

1. What is the most important part of being the police chief?
2. What is an example of a time you had a negative experience with a person of color and how did you overcome/resolve it?
3. What are your top priorities (3-5) for Evanston and how do you plan to achieve them?
4. What does diversity mean to you?  
How do you think you can improve Evans
5. ~~How do you think you can improve Evans~~

# 4 Q's:

- still who  
is on panel?  
5 minutes  
5 police peers

1) The thoughts you have specifically on the Van Dyke Verdict?

2) What's the motive of Black Lives Matter?

3) Describe a time in your role as a police officer where you have faced implicit bias?

4) What's a community event in Evanston you see yourself engaging with in the future and why?

(How will you engage with the community besides the job?)

How can you keep yourself away from racial profiling?

\*What consequences will you enforce on any officer who DOES profile? Abuse of Power?

Thoughts on Van Dyke verdict?

What makes you the best fit for Everston?

~~1) What do you know about Evanston?~~

2) <sup>1</sup> Why are you here?

~~2) How would you help the Evanston Community  
when it comes to diversity?~~

2) What are you going to do to  
that people of color are treated with  
\* Same respect as whites within  
Community?

~~3) For low income (How do you)~~

3) How do you feel about the van dyke ve

4.)

~~1) What do you know about Evanston?~~

2) <sup>1</sup> Why are you here?

~~2) How would you help the Evanston Community when it comes to diversity?~~

2) what are you going to do to ensure that people of color are treated with the same respect as whites within the Community?

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3) How do you feel about the van dyke verdict?

4.)

1. How do you plan to make Evanston policing better w/ this new position involving P.O.C.?
2. Can you talk<sup>about</sup> any racially charged incidents that have occurred in Evanston?
3. What can you tell me about any Evanston policing policies?
4. Who are you & why are you here? (How will you help?)

Ready to handle the community...  
- Open minded  
- understanding  
- early career  
- Good communication skills  
- Functionally Stable  
- Strong Leadership Skills  
- Problem solving skills

1. Where does the city of Evanston stand in regards to racial equity during the hiring process?

2. What kind of experiences have you had with diverse communities that are similar to Evanston?

3. What do you think about the Van Dyke trial, and why?

4. What type of leadership qualities do you think a person of ~~the~~ <sup>this</sup> status should have?  
(Police Chief)

How do you feel about the "Blue Lives Matter" movement in relation to the "Black Lives Matter" movement?



— What is your Primary Focus for Evanston?

— Could you give an example of a time when you have been racially excluded?

— What do you know about Evanston?

— What is your plan to engage in the community of Evanston?