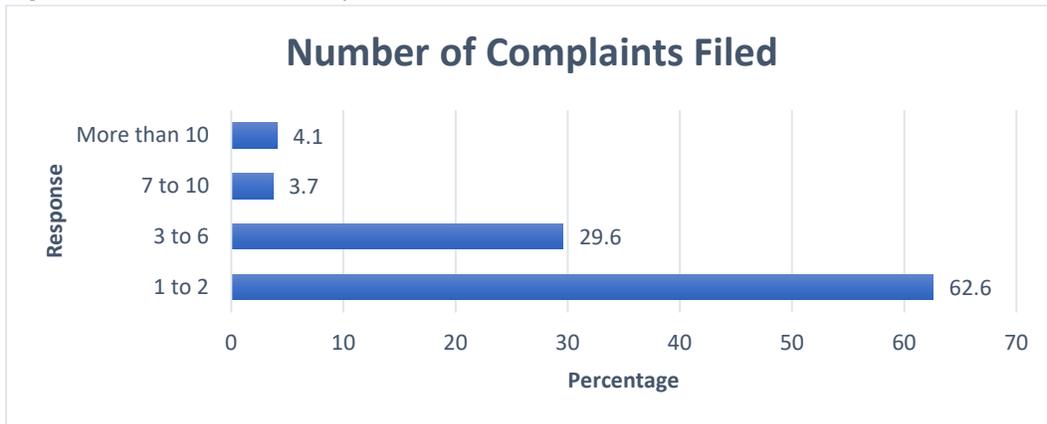
In regard to the complaints filed against you, to what extent do you agree or disagree with the following?

Table 1.5 illustrates the responses to the above question. Like the previous question, a total of 436 respondents out 890 answered this question, possibly because this question was not applicable to all respondents. When further examining the responses in the context of officer demographics, we found that Officers with 11-15 years of tenure (21.25%) and Lieutenants (40%) were more likely to disagree.

Table 1.5. Complaint Investigation Process

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
The investigation was handled in a fair and impartial manner.	8.7	7.6	11.7	30.0	42.0
The process allowed me to tell my side of the story.	7.6	2.5	8.5	38.3	43.1
The outcome was fair.	7.8	8.3	10.3	30.0	43.6

Part 6: Ways to Improve

What is your definition of community problem-oriented policing?

A total of 817 respondents out of 890 answered this question. A vast majority of respondents were aware of this concept and defined it in multiple constructive ways. However, some officers stated that they were unfamiliar with the phrase Community Problem Oriented Policing (CPOP). Although most responses to this question were knowledgeable, there were some unconstructive remarks. Most respondents defined CPOP as working in partnership with community members to address and identify solutions to crime problems in specific neighborhoods or areas. A sample of the responses to this question is provided below.

- "Working alongside the community to discuss and improve community issues. However, that is hard for patrol officers when they aren't able to stay in their beats because of overload of calls and minimum staffing. I have been in patrol for months since covid-19, and SROs have done as much with the community as possible."

- "Proactive policing targeted towards specific high crime areas based off of crime trends, community input, and high crime areas."
- "A community where the "community" helps the police and not hinder them from doing the job. The committee needs to step up and point out the flaws and issues within their own community to better get help from the officers working that community."
- "Not enough communities have officers that look like them or understand them. Not enough officers take the time to get to know the community they police or want to."
- "In short, work with the community and address their needs. Explain to the public the departments goals and policies. Have an open dialogue to promote transparency and trust. It goes much deeper, but this is quick summary. (My personal thought is we need to work with people who want to improve relations and not those who seek personal gain and notoriety. In other words, do not work or at least limit the interaction with individuals whose main goal is self-promotion at the expense and deterioration of the community. Have open dialogue with business and clergy leaders who can provide input on the way best to achieve relations with the community. There are ways this can be accomplished, and this practice has worked in the past. However, the department and the city has drifted away from this practice.)"

What steps do you think the community members could take to improve community-police relations?

A total of 779 respondents out of 890 answered this question. In summary, many officers responded that members of the community should be respectful, be empathetic to what officers deal with in policing and not buy into "media hype that casts a shadow over all police because of rogue officers." Several respondents also recommended that the community listen more before they jump to conclusions, learning more about the role of officers, participate in ride-alongs, and comply with officers' demands. There were also a number of suggestions throughout the responses that members of the community be educated on how they should deal with the police. Many respondents suggested that the community attend meetings and other events with the police. Below is a sample of open-ended responses from officers in response to the question.

- "We in Fort Worth are fortunate to have a majority of the community that supports us. I believe we have made a great effort to build relationships with the community. However, there is still a disconnect from the police officers and members of the community who do not understand what it is like to be an officer and work to do a job that is very demanding and unforgiving at times. The community has forgotten that officers are members of the same community and human beings."
- "To be understanding to the challenges and realities of policing."
- "They should become more educated in police work, do more ride-alongs and be more knowledgeable in the type/amount of crime that occurs within the city."
- "Realizing we are Law Enforcement. We are not customer service, we are not their friends. We are not here to fix all cultural, social, and economic problems created by the system."
- "They could take a number of steps to improve community/police relations. First is to learn about the department. I think that the department has a wonderful opportunity to take community leaders and average citizens and put them through an evening of open dialog and scenarios. Putting the average citizen through a force on force scenario and de-escalation scenario could allow them to "walk a mile in our shoes". Additionally, the class could begin and

end with a Q&A session to help people understand why things are done a certain way. Almost all police/community problems could be solved with better communication. Also, the community members must trust the police department. I understand trust isn't given but rather earned. The lack of community help in solving crimes is disheartening. The shooting on Mother's Day in the park for example.... hundreds of people were at the park, and no one is willing to cooperate with law enforcement."

What steps do you think you could take to improve public safety and community-police relations? What tools would need to be made available to achieve these steps?

A total of 715 respondents out of 890 answered this question. Many of these responses reflected a combination of responses to other open-ended questions. Respondents felt that less attention to the media is helpful, more community interaction and involvement from both the police and residents and more listening and understanding of the role of police. In this question and others, it was expressed that the District Attorney's office should do better with prosecuting repeat offenders. Many respondents also expressed the need for more officers to help manage a growing city.

Communication and respect also became a theme in this response as well as others. Many respondents noted that they believe communication and respect builds trust, and trust is critical to helping police when they need to go after repeat offenders or others who may do harm to their communities. Below is a sample of open-ended responses from officers in response to the question.

- "We have racial issues within our department lingering from former Chief Halstead's tenure. The black officers recently requested and conducted a meeting with our Chief to make certain he and the supervisors were checking on the black officers, considering the additional stress associated with being a black officer. This is not a criticism of the Chief but illustrates how things are not considered. Me and other officers have read and directly hear a lot of disturbing statements/perspectives uttered out of the mouth of our white counterparts. If we can't have discussions about race internally, we are doomed."
- "Try and treat each citizen the way I would want the police to treat me or my family. I'm not sure what additional tools other than a couple of hundred more police officers to allow more time, when needed, addressing their problems or need for police."
- "More officers. With more officers on the street we would have more time to build positive relationships with the community."
- "I would be interested in meeting the citizens who live in my assigned beat. I work midnight shift, and it is difficult to meet these citizens due to the hours of my assigned shift. If the NPO of my beat is having a community event, I can go to the event and meet the citizens who live in my assigned beat."
- "I could have more patience with the public. I have to remind myself from time to time that they don't see things through my eyes or know what I know. I need to find a compassionate way to explain things to the public without being too punitive with my language. I want to be able to communicate with them, so they understand the consequences of their actions and change their behavior instead of being hurt and defiant by the way I communicated my message."

A total of 711 respondents out of 890 answered this question. The tone toward the city was not completely positive or completely negative. Funding for more staff came up repeatedly. Supporting officers was another point that was made frequently. Several respondents noted that they want the city to "stop playing politics," and not give in to a "small but vocal" group of activists. Other major themes throughout the responses were the city should educate citizens more on the responsibilities of police, appoint better police leadership/management and listen to officers and don't pander around tough issues. Respondents believe leaders should support police and be more transparent about things that may irritate the public as well as help increase and maintain high morale. Below is a sample of open-ended responses from officers in response to the question.

- "Yes. They can educate why we do what we do when force is needed. They can give us adequate staffing so officers are not over taxed and have available assist officers as needed. They can increase our training funds so officers can seek training. We NEVER have enough funding for training and that is unacceptable. Training is what makes us better. Officers should have easy access to training funds."
- "The city needs to lead the way in full support of its police department. Fort Worth is the best city not only in the state but in the country, and is in a great position to show this country how having a strong, well trained, community-based policing PD creates a safer environment for EVERYONE. ALL people want safety first, and that should be the focus of our city leaders. If our city leaders would actually listen to their constituents, they would realize the citizens of this city have shown time and time again their great support for police. Thus, the focus on providing our department with the tools it needs to continue to grow that support, will only boost this city's reputation as the greatest city in Texas to live."
- "Try to reach out to the silent majority and get a feel for what they are truly looking for. All that the media tries to push down the throat of the city is from an extremely vocal small number of people. Clearly the majority of the citizens want the FWPD to continue to do a great job like we historically have by voting for the CCPD."
- "Transparency is key for proper support."
- "The leaders of the department and city have to be willing to be neutral in community interactions, especially those interactions involving police misconduct. We very often see politically motivated responses from city and police leaders that lead to quick decisions and compromised investigations."

Part 7: Disparate Treatment and Diversity

Research suggests that people of color are more likely to be pulled over and/or receive infractions for minor offenses. Research also suggests that people of color are more likely to have excessive force used against them. What should be done to address disparities in how police treat people of color?

A total of 722 respondents out of 890 answered this question. There were quite a number of respondents that did not like this question and whose responses appeared defensive. Several refuted the idea that disparities exist in how people of color are treated by the police, and others asserted that

the disparity is because people of color commit the most crimes and police tend to patrol in areas with the most crime. Many stated that they did not agree with research that suggested these disparities.

Some officers suggested that the question was biased and was designed to make the Department and officers appear racist. Many of these responses suggested that respondents may not be completely aware of implicit bias, nor were they aware of information and statistics that suggest people of color are treated differently by the police.

Despite the negative comments, there were a few constructive comments that included hiring more officers. Specifically, it would be to have more officers patrolling neighborhoods that reflect their demographic. In addition, the positive responses included having more diversity training. Below is a sample of open-ended responses from officers in response to the question.

- "What research suggests this? I have not witnessed any racial bias in my time as a police officer. Any traffic stops I have made or fellow officers have made have been because a traffic violation was committed. I work on a side of town that is primarily made up of people of color and most officers do not even bother with minor offenses because we are all more interested in arresting people who are committing violent offenses, burglaries, and dealing drugs."
- "This is a difficult question. By the time most officers are entering the academy to be trained to be an officer, their ideas and prejudices are already part of their being. The trick is to catch the officer cadets that can't recognize and overcome their implicit bias before they become officers. If these cadets cannot overcome themselves and act out on their bias during training, they should be weeded out of the program. We constantly receive updated diversity training, de-escalation training, and so forth. Officers have to elevate themselves to a higher standard and be willing to address issues that they see with other officers, be it through mentoring or discipline. "
- "The role of policing is reactive! We respond to the situations presented to us. If we observe a violation, we respond with enforcement action."
- "Police activity is often higher in communities where people of color are located because research also shows these are the areas with higher crime rates. So, it only makes sense that there would be a higher likelihood for being pulled over and cited in these areas. Often times, citations are issued for minor offenses in lieu of making a custodial arrest for minor warrants. Uses of force occur during an arrest or detention process which is precipitated by the commission or suspected commission of a crime, and are almost always accompanied by some form or resistance by the suspected offender. The use of the minimum amount of force necessary to effect the arrest is standard used by police; therefore, the disparity does not lie with how police treat people of color but rather how people of color respond to the arresting authority of the police."
- "The first thing that has to be done is the acceptance and recognition that there is a real disparity in the treatment of people of color and the police. There is a belief that this statement is some type of false narrative or over-reaction on the part of communities of color. However, it must be acknowledged that this is in fact, a real occurrence. The problem is that the automatic or natural reaction is to ignore this belief and make it an allegation of racism and discrimination. Departments began to go on the offensive and try to prove that their department is not racist or a participant in discriminatory practices. While truly many departments are not engaged in the

latter, they do often promote policing practices that often target communities of color with overly aggressive policing and officers that engage in policing that is geared more towards punitive interactions rather than positive or beneficial interactions."

