

Executive Summary

Mayor Tim Keller launched a national search for the next chief of police in October 2020. This report presents the results of the community input process undertaken by the City of Albuquerque to solicit feedback on the search criteria.

The process, which took place in October, November, and December of 2020, included a survey and 44 community input meetings that engaged thousands of Albuquerque residents and elicited a diverse array of perspectives and priorities.

The survey, which garnered a total of 2,257 responses, asked respondents about the attributes, qualifications, and priorities they want in the next Police Chief.

- Communication, leadership by example, and accountability to the community were the *attributes* most valued by survey respondents.
- The *qualifications* considered “very important” by a large majority of respondents included ‘experience with reducing use of force and procedural justice,’ ‘crisis management,’ and ‘knowledge of crime prevention and law enforcement strategies.’
- The three *priorities* considered “very important” by over 70 percent of survey respondents included ‘protecting civil rights,’ ‘reducing violent crime,’ and ‘improvements in police training.’
- The key *attributes* of high importance to respondents centered around community:
 - Accountable to community
 - Accessible to community
 - Strong ties to community

The community input sessions also garnered input as diverse as Albuquerque itself, but there too, several themes consistently emerged:

1. Change the narrative from crime fighting to crime prevention by focusing on behavioral health and public health. Input session participants recommended that the next chief work to address the root causes of crime, in part by budgeting for more social workers and community resources to tackle issues such as mental illness, trauma, and substance misuse.
2. Prioritize de-escalation to prevent crimes and officer involved shootings. Input session participants stressed the need for a Police Chief willing and able to address and resolve the Department’s use of force issues.
3. Seek out candidates whose understanding of, and commitment to, racial equity comes from lived experience. Meeting participants recommended that the next Police Chief have direct experience addressing racial equity concerns and commit to enhancing racial equity training for officers.
4. Increase APD’s transparency with regard to decisions that affect the community.
5. Engage with the community. Input session participants wanted the next chief to be a visible presence in their communities.

While these themes and observations provide city leadership with valuable guidance on the recruitment and selection of the next chief, the diversity of perspectives shared by the many Albuquerque residents who took the survey and/or participated in the input sessions also underscores the challenge of identifying and recruiting an individual capable of balancing the needs and priorities of a community as diverse as Albuquerque.

Introduction

This report provides the qualitative and quantitative results of the Albuquerque Police Chief Survey and Community Input Sessions. The survey and input sessions were conducted to provide the public an opportunity to offer input on the factors the City of Albuquerque should consider in selecting a new Chief of Police.

Purpose

Mayor Tim Keller launched a national search for the next chief of police in October 2020. The Police Chief survey is one component of a multi-faceted effort to obtain feedback from the community about what they want from Albuquerque's next Chief of Police.

Community input sessions were the other major component of the outreach effort. Input sessions were conducted with a broad array of stakeholder groups from October through December 2020. Structured as small group discussions with community members and conducted over Zoom, the input sessions included faith leaders, community advocacy organizations, neighborhood coalitions, community policing councils, and business owners. A summary of the main themes from the input sessions is included as the last section of this report.

Survey Design

The Police Chief survey consisted of three five-item, Likert-scale questions that gauged the importance to respondents of a variety of attributes, qualifications, and priorities that a new Police Chief might bring to the job. Although Likert scale questions are typically closed-ended, an open-ended "other" option was added to each of the questions, providing respondents the opportunity to fill in additional characteristics they felt were important to consider.

In addition to the three Police Chief questions, respondents were asked their age, race/ethnicity, and zip code.

Method of Survey Distribution

The Police Chief survey was offered in English and in Spanish. It was accessible to the public via the City's website and at <https://www.surveymonkey.com/r/X63L3P2>. Links to the survey were also distributed via social media by the City of Albuquerque, the Mayor's Office, the City's Office of Equity and Inclusion, and APD. The survey opened on November 13, 2020 with an original end date of November 30, 2020. The end date was extended to December 13, 2020 to allow participants in the community input sessions to

complete the survey and distribute it within their networks. However, the vast majority of responses were received before the original November 30 deadline.

The survey garnered a total of 2,257 responses.

