

• Ready to handle the communities concerns

- Open minded
- understanding
- racially conscious
- Good Communication Skills
- familiar / accepting to community
- prioritize community before police
- Responsible

• Emotionally Stable

• Strong Leadership Skills

- problem solving skills
- decisive
- collaborative

Approachable

Assesses their Bias

Bilingual
at least

Training designed around a specific community

Someone
who has a calm
demeanor especially
in a race prominent world

Thinking
on their feet
Knowledge of
current best practices
and policies in policing

Some Person
that has a relationship
to Evanston

Someone who cares
about the issues that
Evanston endures.

Approachable personality



- 1.) Being a leader
- 2.) Setting the bar high (accountability)
- 3.) Emotionally stable
- 4.) Level headed
- 5.) Being able to face diversity / adversity.
- 6.) Being reasonable
- 7.) Stepping out of your comfort zone.
- 8.) Being able to adjust.
- 9.) Race matters (if a person of color were to be chief of then we believe he/she would be more understood to a diverse community.)
- 10.) good communication skills.
- 11.) Healthy
- 12.) from Evanston
- 13.) empathy

- keeps their cool

PRO Minded

- Knows how to diffuse tense situations

- familiar with the community
- informed about current issues related to policing and police brutality

- Open to Constructive Criticism
- visible in the community
- takes responsibility for their actions as leader

- leadership qualities
- initiative
- takes

- Owns up to their mistakes (responsible)
- Comfortable with communicating

Personable

- FAMILIARITY w/ COURAGEOUS CONVERSATION FRAMEWORK

- THOUGHTS ON VANDYKE VERDICT?
*BLUE LIVES MATTER?

- FAMILIARITY w/ SEGREGATED HISTORY OF EVANSTON
*ALSO w/ CASES OF RACIAL PROFILING

- HOW WILL YOU ENSURE THE CANDIDATE ~~IS~~ IS NOT ALIEN TO OUR COMMUNITY IF THEY ARE CHOSEN OUT OF THE EVANSTON AREA?

- HOW WILL THEY ENSURE THAT THEMSELVES + OFFICERS ARE ASSESSING THEIR IMPLICIT BIAS CONTINUOUSLY

*EXPERIENCE w/ BLACK + LOW INCOME COMMUNITIES

Police Chief Qualities:

- Overcome adversity
 - Leader
 - Responsible
 - diverse background (fields)
 - training
 - comfortable with everybody
 - outgoing
 - good under pressure / calm in crisis
 - understanding structure of Evanston.
 - Open minded
 - experience.
 - Problem solver
 - RACIALLY AWARE
 - Prioritize community
-

1.

- emotionally stable

- knowledgeable (about community)

- understanding

- leader

- collaborative

- also knows how to step back

- fit (health)

- equitable

- trained (experienced)

- Negotiable

- racial awareness

- kind/calm

- community perspective

- Part of the community
- Reflect the community
- Black
- Experience serving black and low-income areas
- Invited to community events
- Training designed by community
- Prioritize community over police

How would you train police to be more culturally competent in the field?

How do you feel about restorative justice and how would you implement that?

How would you train police to deescalate a situation?

(why are you here?)

Describe an experience you had in which you had to make a difficult decision.

How do you feel about restorative justice?



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