The Fort Worth Task Force on Race and Culture noted that the diversity of the past six recruit classes did not proportionately represent the City of Fort Worth's population. What further steps should the FWPD take to recruit a more diverse candidate pool?

A total of 708 respondents out of 890 answered this question. The resounding theme toward this open-ended question is that race should not be a factor in hiring and the best person should be hired for the job. Some stated that it is not the police's fault that there is no diversity. They believed that policing is a calling, and one has to have a deep desire to serve as police, as opposed to being recruited or influenced.

Several officers pointed out that FWPD should work on its image and its relationship with certain communities in order to create a better perception about the Department. Others suggested more emphasis on a program the Department offers that works with young people and can serve as a tool to recruit them as officers. It was mentioned that the Department does not do a great job of getting people of color involved in this program.

There were a number of positive suggestions that included recruitment at historically black colleges and universities, getting better recruitment staff, offering better pay, and most importantly, there were several calls for the Department to be unwavering in their commitment to improving diversity and the Department's relationship with people of color. Below is a sample of open-ended responses from officers in response to the question.

- "FWPD I believe already makes a huge effort to recruit diversity. But as a minority I know for a fact that most minority cultures have not come around to pushing the upcoming generations into policing as a career as they still see policing as an undesirable career due to the "old school policing" the elder generation experienced. It will be some time before this perception changes, but the current national trend towards policing is also discouraging minorities from crossing the "line" into policing as there is such a push back against policing from the ethnicity the potential recruits represent. This may change if those pushing back against policing recognize for the change they are demanding to occur it will take to encourage their followers to become the Police officers that patrol their community."
- "Use our local resources: example have a FWPD recruit booth at our large local events such as Arts festival, FWSSR grounds, during Dickies arena functions, TMS races. Recruit booths at all Fort Worth local high schools during college days. Rent Billboards during April/May within our city promoting high school graduates and FWPD careers."
- "Improving relations via NPO with children in diverse communities would help over time. I believe if we start with much younger generations and show them that police officers are good people, it will help encourage them to pursue a career in law enforcement."
- "I wish I knew the answer to that. We are gaining, but we certainly are not there. We have recruited out of state, we have directed our efforts at black colleges, and other agencies. Maybe our recruiters should be meeting with the military officers responsible for out processing military veterans.   We are also making strides with recruiting youth offering a pathway from Explorer (volunteer) to Cadet (paid with tuition reimbursement benefit) to Recruit class."

- "You should hire the most qualified candidate and race/gender/sexual orientation shouldn't play a factor. I don't care what color the person working beside me is. What I do care about is are they a critical thinker, will the react appropriately under stress, and will they help me get home to my family."

The Fort Worth Task Force on Race and Culture recommended that FWPD develop and implement a recruitment plan to strengthen FWPD's diversity of its specialized units. How do you feel this can be accomplished?

A total of 695 respondents out of 890 answered this question. When it comes to recruiting for special units, many respondents asserted that only the best should be chosen, there would be more minorities if they just apply, or there wasn't an issue with diversity at all.

In other instances, respondents reported that some minorities are merely not interested in serving in specialized units. Some asserted that minorities have already been given special consideration. This raises a point about how people of color are perceived when it comes to being hired or being selected for specialized units. If individuals are being hired for the sake of diversity and are not qualified, any reprimand they receive or any semblance of an ethical lapse reflects on the perception of others that when the goal is diversity, quality is compromised. This may hurt officers of color because it may be perceived that they are unqualified and do not deserve to be in the unit.

Many constructive responses pointed to having supervisors actively recruit, having an "outside" board select who goes into the unit, and reinvigorating the on-loan programs to give officers more exposure to those units, expanding units, or making them less specialized. One notable suggestion was for specialized units to rotate members on a regular basis, "Force people who were in specialized units to return to patrol instead of jumping from special unit to special unit." Below is a sample of open-ended responses from officers in response to the question.

- "Minorities should not want special treatment. Earn your way into a specialized unit just like everyone else. Overall lack of minority officers = lack of QUALIFIED candidates for specialized units...it's that simple."
- "The specialized unit diversity problem is an interesting one to me. I don't really know why there is a lack of diversity in some of the specialized units. What I do know, from my own experience in specialized units, is that there often are very few minorities that apply for such units. Actually, there are surprisingly few candidates that put in at all, of any race or sex. I know there have been some efforts to address this, such as through open houses, but I don't see that anything has really changed."
- "Specialized units in my opinion, generally select people they already know or like. Other than using someone outside of the unit to select who gets in, I'm not sure how this could be accomplished."
- "I would start a "blind" application process for specialized units. Eliminate the "good ole boy" ability for all involved. This would help insure the best applicant gets to a position. This could be done by having a standardized online application form to fill out, all evaluations would be submitted without identifiers attached, and interview questions could be sent and returned at a set time within a time frame under an anonymous identifier."

Part 8: Accountability Measures

What are your suggestions for assuring the public that police are held accountable for misbehavior or any other violation of the public's trust?

A total of 654 respondents out of 890 answered this question. In summary, transparency and communication are the most cited responses. Respondents also noted that the Department should communicate with a complainant about the outcome of a matter that involved them, then make an intentional effort to make the public aware of complaints in some shape or form throughout the year. Some respondents also mentioned having a citizen's oversight committee and a board where civilians and police work together. Others suggested that the public should file complaints if they encounter an officer doing wrong.

Other suggestions included more education and information to the public regarding policies and processes, making sure officers and supervisors properly document situations when there are disciplinary actions, being proactive with the media and have good stories highlighted, more interaction with the community, and not hesitating to speak with the public regarding high profile cases. Below is a sample of open-ended responses from officers in response to the question.

- "Transparency. There are some issues with being too transparent, but overall I feel police/citizen relationships will benefit from it. There is always going to be a gap between what the community believes/expects and how police sometimes respond. I believe the goal is to shorten that gap. Sometimes it is due to police misbehavior, sometimes it is accidental, and sometimes it was justified but simply looked bad on a video. Policing is not always pretty. But being transparent, i.e. saying when we messed up as well as standing up when we didn't, is the best way in my opinion."
- "This will never be accomplished until a mode of talking is established. Real-time information, podcasts, long form conversation. Until Police and public can dialog like co-citizens, there will never be true trust on police. Bad ideas and misinformation MUST be addressed and challenged on both sides."
- "Rules and policies are already in place. Use the existing policies fairly and not based on political or public pressure. If an action is wrong, it is wrong regardless to who the individual is."
- "Provide accurate information about police complaints and resolutions. Continue to educate the public as to the challenges officers face on a daily basis along with what training is given for officers to confront these challenges. Immediately confront misinformation about police encounters."
- "Our Internal Affairs Unit and Special Investigation Unit both do a fantastic job dealing with police misconduct. Members of these units contact complainants with resolution information subsequent to the investigations. Having rapid access to a listening ear in these units is helpful. I feel we already do an ample job in policing ourselves as I feel as though we are a strictest arbiters."

Part 9: Additional Perceptions

Please add any additional comments about the subjects covered on this survey.

A total of 336 respondents out of 890 answered this question. The comments reflect an array of topics and concerns. Several responses centered on the perceived lack of quality of the survey. Many respondents also provided follow ups to other concerns expressed, which included more staff, better

community relations, and more support from leadership. A handful of comments here and in other parts of the survey discussed morale was an issue. On one hand, the community was upset, and on the other hand, leadership didn't appear to be supporting officers in an effort to appease the public. Another sentiment expressed here and in other parts of the survey was the idea that officers were more afraid of doing their work because of the negativity toward officers. There seemed to be a reluctance to act in certain ways for fear of being vilified or admonished. Another thing that was mentioned several times was race; there was strong discontent when questions centered on race. Many respondents perceived that others perceive them as racist merely because they are police officers, and others noted that they are just tired that "everything has to be about race." Below is a sample of open-ended responses from officers in response to the question.

- "In my opinion, a lot of citizens have a problem with the authority that policing represents. It doesn't matter how often we publicize the good deeds that we do or the skin color or ethnic backgrounds of the people we hire. In a large number of the cases that have made headline news, a suspect was asked to do something but chose to run or fight instead."
- "Let's not just focus on not just Officers being terrible people and recognize the good officers. Also don't just Focus on POC but everyone, and if they are mishandled by police, let's get together and learn from each other. I feel this survey is one sided and attempting to say that we only stop or deal with POC when that is not the case."
- "I feel Ft Worth has been very progressive as far as promoting procedural justice and de-escalation. There is room for improvement since many officers take additional training personally and believe they are being told that they are in the wrong merely because they have to attend training. I believe that as long as the department emphasizes that the officers are doing a good job and the training is merely a tool to help them stay up to date, just like firearms training, this should slowly get better with the new generation of officers. I don't believe it's fair, however, to treat the officers as if they are the same as those in less progressive departments."
- "Don't make everything about race. Stop dividing us by the way we look and assuming we treat people differently based off biases. There is NO evidence of that. Be just. We are supposed to be innocent until proven guilty. That is not what is happening here. Meet with the victims in the community and not just those who are screaming the loudest. I know nothing I've said here will make a difference and I doubt anyone will even read this. The City Leaders and the Police Administration have made it clear they don't care about what we have to say at all, and this is just a formality to make us think we have a voice. That's why I am looking for another job along with many other officers. It is sad and it breaks my heart to know I can't do anything to stop the destruction that is coming."

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Section Two. Community Perception Survey

The Survey was distributed to community members in a variety of methods via email on behalf of the OPOM, the City of Fort Worth's Gov Delivery email distribution list, the City of Fort Worth's social media accounts, OPOM social media accounts, and the City of Fort Worth's weekly Roundup Newsletter. Multiple OPOM community partners also shared the Survey with their stakeholders. The emails, related articles, and other medium included a hyperlink to the Survey, which was designed using Qualtrics. 3,991 community members responded to the survey, representing approximately .5 percent of the total population (n= 895,008)[4] of the City of Fort Worth.

Below are tables and graphs for each survey question, a brief synopsis of patterns, and notable responses. Simple descriptive statistics have been utilized to complete this analysis.

Survey Responses

The following provides a descriptive analysis of the survey responses to the survey questions. Percentages noted in the following analysis are percentages of the total respondents who answered the given question.

Part 1: Respondent Demographics

What is your gender identity?

The figure below depicts the gender identity of the survey respondents in comparison to the City of Fort Worth demographics.[5] A total of 3,973 respondents out of 3,991 respondents answered this question. 62 percent of the survey respondents noted their gender identity as Female, while 37 percent noted Male.

Figure 2.1. Respondent's Gender
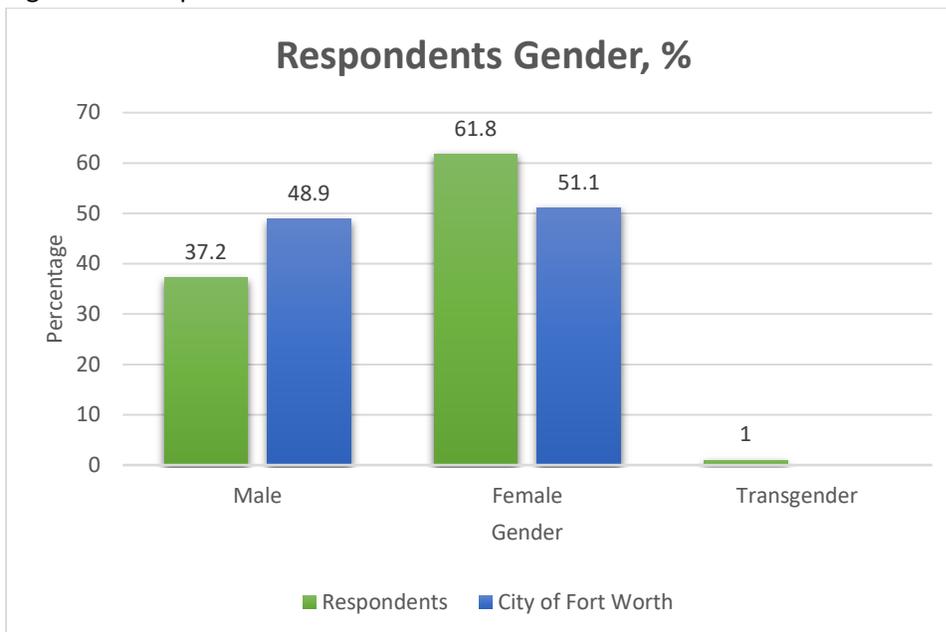
What is your race?