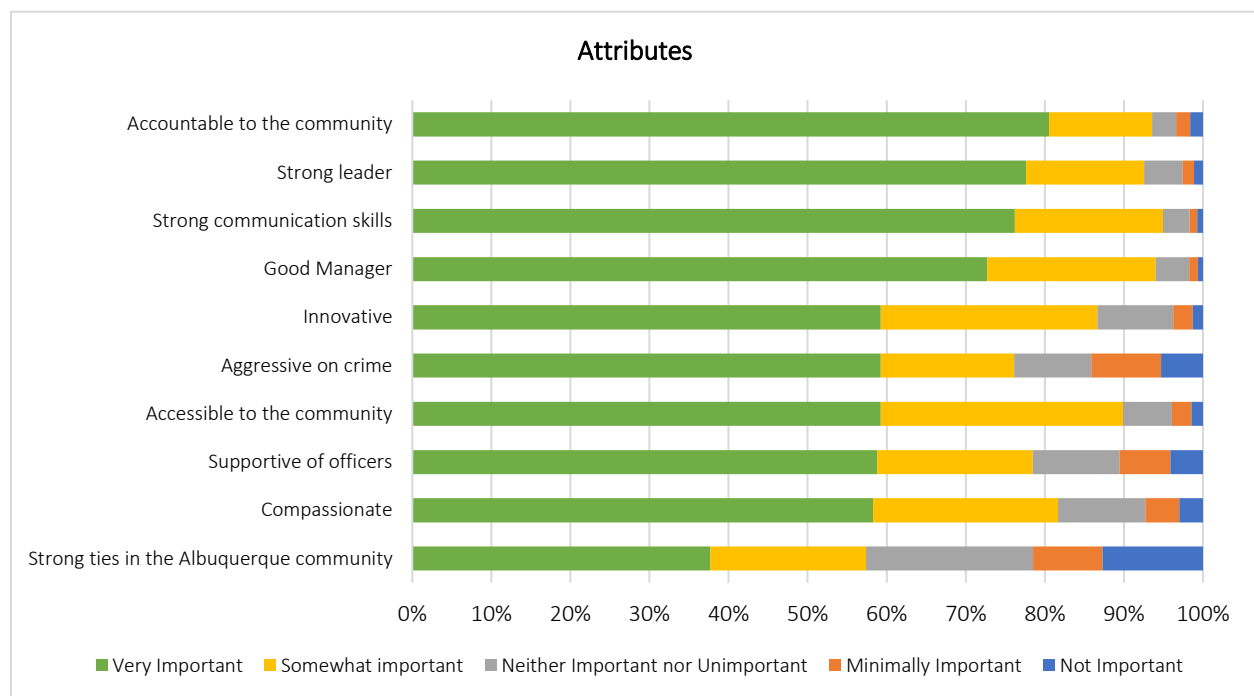
Additional information about the Police Chief search can be found at:
<https://www.cabq.gov/mayor/news/city-seeks-community-input-for-next-apd-chief>

Survey Results

Q1. When selecting a new Chief of Police it is important to consider many factors. Please rate the importance of the following attributes for a new Chief of Police.

All but one of the listed attributes was rated “very important” by the majority of respondents.