The following figure represents the responses to the above question in comparison to the City of Fort Worth demographics.[6] All 3,991 respondents answered this question. Respondents were not limited to one option for race. In an effort to conduct this analysis and the analysis used for the crosstab analysis, two additional categories were added to race/ethnicity: "Biracial/multiracial" and "Did not disclose." Respondents who selected more than one race were placed in the "bi/multiracial" category. Several respondents provided text besides their race/ethnicity. These respondents were placed in the "Did not disclose" category. This allowed us to accurately measure respondents who indicated Other for their race. All remaining respondents are referred to as "Did not report." As noted below over 66 percent of the respondents were Whites (non-Hispanic), 12.4 percent identified as Black/African Americans, 10.2 percent of respondents identified as Hispanic/Latino/as, and 2.5 percent of the respondents did not disclose.

Figure 2.2. Respondent's Race
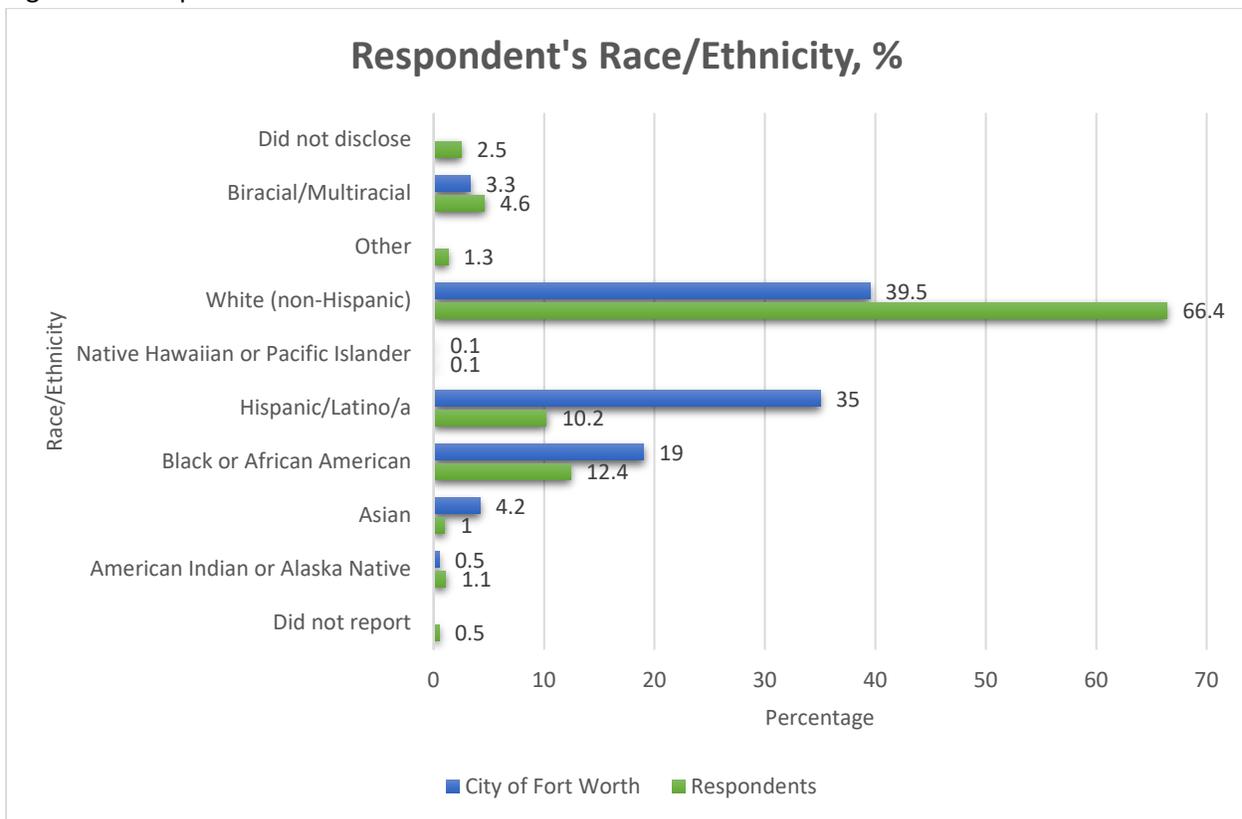
What is your current age?

The following figure depicts the responses to the above question. A total of 3,947 respondents out of 3,991 answered this question. Most of the survey respondents (86.1%) were over the age of 31.

Figure 2.3. Respondent's Age

Respondent's Age, %

Age	Percentage
66 and older	15.9
51-65	26.7
41-50	19.8
31-40	23.7
26-30	9.3
22-25	3.8
18-21	0.9
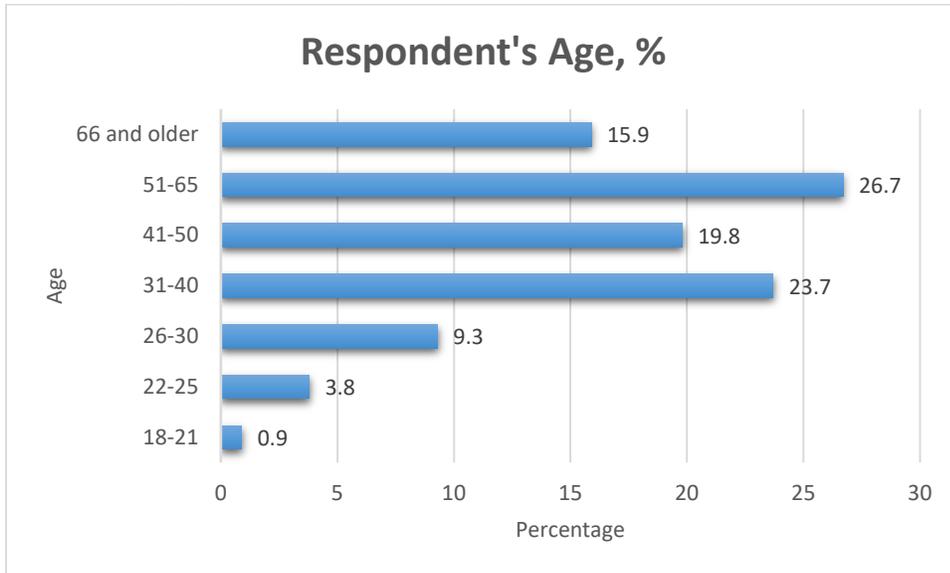
Which group do you most identify with?

The following figure depicts the groups with which respondents identified. A total of 3,946 respondents out of 3,991 answered this question. As noted below, most respondents (80.6%) noted that they identify as a City of Fort Worth Resident.

Figure 2.4. Respondent's Group

Respondent Group, %

Group	Percentage
Other	4.2
Criminal Justice Rep	0.4
Religious Rep	1.4
Educational Rep	1.3
Non-Profit or Community Rep	2.5
Business Rep	2
Work in City of FW	7.6
City of FW Resident	80.6
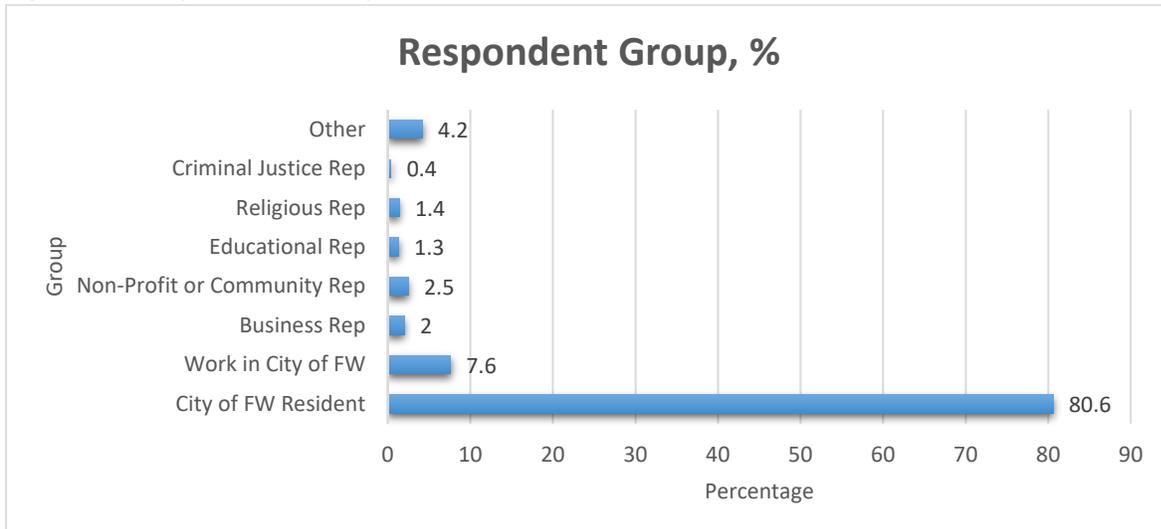
Which of the following best describes your current employment status?

The following figure depicts the employment status of the respondents. A total of 3,924 respondents out of 3,991 answered this question. As noted below, a majority (66.8%) of the respondents noted that they were employed, followed by retired (18.8%) respondents.

Figure 2.5. Respondent's Employment Status

Respodent's Employment Status, %

Employment Status	Percentage
Permanently disabled	1.5
Student	2.1
Retired	18.8
Homemaker	5.6
Temporarily Laid Off	5.2
Employed	66.8
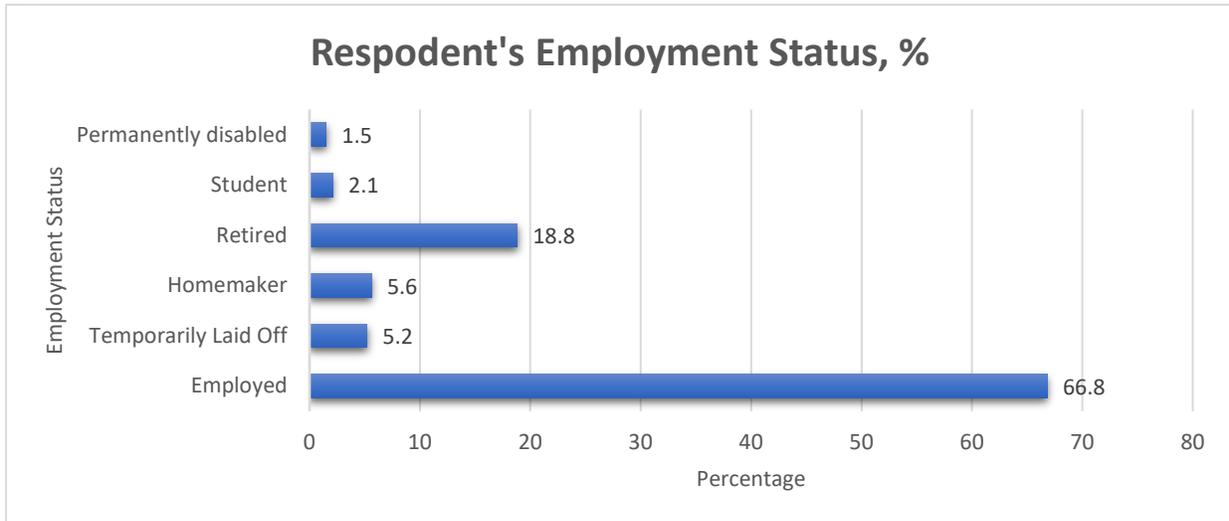
What is your marital status?

The figure below depicts the marital status of respondents. A total of 3,924 respondents out of 3,991 answered this question. As noted below, a majority of the respondents self-identified as married (63.5%), which was followed by single-never married (14.3%) and divorced (12.2%) respondents.

Figure 2.6. Respondent's Marital Status

Respondent's Marital Status, %

Marital Status	Percentage
Living with a partner	5.5
Single-never married	14.3
Widowed	3.6
Divorced	12.2
Separated	1
Married	63.5
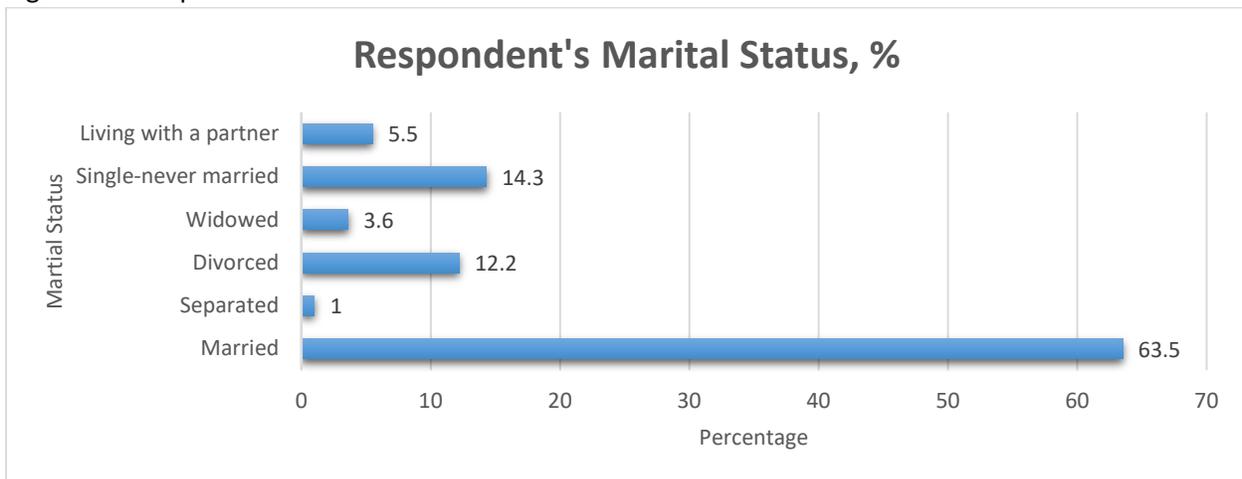
What is the highest grade you have completed in school?

Figure 2.7 illustrates the highest-grade level completed by the survey respondents. A total of 3,924 respondents out of 3,991 answered this question. A total of 35 percent of respondents noted that they completed college, this was followed by 27.5 percent with a graduate degree, and 22.7 percent with some college or tech school.

Figure 2.7. Respondent's Highest-Grade Level
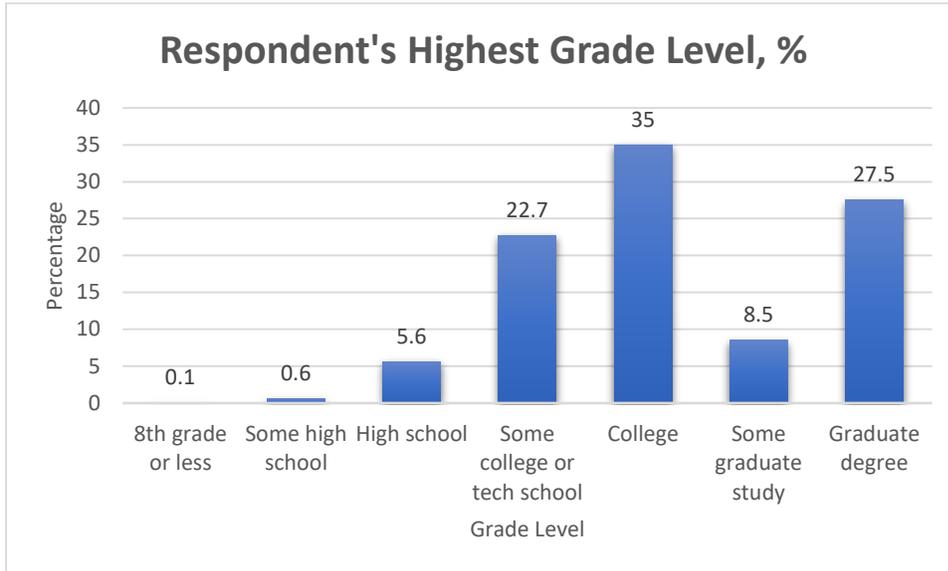
Do you rent or own your residence?

The following figure represents the responses to the above question. A total of 3,877 respondents out of 3,991 answered this question. As noted below, 77 percent of respondents stated that they own their residence, whereas 20.7 percent rent.

Figure 2.8. Respondent's Residence
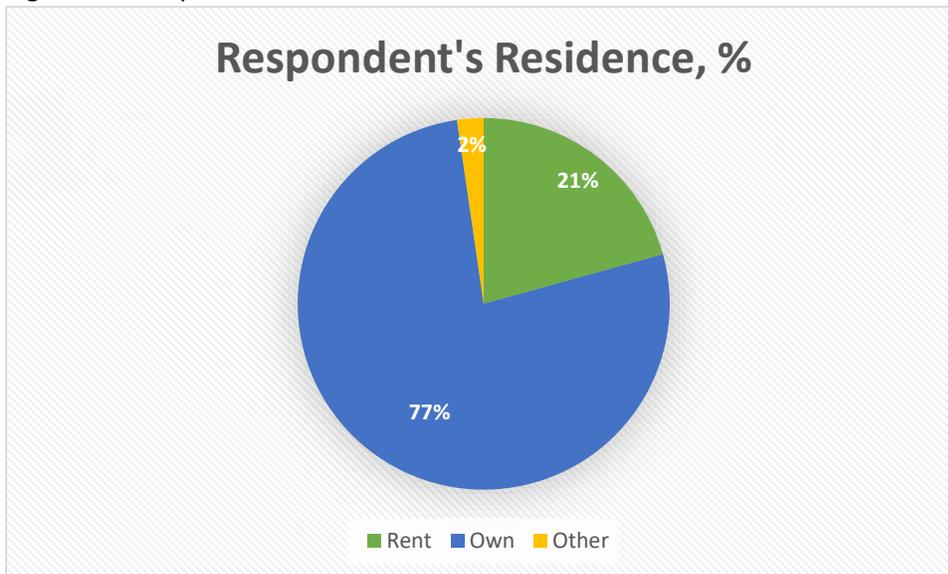
Considering the combined income for all household members from all sources, what is your best estimate of your household income for 2019?

The chart below illustrates respondent's household income. A total of 3,877 out of 3,991 respondents answered this question. As noted below, over 79.7 percent of the respondents reported a household income over $50,000 dollars in 2019.

Figure 2.9. Respondent's Household Income
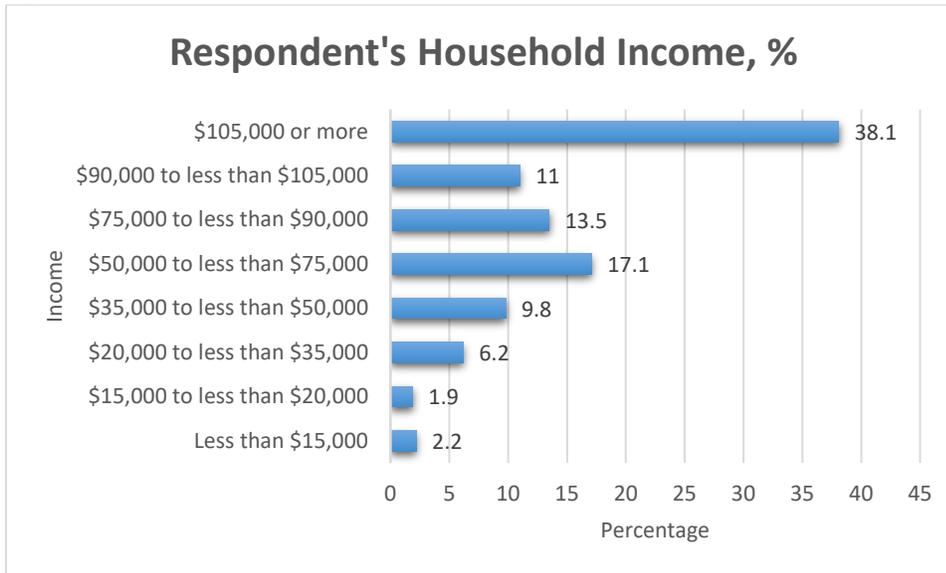
Which neighborhood do you most identify with?

A total of 3,250 respondents out of 3,991 answered this question providing a total of 228 different neighborhoods. Of these 228 neighborhoods, 146 neighborhoods were each identified by fewer than 10 respondents. In addition, 112 respondents listed "Other" in response to this question. The ten neighborhoods that were identified by the most respondents are provided in the table below. In total, these ten neighborhoods accounted for 33.7 percent of the respondents who answered this question.

Table 2.1. Respondent's Neighborhood

Neighborhood	Number of Respondents
North Fort Worth	214
Downtown Neighborhood Alliance	189
South West	124
Wedgwood	105
Fairmount	99
Downtown	96
Historic Southside	74
Northside	67
West Fort Worth	65
Eastside	63

What is your zip code?

The following table provides a list of the zip codes for the respondents (3,991) that responded to this question in the survey. Respondents were asked to provide their zip codes. While not all zip codes

provided were within the City of Fort Worth, a few were within the Dallas-Fort Worth area and presumably these respondents, "work or play" in the City of Fort Worth. Of the total 3,991 responses to this question, 17 zip codes provided were not in the Dallas-Fort Worth area, and 189 respondents did not provide actual zip codes. Further, 105 zip codes each had fewer than 10 respondents. For simplicity and accuracy, these 311 responses and/or zip codes were removed from the analysis. The table below identifies the 45 zip codes in the Dallas-Fort Worth area that were identified by more than 10 respondents. The 10 zip codes identified by the most respondents, shaded in grey in the below table, accounted for 53.1 percent (n=2010) of the total respondents who answered this question and provided a zip code from within the Dallas-Fort Worth area.

Table 2.2. Respondent's Zip Code

Zip code	Percentage	Zip code	Percentage
76053	0.3	76111	1.5
76182	0.3	76120	1.5
76180	0.3	76114	1.6
76248	0.3	76135	1.9
76117	0.3	76102	2.2
76247	0.4	76103	2.4
76020	0.4	76131	2.7
76040	0.4	76132	2.8
76164	0.5	76104	3.1
76115	0.5	76108	3.1
76262	0.5	76123	3.5
76140	0.6	76112	4.2
76008	0.7	76179	4.5
76105	0.8	76137	4.7
76119	0.9	76109	5.0
76106	0.9	76110	5.1
76028	1.0	76133	5.5
76036	1.0	76244	5.6
76118	1.0	76116	6.2
76052	1.1	76107	6.2
76126	1.4		
76134	1.4		
76177	1.4		

The table below lists the FWPD patrol division for each of the 10 zip codes identified by the most respondents. It should be noted that some zip codes may include more than one FWPD patrol division. All six patrol divisions are represented in the list below.

Table 2.3 Top 10 Zip Codes by Patrol Division

Zip code	FWPD Patrol Division(s)
76123	West and South
76112	East
76179	Northwest
76137	North and Northwest
76109	West
76110	South and Central
76133	South
76244	North
76116	West
76107	Northwest and West

Part 2: Disparate Treatment and Diversity

Have you ever been treated unfairly or personally experienced discrimination in Fort Worth because of your race, ethnicity, gender, sexuality, being an immigrant, religious heritage, or having an accent?

The following figure depicts the survey responses to the above question. All 3,991 respondents answered this question. As noted below, 77 percent of respondents noted that they have not been treated unfairly or personally experienced discrimination in Fort Worth because of their race, ethnicity, gender, sexuality, immigrant status, religion, or having an accent. However, pursuant to a crosstab analysis of the responses by respondent's race, we found that Black/African American respondents (51.7%) reported instances of being treated unfairly or discrimination more than any other group.