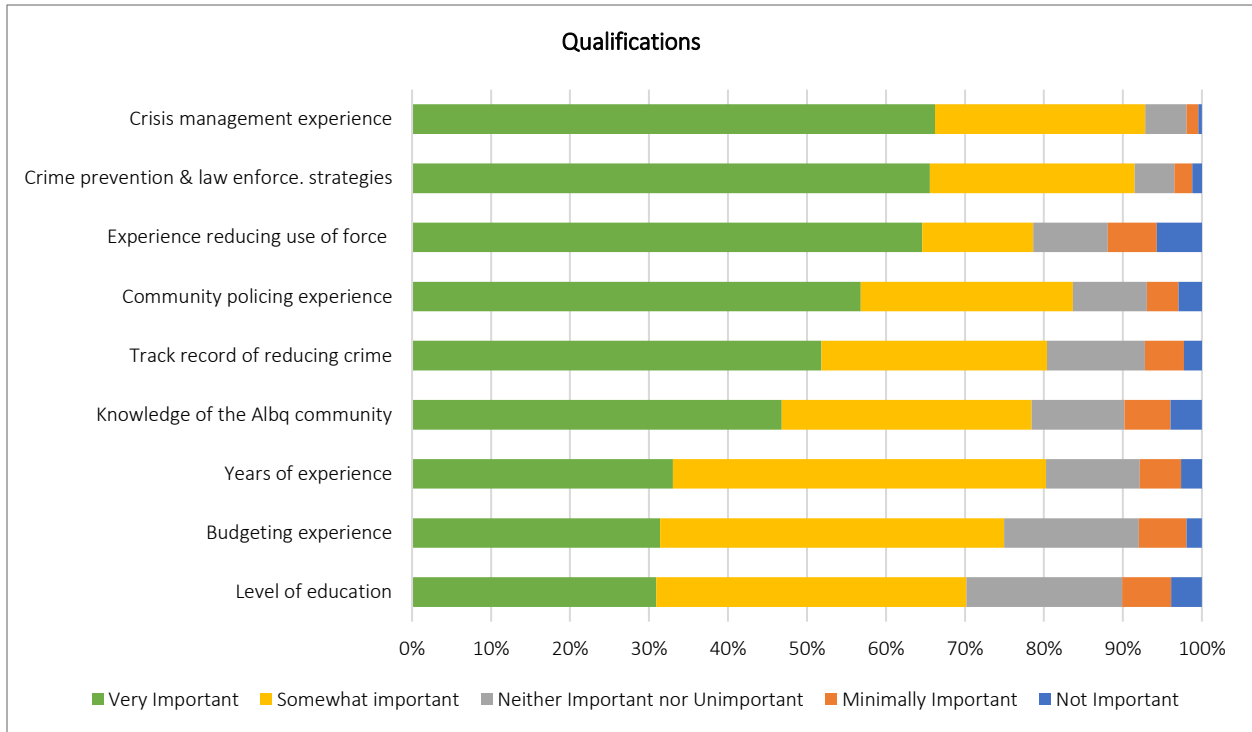
Figure 1 Key Attributes of Albuquerque's Next Police Chief (n=2,257)



Q2. Assuming minimum requirements are met, please rate the following qualifications on the basis of their importance when selecting a new Chief of Police.

Experience with reducing use of force and crisis management were rated “very important” by over 60 percent of respondents. Overall, 4-out-of-5 respondents rated “experience with reducing use of force and procedural justice” as “somewhat” or “very Important.” On the other hand, 12 percent of respondents rated these qualifications as “minimally important” or “not important at all,” illustrating the divergence of opinion around this particular issue.

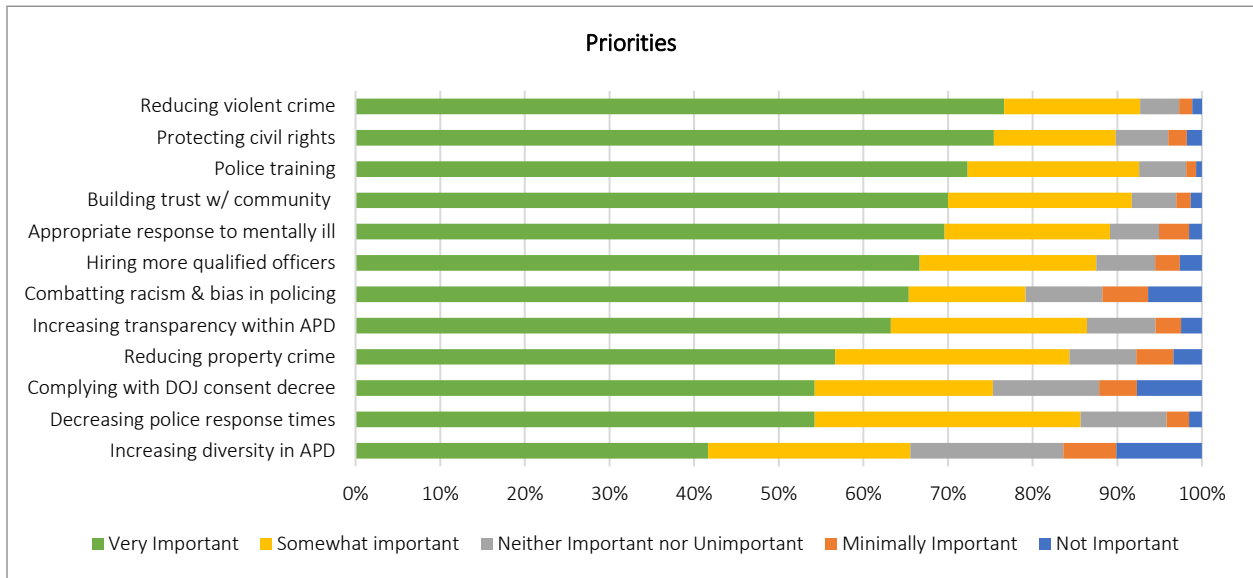
Figure 2 Essential Qualifications of the Next Police Chief (n=2,098)