Figure 2.10. Fair Treatment
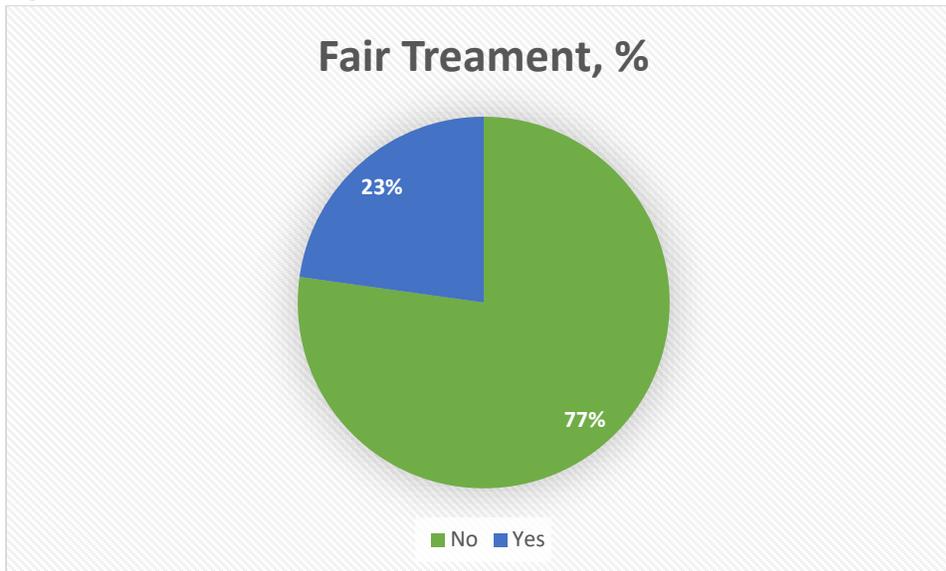
Fair Treament, %

23%

77%

■ No ■ Yes

A total of 908 respondents out of the 3,991 answered the above follow-up question. Of those who responded, 7.2 percent reported unfair treatment because of race or ethnicity, 6.9 percent because of gender, gender identity or sexuality, and 5.1 percent because of skin color. These were the highest reported forms of discrimination. Those who selected Other provided a range of responses including: disability, age, political views, interracial relationships, and due to an incarceration history.

Figure 2.11. Unfair Treatment
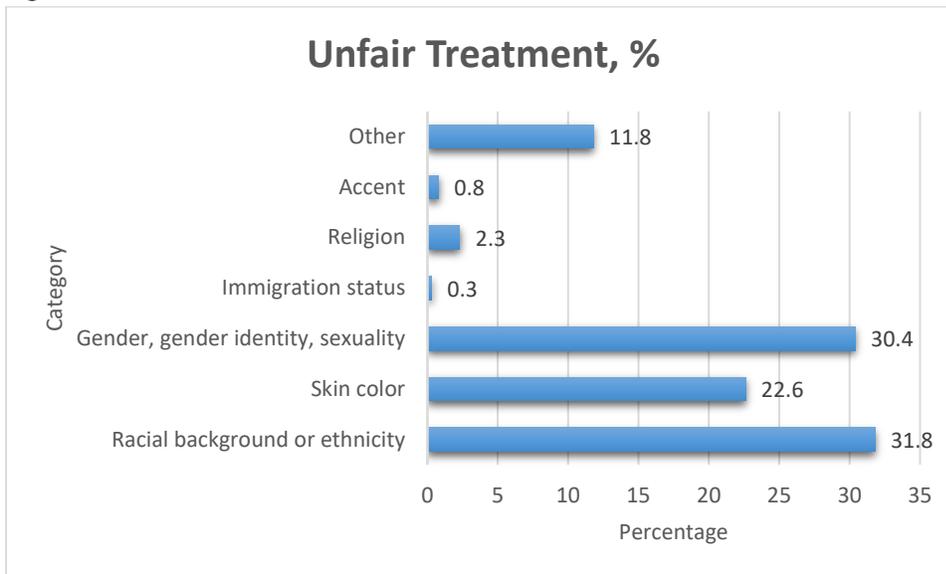
In the most typical incident you experienced in Fort Worth, what was the race or ethnicity of the person treating you unfairly?

The figure below depicts the survey responses to the above question. A total of 908 respondents out of 3,991 answered this question. As noted below, Whites (non-Hispanic) (77.3%) and Black/African Americans (12.2%) represented the top two groups that were reported to treat respondents unfairly. When conducting a crosstab analysis of the responses by race, we found that Whites (non-Hispanic) have the highest percentage of discrimination against other groups; the exception was respondents who did not disclose their race. Those that did not disclose their race reported that Black/African Americans discriminated against them more than any other group. Asians, Hispanic/Latino/as and Black/African Americans discriminate within their groups more than Whites (non-Hispanic).

Figure 2.12. Unfair Treatment by Race

Unfair Treatment by Race, %

Race	Percentage
Other	5
Hispanic or Latino/a	5.1
White (non-Hispanic)	77.3
Asian	0.4
Black or African American	12.2
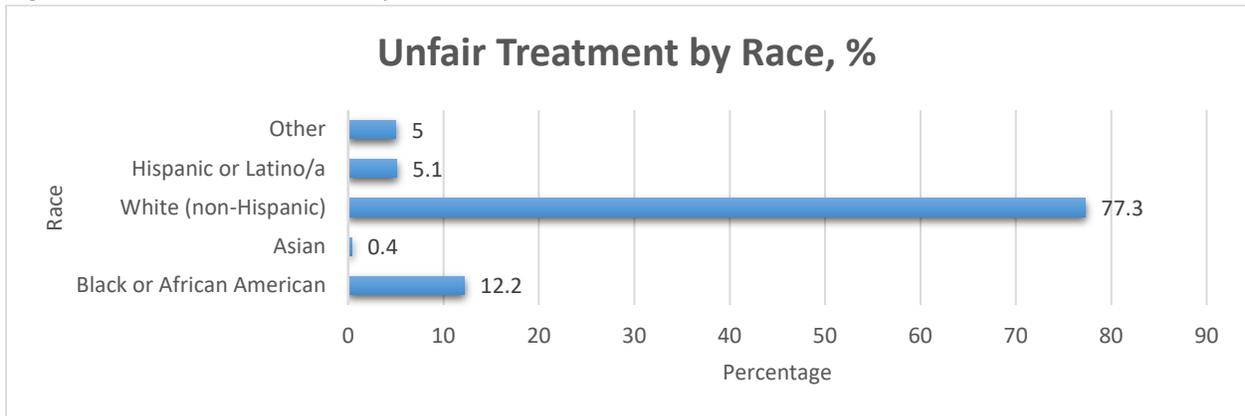
Thinking ahead over the next five years, do you think relations between different ethnic/racial groups in Fort Worth will get better or will they get worse?

The figure below depicts the responses to the above question. All 3,991 respondents answered this question. As depicted below most respondents believed relations between different ethnic/racial groups will get better (43%), while 28 percent of respondents believed relations will stay the same, and 29 percent believed relations will be worse. When conducting a crosstab analysis of the responses by race, respondents who did not disclose their race and White (non-Hispanic) (48.5%) believed things will get better the most (46.3%). Asians believed things will stay the same the most (34.1%). Respondents who identified as Other (42.3%) believed things will get worse.

Figure 2.13. Thinking Ahead: Race Relations

Thinking Ahead: Race Relations, %

- Better 43%
- Stay the same 28%
- Worse 29%
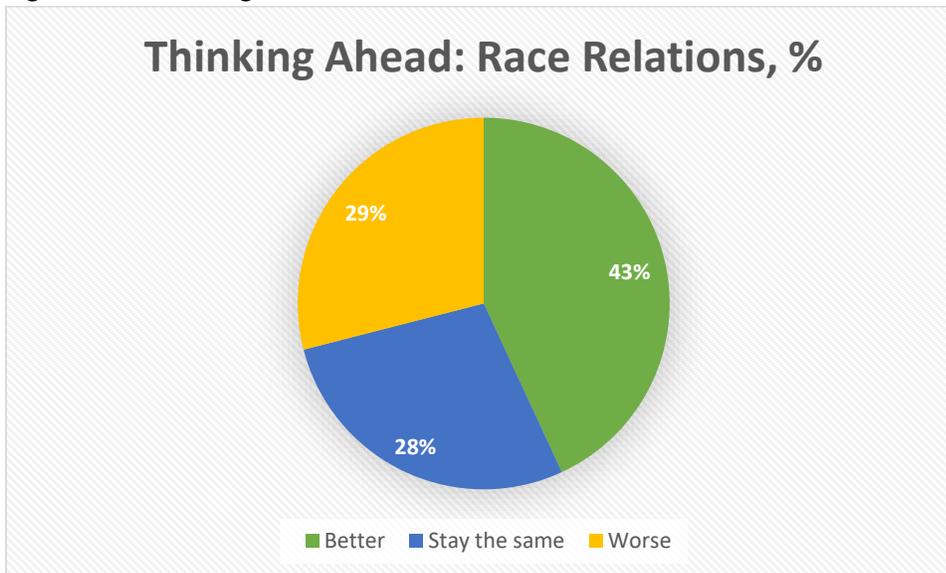
For each of the following local institutions, please rate how much you personally trust these institutions in Fort Worth.

The table below illustrates the responses to the above question. All 3,991 respondents answered this question. As noted below, a little less than a majority of respondents trusted FWPD a lot (49.2%). Together with "somewhat" responses, slightly more than two-thirds of respondents trust FWPD (67.4%).

When conducting a crosstab analysis of these responses by race/ethnicity, Black/African Americans (52.6%) reported the highest combined negative sentiment than any other group. This is the only group where the majority did not trust the police at all or a little.

In contrast, almost 22% of respondents trust the Courts a lot. When conducting a crosstab analysis of these responses by race/ethnicity, Black/African Americans (61.6%) had little or no trust at all in the Courts. This was more than any other group; however, there was not a lot of trust for the Courts in either group. Whites (non-Hispanic) (25%) trusted the Courts a lot, more than any other group (25%). Most respondents (except African Americans) trusted the Courts somewhat.

When examining the responses to whether respondents trust schools, only 19.7% of respondents trusted schools a lot. When conducting a crosstab analysis of these responses by race/ethnicity, respondents who did not disclose their race have the most distrust of schools (37.4%). American Indian/Alaskan Natives (28.6%) followed. Each group responded somewhat more than any other response (41.9%).

Finally, overall trust in the city government was not very strong. There were more respondents who did not trust the government at all (22.7%), compared to those who trust the government a lot (13.5%). A slight majority either trusted the city government a little or not at all (51%). When conducting a crosstab analysis of these responses by race/ethnicity, roughly 40 percent of American Indian/Alaskan Natives, Black/Americans and respondents who identified as "Other" did not trust city government at all. 40 percent of all groups have a little trust in the government; this response was given more than other responses.

Table 2.4. Trust in Institutions

	Not at all	A little	Some	A lot
Fort Worth Police Department (FWPD)	16.8	15.8	18.2	49.2
The Courts	15.3	23.1	39.7	21.9
The Schools	14.8	23.6	41.9	19.7
Fort Worth City Government	22.7	28.3	35.5	13.5

Part 3: Perceptions about Community-Police Relations

These next questions are about the Fort Worth Police Department (FWPD) in general. Please indicate how much you agree or disagree with the following statements.

The below table depicts the responses to the given statement. All 3,991 respondents answered this question. As noted in Table 2.5, most respondents somewhat or strongly agree that the FWPD are legitimate authorities (68.6%), should do what FWPD tells them to do (61.7%), have confidence that the FWPD officers in their communities do their job well (65.2%), and that FWPD officers care about their communities (59.5%). When conducting a crosstab analysis of these responses by race/ethnicity we found that overall, minority groups have a stronger disagreement with the statement: *I have confidence that the FWPD officers in my community can do their job well* than White (non-Hispanics). Most respondents also somewhat agree and strongly agree that they are proud of the work FWPD does in their communities (63.4%) and that if necessary they are comfortable with filing a complaint (69.7%).

Respondents also disagreed with the statements: *There are times when it is okay to ignore what FWPD officers in your community tell you to do* (65.2%) and *The FWPD officers in my community are often dishonest* (59.8%).

Table 2.5. Police-Community Relations

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Overall, the FWPD officers in my community are legitimate authorities and people should follow the orders they issue.	11.7	11.	8.6	17.9	50.7
You should do what the FWPD officers in your community tell you to do, even when you disagree with their decisions.	14.0	14.7	9.6	22.5	39.2
There are times when it is okay to ignore what FWPD officers in your community tell you to do.	50.1	15.1	11.9	14.2	8.7
I have confidence that the FWPD officers in my community can do their job well.	12.8	14.3	7.7	18.1	47.1
The FWPD officers in my community care about the well-being of everyone they deal with.	17.2	14.6	8.6	17.8	41.7
The FWPD officers in my community are often dishonest.	48.7	11.1	20.2	12.1	7.9
I am proud of the work of the FWPD officers in my community.	13.6	10.8	12.1	14.7	48.7
If I have a negative encounter with FWPD, I will file a complaint.	7.1	7.7	15.6	23.3	46.4

When we conduct a crosstab analysis of the responses with zip codes, we found the highest percentages as follows:

- 47.6 percent of the 122 respondents from zip code 76104 strongly disagree or somewhat disagree with the statement: *FWPD officers in my community are legitimate authorities and people should follow the orders they issue.*
- 40.2 percent of the 97 respondents from zip code 76103, 48.3 percent of the respondents from zip code 76104, and 41.9 percent of the 203 respondents from zip code 76110 strongly disagree or somewhat disagree with the statement: *You should do what the FWPD officers in your community tell you to do, even when you disagree with their decisions.*
- 40.4 percent of the 203 respondents from zip code 76110 strongly agree or somewhat agree with the statement: *There are times when it is okay to ignore what FWPD officers in your community tell you to do.*
- 44.3 percent of the 203 respondents from zip code 76110 strongly disagree or somewhat disagree with the statement: *I have confidence that the FWPD officers in my community can do their job well.*
- 62.3 percent of the 122 respondents from zip code 76104, 52.7 percent of the 203 respondents from zip code 76110 , and 45.8 percent of the 203 respondents from zip code 76112 strongly

disagree or somewhat disagree with the statement: *The FWPD officers in my community care about the well-being of everyone they deal with.*

- 39.5 percent of the 203 respondents from zip code 76110 strongly agree or somewhat agree with the statement: *The FWPD officers in my community are often dishonest.*
- 50 percent of the 122 respondents from zip code 76104 and 41.9 percent of the 203 respondents from zip code 76110, strongly disagree or somewhat disagree with the statement: *I am proud of the work of the FWPD officers in my community*.
- 79.3 percent of the 203 respondents from zip code 76110 strongly agree or somewhat agree with the statement: *If I have a negative encounter with FWPD, I will file a complaint.*

How would you rate the performance of the FWPD?

The following figure represents the responses to the above question. All 3,991 respondents answered this question. Most respondents (32%) rated the performance of FWPD as excellent, and 20.1 percent rated the FWPD just below excellent. Overall, 62 percent of respondents had a positive view of FWPD performance, while just over a quarter (25.8%) of respondents noted that they do not have a very positive view of FWPD performance. When conducting a crosstab analysis of the responses by race, we found that African Americans (39.7%) and Asian (39%) held the most unfavorable views of FWPD performance. Further American Indians/Alaskan Natives (19%) and Other (21.2%) responded that FWPD performance is poor, more than any other group.

Figure 2.14. Performance of FWPD
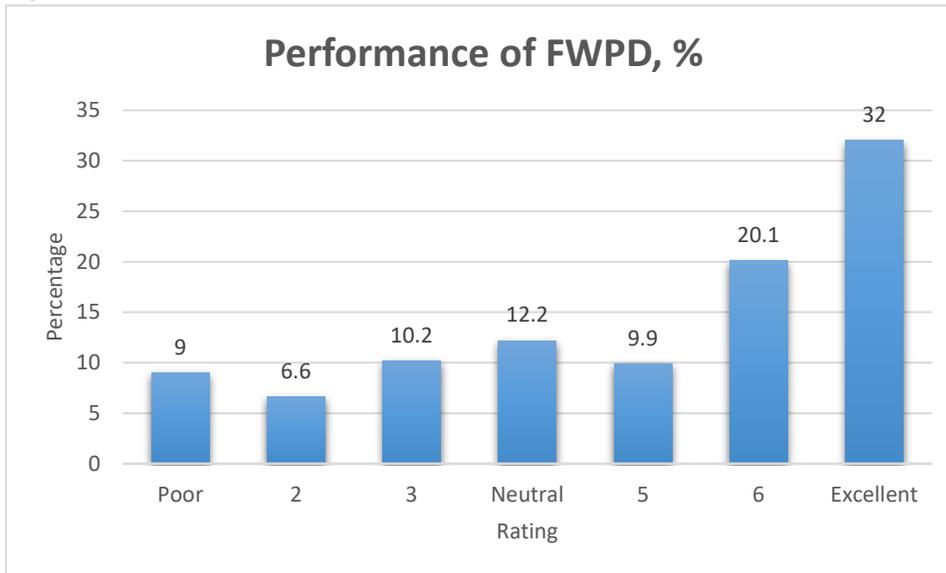
How would you rate the approachability of the FWPD?

The following figure represents the responses to the above question. All 3,991 respondents answered this question. Responses on the negative spectrum were similar (25.8%) to the previous question. Neutrality was also consistent at 12.2 percent. Despite this, the majority of respondents (53.2%) highly rated the approachability of the FWPD. When conducting a cross tab analysis of the responses, we found that overall, Black/African Americans had the most negative responses (38.8%) and rated neutral (21%), more than any other group.

Figure 2.15. Approachability of FWPD

Approachability of FWPD, %
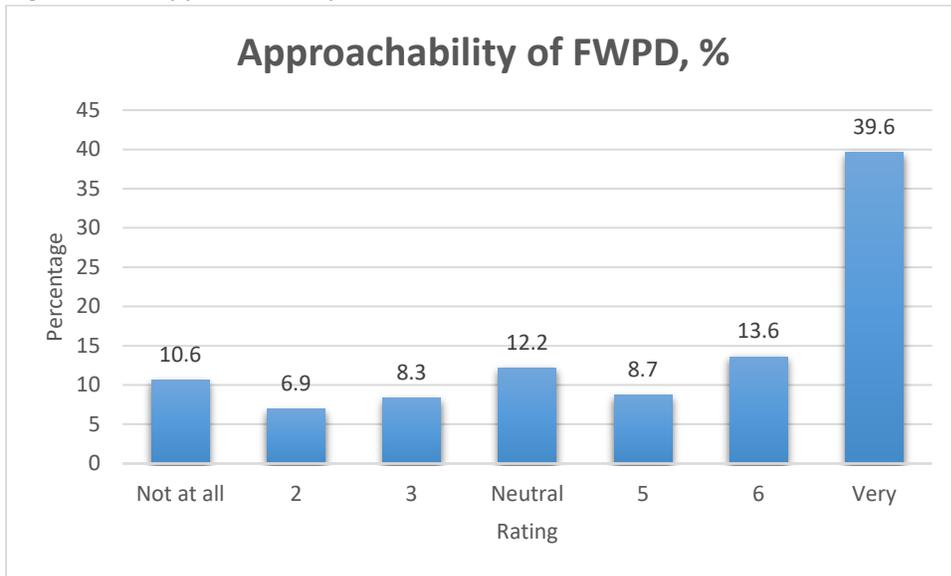
How would you rate how fairly the FWPD treat people in your neighborhood?

The following figure depicts the responses to the above question. All 3,991 respondents answered this question. As noted below, positive ratings were slightly higher than depicted in the previous questions, more respondents were neutral (15.6%), and fewer respondents offered negative ratings (21.7%). When conducting a crosstab analysis, we found that the majority of all racial groups noted that they are treated fairly except Black/African Americans (41.2%). In comparison, 59.4 percent of Hispanic/Latino/a and 67.1 percent of White (non-Hispanic) noted that they are treated fairly by FWPD.

Figure 2.16. Fair Treatment

Fair Treament, %
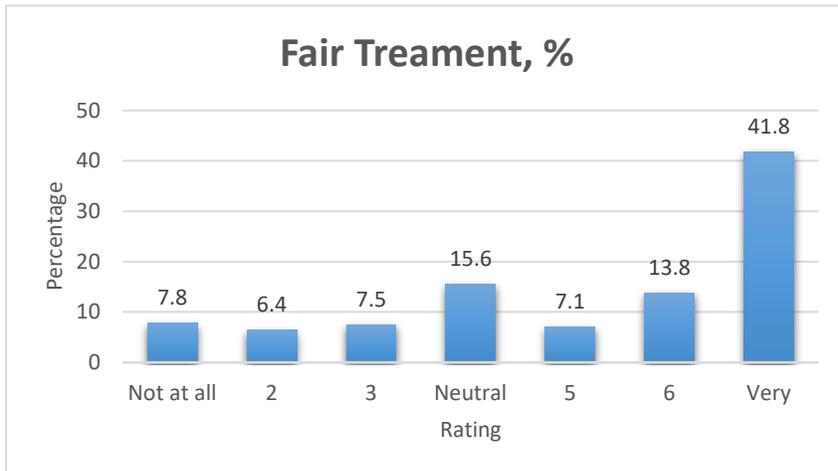
Part 4: Community Oversight of FWPD

These next questions are about how much input you and people like you have in decisions made by the Fort Worth Police Department (FWPD).

The table below depicts respondents' answers to each of the questions below. All 3,991 respondents responded to the questions listed. As noted below, in response to *"How much does the FWPD consider your views in deciding how to handle crime in your community?"* respondents were evenly split on positive (50.4%) and negative (49.7%) views. Similar findings were noted in response to the following statement: *How much does the FWPD consider your views when deciding what crimes are the most important to deal with in your community?* When analyzing the responses to the final statement: *How important is it to have community oversight of the FWPD,* we found that a majority of respondents (52.6%) noted that community oversight of the FWPD is very important.

Table 2.6. Community Oversight

	Not at all	A little	Some	A lot
How much does the FWPD consider your views in deciding how to handle crime in your community?	33.2	16.5	30.1	20.3
How much does the FWPD consider your views when deciding what crimes are the most important to deal with in your community?	34.5	15.9	28.6	21.0
How important is it to have community oversight of the FWPD?	12.5	15.3	19.6	52.6

In terms of community oversight of the FWPD, please review the following purposes for this community oversight group. Rank them from 1 (Most Important) to 6 (Least Important) using the dropdown menus to the right. Please note you may select the same number for more than one oversight item.

The table below depicts the survey responses to the above question. All 3,991 respondents answered this question. The rankings of the below statements were determined by adding the percentages of the first, second and third ratings for each item. The purpose: *Advance fair and professional policing that is responsive to community needs*, was ranked higher than any other purpose. The purpose: *Represent the Office of Police Oversight Monitor (OPOM) as a public speaker and disseminate information about OPOM and FWPD,* was ranked least important among the survey respondents.

Table 2.7. Community Oversight Purpose

Community Oversight Purpose	1 (Most Important)	2	3	4	5	6 (Least Important)
Review and provide feedback on FWPD policies and procedures.	30.4	20.5	17.6	10.3	7.8	13.3
Review research reports on policing trends and provide recommendations.	23.1	19.2	20.3	13.40	9.0	14.9
Review complaint investigation summaries and provide feedback.	33.0	22.0	16.7	9.1	6.8	12.2
Investigate complaints and provide recommended findings.	40.1	18.5	13.5	7.1	6.1	14.6
Serve as a point of contact, disseminate information, and participate in community-police engagements.	26.8	19.2	20.2	10.8	8.1	15.0
Represent the Office of Police Oversight Monitor (OPOM) as a public speaker and disseminate information about OPOM and FWPD.	15.9	15.3	21.0	13.0	10.3	24.5
Review common policing problems and recommend problem solving solutions.	39.6	20.4	15.8	7.9	5.6	10.7
Advance fair and professional policing that is responsive to community needs.	51.7	14.9	12.8	7.0	4.3	9.4

When ranks are grouped between most important (1-3) and least important (4-6), the importance of these purposes are ranked as follows:

1. Advance fair and professional policing that is responsive to community needs.
2. Review common policing problems and recommend problem solving solutions.
3. Investigate complaints and provide recommended findings.
4. Review complaint investigation summaries and provide feedback.
5. Review and provide feedback on FWPD policies and procedures.
6. Serve as a point of contact, disseminate information, and participate in community-police engagements.
7. Review research reports on policing trends and provide recommendations.
8. Represent the Office of Police Oversight Monitor (OPOM) as a public speaker and disseminate information about OPOM and FWPD.