Q3. The new Chief of Police will be required to immediately balance priorities within both the department and the community. Please rate the following priorities in order of how important they should be to the new Chief of Police.

Reducing violent crime (76.6%), protecting civil rights (75.4%), and improving police training (72.3%) were the three priorities considered “very important” by over 70 percent of survey respondents.

Figure 3 Priorities of the Next Police Chief (n=2,053)



Figures 4 and 5 show demographic characteristics of survey respondents.

Figure 4 Respondents' Race/Ethnicity (n=2,009)

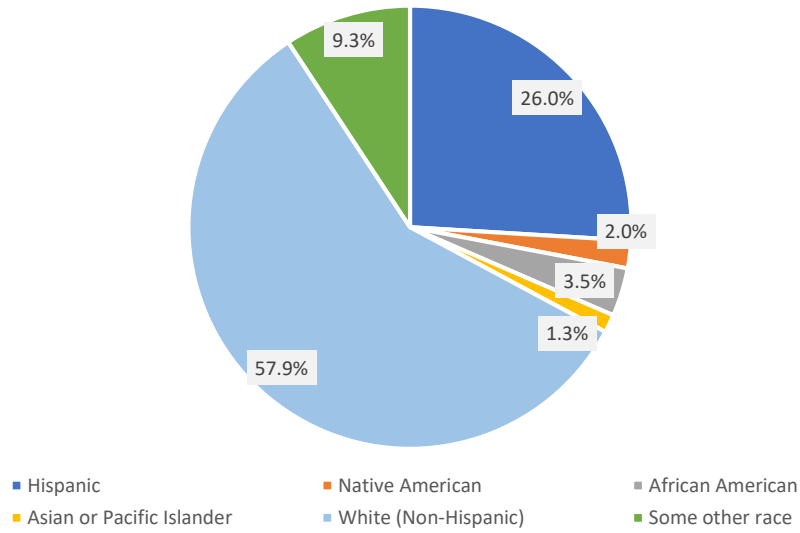


Figure 5 Age of Respondents (n=2,033)

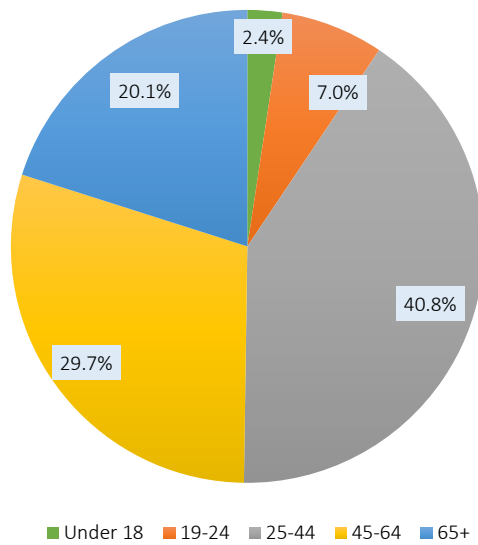


Figure 6 shows the zip code reported by survey respondents. A zip code map (Figure 7) is provided for reference.

Figure 6 Respondent Zip Code (n=2,040)

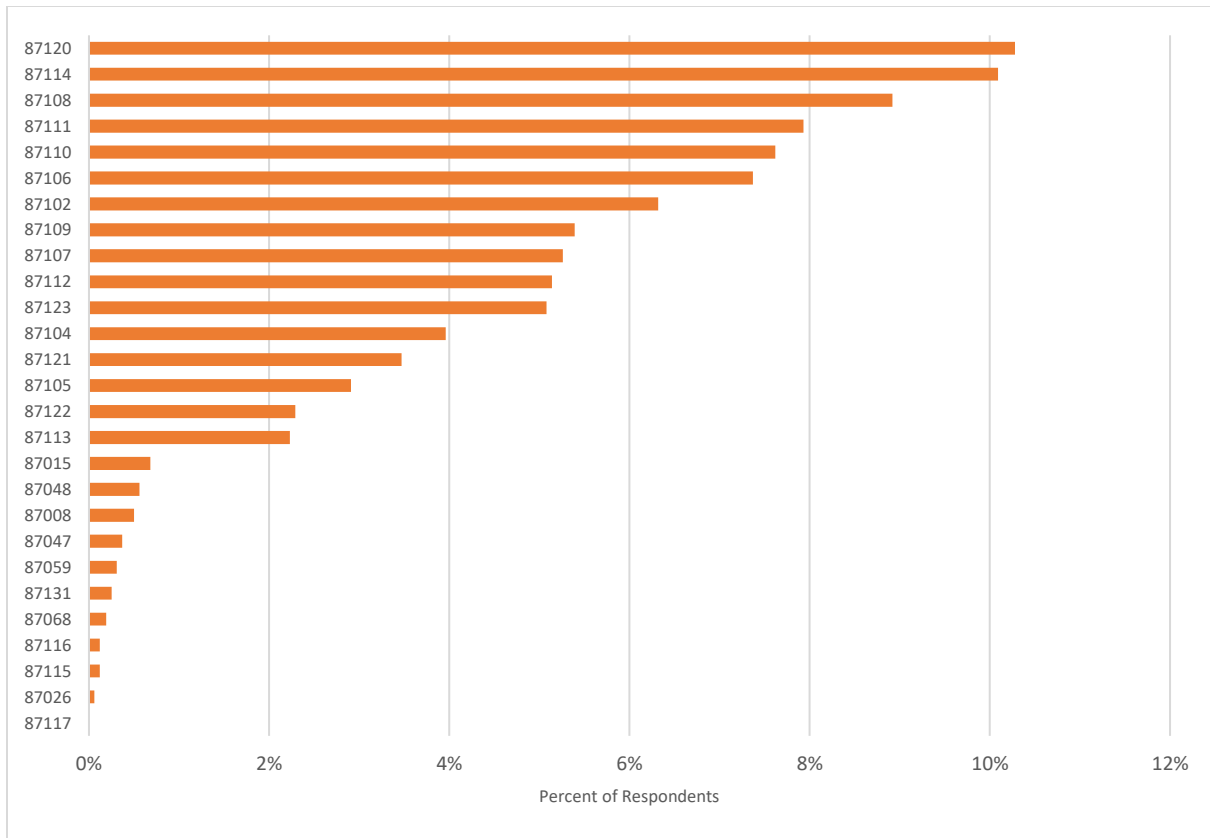
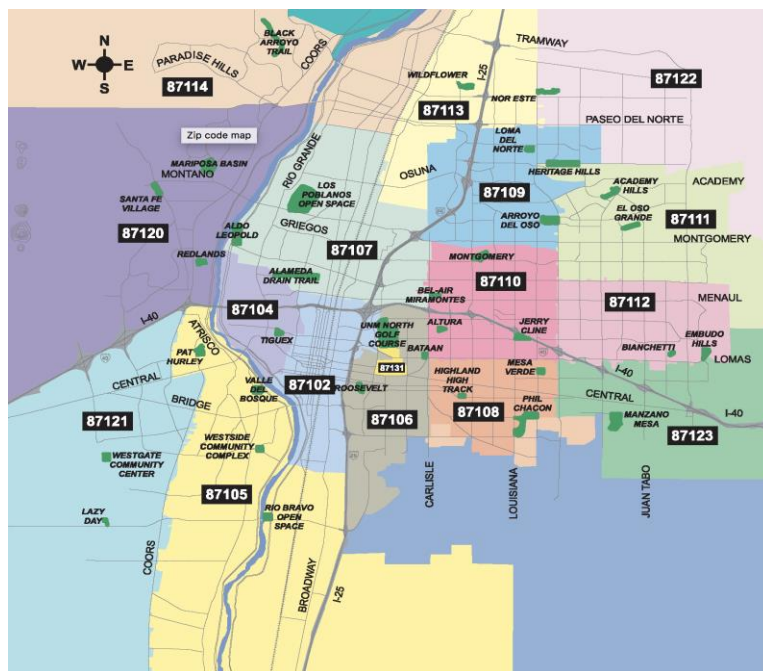