Part 5: Respondents' Awareness

Please indicate how much you agree or disagree with the following statements.

The table below depicts the survey responses to this question. All 3,991 respondents answered this question. Most of the responses to the statements below were in agreement with the statements. When conducting a crosstab analysis of the responses by respondent's race, we found the following notable findings. In response to the statement: *I have confidence in the Fort Worth Police Department (FWPD),* the majority of all groups had confidence in the FWPD except Black/African Americans (38.7%). When examining the responses to the statement: *If I get stopped by the FWPD, I feel comfortable talking with the FWPD,* we found that the majority of every racial group agreed that they feel comfortable talking with the FWPD, except Black/African Americans (36%) who strongly disagreed the most. Similar

trends were identified in responses to the statements: *The FWPD works with the community to prevent crime*, *The FWPD takes time to listen to people,* and *FWPD officers use only the amount of force necessary to accomplish their tasks.*

Table 2.8. Respondents' Awareness

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I have confidence in the Fort Worth Police Department (FWPD).	14.8	14.1	8.4	16.2	46.6
When I see negative encounters with the FWPD, I can do something about it.	19.1	17.7	19.7	21.8	21.7
If I get stopped by the FWPD, I feel comfortable talking with the FWPD.	16.1	12.9	7.1	17.0	46.9
I know how to file a complaint with the FWPD.	20.3	15.5	13.9	19.3	31.0
Children in the community have a positive perception of FWPD.	12.7	16.2	25.7	22.5	22.9
The FWPD officers who patrol my community look like me.	13.2	9.9	34.5	20.8	21.6
The FWPD works with the community to prevent crime.	13.8	13.1	12.3	20.0	40.8
The FWPD takes time to listen to people.	15.1	15.1	14.6	21.9	33.3
FWPD officers use only the amount of force necessary to accomplish their tasks.	23.6	13.0	13.2	14.2	36.1
The FWPD treats people the same regardless of their personal characteristics (e.g., race, gender, sexual orientation, nationality, etc.)	29.1	12.9	10.0	12.3	35.7

Part 6: Contact with FWPD

Have you or a close friend or family member in Fort Worth been a victim of a crime in the last three years?

The figure below depicts the survey responses to the above question. All 3,991 respondents answered this question. The majority of survey respondents (61%) noted that they or a close friend or family member have not been a victim of a crime in the last three years.

Figure 2.17. Victim of a Crime

Victim of a Crime, %

39%

61%

■ No ■ Yes
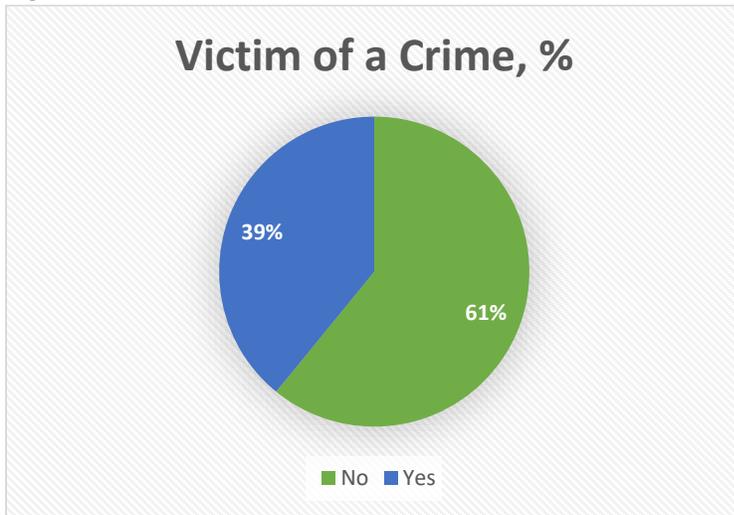
In the last three years, did you or a close friend or family member get stopped or arrested by the Fort Worth Police (FWPD)?

The figure below depicts the survey responses to the above question. All 3,991 respondents answered this question. Similar to the above, the majority of survey respondents (61%) noted that they or a close friend have not been stopped or arrested by the FWPD in the last three years.

Figure 2.18. Stopped or Arrested

Stopped or Arrested, %

39%

61%

■ No ■ Yes
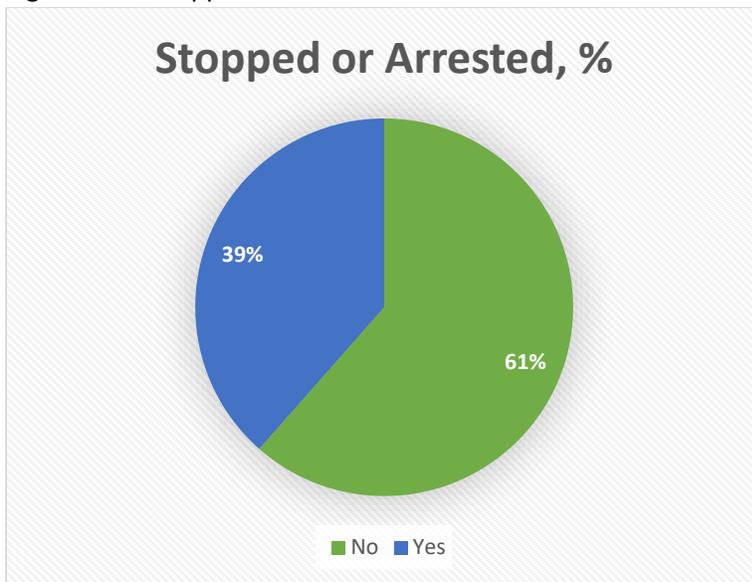
In the last three years, did you call the Fort Worth Police (FWPD) for help in connection with any crime?

The figure below depicts the survey responses to the above question. All 3,991 respondents answered this question. Similar to the above two questions, the majority of survey respondents noted that they have not had to call the FWPD for help in connection with any crime.

Figure 2.19. Calls to FWPD

Call FWPD, %

39%

61%

■ No ■ Yes
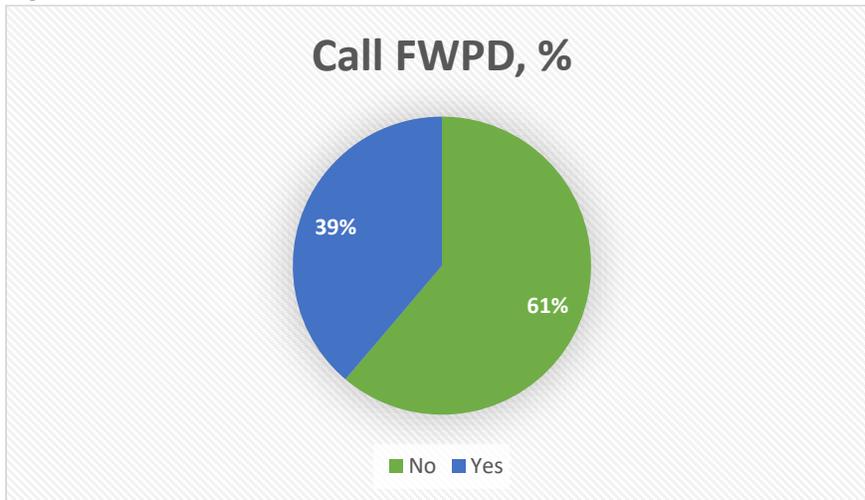
Part 7: Ways to Improve

Are you hopeful that Fort Worth community-police relations will be better in the future? If yes or no, please explain and feel free to provide suggestions on how relations may be improved.

The above question was open-ended allowing respondents to provide their direct comments in response. A total of 3,928 respondents out of 3,991 answered this question. In summary, some respondents appear to not have a positive outlook on race and police relations in the future. Open ended responses clearly indicated that FWPD needs to make some improvements in order for things to change. While many remain hopeful that relations will improve, they offer caveats that suggest things will not change unless the police do. Nevertheless, there seems to be a clear recognition that there is bias in policing and a recognition that more resources should be utilized for crime prevention, as opposed to spending more on items residents perceive the police do not need, including military-type equipment.

Below is a sample of open-ended responses from community members in response to the question.

- "Yes, I'm hopeful. Police need to work to be part of our community and neighborhoods and not just enforcers of law. We should know their names as people and they should know ours. The days of partially unmarked cars writing speeding tickets and officers hiding over the hill with radar guns needs to end. We need to build trust between police and public and that can only occur if you are accessible and visible. Patrol our streets and neighborhoods, be seen, open to saying hi how is your day and accountable. I believe you should be part of our community/neighborhood and are working to improve it not just hold people accountable. Get to know who you are serving and ask them to get to know you.
- "No. At the age of 67 I have lived in Fort Worth all my adult life and during most of my childhood. I have seen FWPD become increasingly militarized; patrol officers carrying an astounding array of standard-issue dangerous or lethal (and expensive) equipment on their persons and in their vehicles; and "rank and file" police increasingly less connected to the city that they serve. Many don't even live in Fort Worth. This overall shift has occurred though many cycles of Fort Worth political and police leadership and an endless stream of half-hearted, underfunded, unempowered, and poorly-theorized community outreach and citizen

involvement programs. Short of a fundamental overhaul of the mandate of the FWPD along with complete transparency and accountability, I hold little hope that "community/FWPD relations" will improve, and that the drift between the citizens of Fort Worth and its police department will increase. Even the phrasing of this question is tacit recognition that "community" and "FWPD" are separate entities that require some kind of reconciliation. FWPD should be PART of the community."

- "While I remain hopeful that anything is possible, I believe that we must begin to be TOTALLY transparent and fair of the policing done in communities of color. This must start by putting those who look like the communities they serve. Relations will not improve until there is a shift in truly engaging in the communities when there is no crime. But learning and understanding the communities and cultures."

- "I'm honestly unsure. Nationally, police perception and community-police relationships need drastic improvement. Innocent lives have been taken, sometimes with no justice at all. Bias training is vital. Often people are unaware of their biases and that's precisely what makes their actions so dangerous. Awareness, honestly, and commitment to be better is key. We all bleed the same blood. No group of people should feel unsafe around those who claim to uphold law and safety.

- "I was hopeful, before Prop A passed. Now, I believe we as a city have an obligation to discuss the ways in which the sales tax revenue that will continue to be collected can be used for crime prevention rather than law enforcement, with particular emphasis on improving public transit and demilitarizing our police. I remain hopeful that the citizens of our city will continue to demand more transparency, better policies and legislative reform to help alleviate the issues that force our community members into positions wherein their only viable option for survival is to commit acts that have been criminalized by state and local laws. If I believed for a second that my call to 9-1-1 would do more good than harm, I might be more willing to make the call. What I'd rather see is a list of alternate resources whom I could contact depending on the situation. Our police are involved in many parts of society that don't require the hard, militarized response that they are trained and equipped to provide. Beyond that, I'd feel safer calling police in an emergency if I believed there were measures in place to hold individual officers accountable for their actions while on and off duty. Currently, we don't have those measures; how can we trust law enforcement if its role in our city is overblown, overpowered and overfunded to the detriment of other essential resources in our community like transit, education, public works, and mental health services?"

- "I am hopeful that community-police relations will be better in the future. I am most adamant that all officers should not react based on stereotypes. If they encounter a dispute between a black and white person, do not assume the black person is in the wrong. It seems to me that it doesn't matter if it is a black or white officer they appear to show more trust or respect for the white offender. That decision is made even before they speak to the persons involved. Sometimes the black individual is ruffed up and spoken too badly before even speaking to the white individual. This occurs even- though the black person is the one who called for help. This has not happened to me individually but, I have witnessed this happening to others. In my experience black officers have been my male relatives worst experience. Honestly, my male family members are the good guys because we raised them that way. So, I suggest that all

officers are taught to respect all peoples. Color should have nothing to do with it. I don't appreciate disrespect for any person…"

What is something that makes you feel safe in your community?