Figure 7 Albuquerque Zip Codes



Community Input Sessions Completed in 2020

Forty-four community input sessions were held in October, November, and December 2020. The sessions engaged Albuquerque residents representing a broad array of interests and stakeholder groups including local clergy, business owners, neighborhood coalitions and citizen watchdog groups. Additional sessions have been scheduled for the early part of January 2021

A partial list of organizations that participated in the 2020 community input sessions is provided in Table 1. In addition to the organizations listed, several organizations representing marginalized stakeholder groups provided input anonymously.

Table 1. Organizations Participating in the 2020 Community Input Sessions
African American Greater Albuquerque Chamber of Commerce
Albuquerque Center for Peace and Justice
Albuquerque Police Officers Association
Asian Americans of NM
Civilian Police Oversight Agency (CPOA)
Crime Stoppers
District 4 Neighborhood Association
District 6 Neighborhood Association
District 7 Neighborhood Association
Downtown African American Business Owners
Downtown Community Safety Coalition
Fraternal Order of Police
Greater Albuquerque Chamber of Commerce
Hispano Round Table
Kirtland Addition Neighborhood Association members
League of United Latin American Citizens (LULAC)
NAACP
New Mexico Black Caucus
New Mexico Black Leadership Council
New Mexico Japanese American Citizens League
New Mexico Moms Demand Action (MOMs)
New Mexico Office of African American Affairs
NM Asian Family Center
NM Prays
Nob Hill Indivisible Neighborhood Association
Sankofa
Southern Christian Leadership Conference
The Loan Fund
The Perspective
Transgender Resource Center

Input session participants were asked about the core values and qualifications they sought in the city’s next Police Chief. Like the survey, the community input sessions garnered input as a diverse as Albuquerque itself, but there too, several themes emerged:

1. Change the narrative from crime fighting to crime prevention by focusing on behavioral health and public health. Input session participants recommended that the next chief work to address the root causes of crime, in part by budgeting for more social workers and community resources to tackle issues such as mental illness, trauma, and substance misuse.
2. Prioritize de-escalation to prevent crimes and officer involved shootings. Input session participants stressed the need for a Police Chief willing and able to address and resolve the Department's use of force issues.
3. Seek out candidates whose understanding of, and commitment to, racial equity comes from lived experience. Meeting participants recommended that the next Police Chief have direct experience addressing racial equity concerns and commit to enhancing racial equity training for officers.
4. Increase APD's transparency with regard to decisions that affect the community.
5. Engage with the community. Input session participants wanted the next chief to be a visible presence in their communities.

Conclusion

Mayor Tim Keller launched a national search for Albuquerque's next chief of police in October 2020. The chief of police plays a critical role in city government and makes decisions that affect all city residents. To ensure that this important choice reflects the priorities and perspectives of all Albuquerque residents, a public input process consisting of a public survey and 44 community input sessions was conducted. While the themes and observations gleaned through this process and presented in this report will provide city leadership with valuable guidance on the recruitment and selection of the next chief, the diversity of perspectives shared by the many Albuquerque residents who took the survey and/or participated in the input sessions also underscores the challenge of identifying and recruiting an individual capable of balancing the needs and priorities of a community as large and diverse as Albuquerque.