The above question was open-ended allowing respondents to provide their direct comments in response. A total of 3,915 respondents out of 3,991 answered this question. In summary, many respondents cited the need for additional community and recreational programs, mental health resources, and more funding for schools and after-school programs in order to reduce and prevent crime. Lastly, many respondents reported that neighbors are sources of safety and security. This suggests an enhanced role for community members in the conversation on police reform.

Below is a sample of open-ended responses from community members in response to the question.

- "My neighbors. We look out for each other. I have more confidence that my neighbors will identify any criminals in the area before the cops would bother."
- "Assurance in knowing that if I call the FWPD for help, my call will be taking seriously and responded rapidly. The responder of my call should possess the ability to listen and decipher the difference between wrong and right. Bridge the gap and encourage peace without bias."
- "Knowing that many of my neighbors feel the same way, and that we look out for each other on the block. And that we don't call the police. Because the police are almost inevitably going to escalate whatever situation they arrive to. So I feel safe by being a gun owner, and knowing my neighbors. Not through any action of FWPD."
- "That the police would arrive promptly when needed. That they would enforce some "quality of life" items (e.g., people double and triple parking on the street where you can't even get out of your driveway but are afraid to say something to those parking like that). When you ignore the "small things" some people take it as a sign that it's ok to violate progressively more serious laws. It breeds a criminal element. Also, that the police can come into the neighborhood and affect a change on the spot not just placate the perpetrator. And also allow the person who called for help to remain anonymous so no one retaliates on them."

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Section Three: The Way Forward

The results from these surveys are especially important to the work of OPOM, specifically in improving police-community relations. In addition to providing insight into the perceptions of police officers and community members on race relations and police-community relationships, the survey results also allow for an establishment of a baseline with which to measure progress overtime and determine the extent of the impact achieved regarding enhancement of police-community relations.

FWPD and community members have taken noted steps in some communities to connect. It was encouraging to read survey responses from both officers and community members wanting to engage and further understanding the importance police-community relationships to building trust and legitimacy. It should be noted that often the communities who are most affected by various policing practices can also be the most challenging to reach and include in conversations. In interpreting the results from both surveys, OPOM has identified several recommendations that the FWPD and the community can take to begin to work on addressing some of the gaps and issues identified in the survey responses. Further, this Section of the report also examines the varying perspectives as they relate to community oversight of the FWPD and concludes by providing an overview of the upcoming efforts on the part of the OPOM to continue to improve police-community relations and deliver a recommendation on community oversight to City leaders.

Recommendations

OPOM has identified the following recommendations to enhance substantive community-police relations as well as address other matters brought forth by survey respondents. Over the next several months, OPOM will work closely with city leaders, community stakeholders, and the FWPD to implement these recommendations.

- OPOM should engage the police and community in more positive and constructive methods in order to improve relations and understanding among both sides in order to eliminate assumptions, as well as unfair biases.
- OPOM should work to reestablish and perpetuate dialogue between community and FWPD, particularly in neighborhoods where there is more, frequent presence of police.
- The City should use community oversight of law enforcement as a vehicle to improve community-police relations and increase the trust in order to give community members a say in how their neighborhoods are served.
- FWPD should include diverse community members' input in its problem-solving projects, community policing efforts and its development and changes to policies and procedures.
- The City should ensure that communities have the tools and information they need to address community matters and concerns in order to limit police interaction.
- They City and OPOM should provide a viable and sustainable platform for the articulation of concerns about unfair and inequitable treatment by police, including a recurring opportunity for community and police representatives to meet and discuss perceptions, concerns, differences and areas of agreement.
- FWPD, including its Training and Recruitment Divisions, should send a clear message that disparities in policing exist and ensure their processes and procedures are equitable for all, including community members and police officers.

Perceptions about Community Oversight

It is not a surprise that the community and police officers have varying perceptions about community oversight, its impact on police-community relations, and the role and purpose that oversight should have. The following provides a comparative analysis of the officer and community responses to the survey questions related to community oversight.

When asked how important community oversight is to improving police-community relations, the broadest differences were represented at each end of the rating scale. Officers overwhelming noted (54.5%) that Community Oversight was not at all important; this is in contrast to the perspective of community members, most of which stated that community oversight was very important (52.6%).

Figure 3.1. Importance of Community Oversight
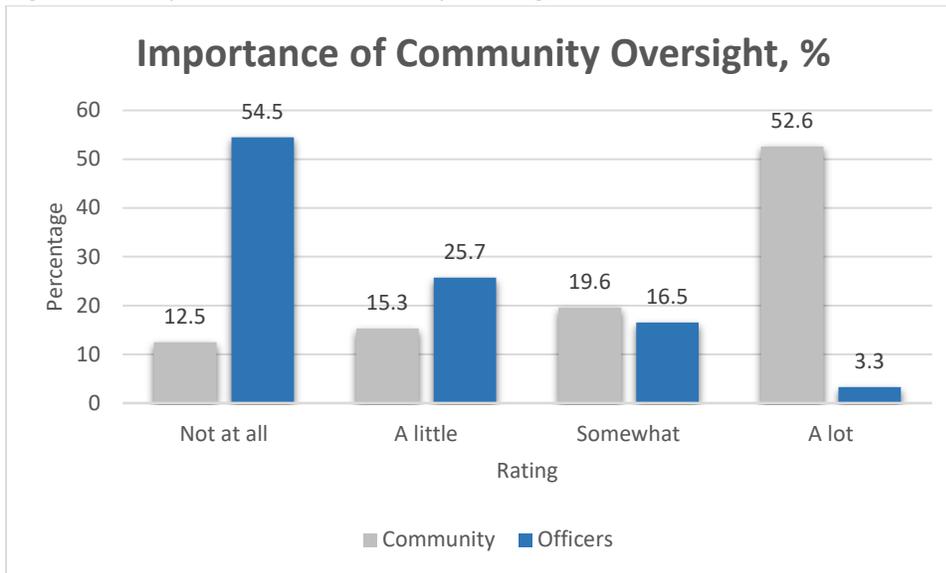
When asked to rank the purposes of Community Oversight, the difference in responses of both the community and the officers was not as drastic for some of the items. When comparing the responses, Officers and Community members both noted that *Serve as a point of contact, disseminate information, and participate in community-police engagements* and *Advance fair and professional policing that is responsive to community needs* as Most Important. In addition, both community and officers noted *Represent the Office of Police Oversight Monitor (OPOM) as a public speaker and disseminate information about OPOM and FWPD* as least important. In regards to the other purposes listed, while community members noted the remaining purposes as most important, officers ranked these midway between most and least important, see for example, Figure 3.2.

Figure 3.2. Community Oversight Purpose - *Review and provide feedback on FWPD policies and procedures*

Figure: Review and provide feedback on FWPD policies and procedures
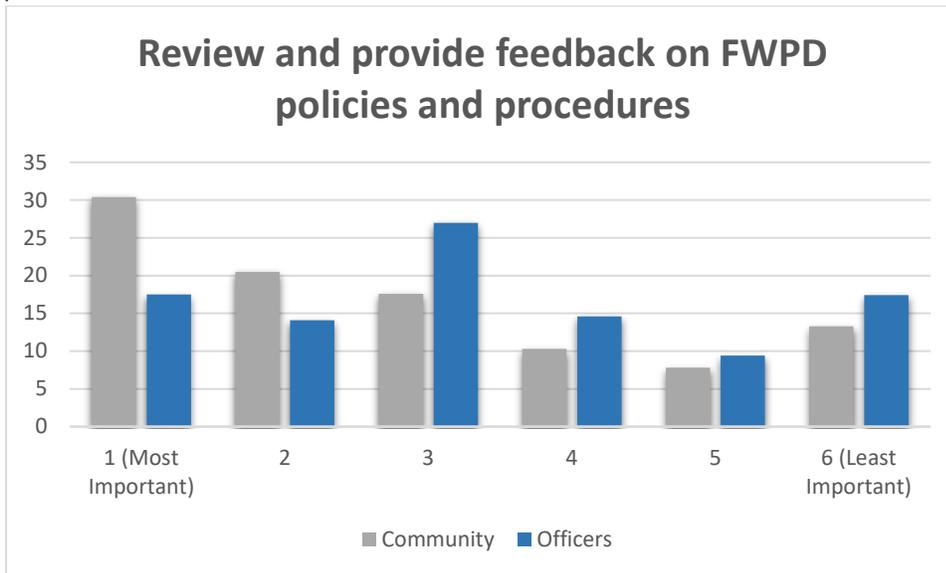
In contrast, while the 40.1 percent of community respondents noted *Investigate complaints and provide recommended findings* as most important, 33.6 percent of officer respondents noted this purpose as least important, see figure 3.3.

Figure 3.3. Community Oversight Purpose - *Investigate complaints and provide recommended findings*

Figure: Investigate complaints and provide recommended findings

When ranks are grouped between most important (1-3) and least important (4-6) the importance of these purposes was ranked as follows, see table 3.1. As noted below, both Community Members and Officers rated *Advance fair and professional policing that is responsive to community needs* as Most Important. The ranking for all other purposes between Community Members and Officers varied in importance.

Table 3.1 Community Oversight Ranking

Community Members	Ranking	Officers
1. Advance fair and professional policing that is responsive to community needs.	**Most Important**	1. Advance fair and professional policing that is responsive to community needs.
2. Review common policing problems and recommend problem solving solutions.		2. Serve as a point of contact, disseminate information, and participate in community-police engagements.
3. Investigate complaints and provide recommended findings.		3. Review common policing problems and recommend problem solving solutions.
4. Review complaint investigation summaries and provide feedback.		4. Review and provide feedback on FWPD policies and procedures.
5. Review and provide feedback on FWPD policies and procedures.		5. Review research reports on policing trends and provide recommendations.
6. Serve as a point of contact, disseminate information, and participate in community-police engagements.		6. Review complaint investigation summaries and provide feedback.
7. Review research reports on policing trends and provide recommendations.		7. Represent the Office of Police Oversight Monitor (OPOM) as a public speaker and disseminate information about OPOM and FWPD.
8. Represent the Office of Police Oversight Monitor (OPOM) as a public speaker and disseminate information about OPOM and FWPD.	**Least Important**	8. Investigate complaints and provide recommended findings.

OPOM Upcoming Activities

Over the next few months, OPOM will use the information gathered from these surveys to identify specific problem-solving measures and other implications related to FWPD policies, procedures, practices and training; conduct focus driven Community-Police Collaboration engagements; provide a recommendation to City Council on Community Oversight of FWPD; and further develop and enhance the OPOM.

On September 18, 2020, OPOM will commence the first series of collaborative conversations entitled: "Building a Stronger Community-Police Relationship Together." During these virtual conversations, OPOM will provide a summary of the survey analysis report. Additionally, breakout roundtables will be facilitated to discuss key ideas derived from the survey responses and identify potential community problem oriented policing strategies. These sessions will be conducted in each patrol division to ensure any strategies and recommendations made by participants are specific to each community. The final

outcome will be a "Call to Action" based off of recommendations provided through joint collaboration by both community members and police regarding how to move forward on improving and enhancing community-police relations.

There is little doubt that conversations about police accountability need to continue and should be a high priority. In October, after a full, objective review of all resources and input received, OPOM will move forward by providing its recommended community oversight model to City leaders.

Further, OPOM will remain steadfast on the creation of ongoing materials to keep the community informed of its activities as well as conduct community engagement events to gather input and inform the community of the office's effort toward increasing police accountability and transparency. More information about the specific tasks and activities OPOM undertakes will be available on our website, http://fortworthtexas.gov/opom/.

We hope that this report provided valuable information to all stakeholders as to how we can further collaborate on enhancing community-police relations. If there are any questions about the report or OPOM, please feel free to contact our office at policeoversight@fortworthtexas.gov.

We thank all Fort Worth stakeholders for your meaningful participation and partnership.