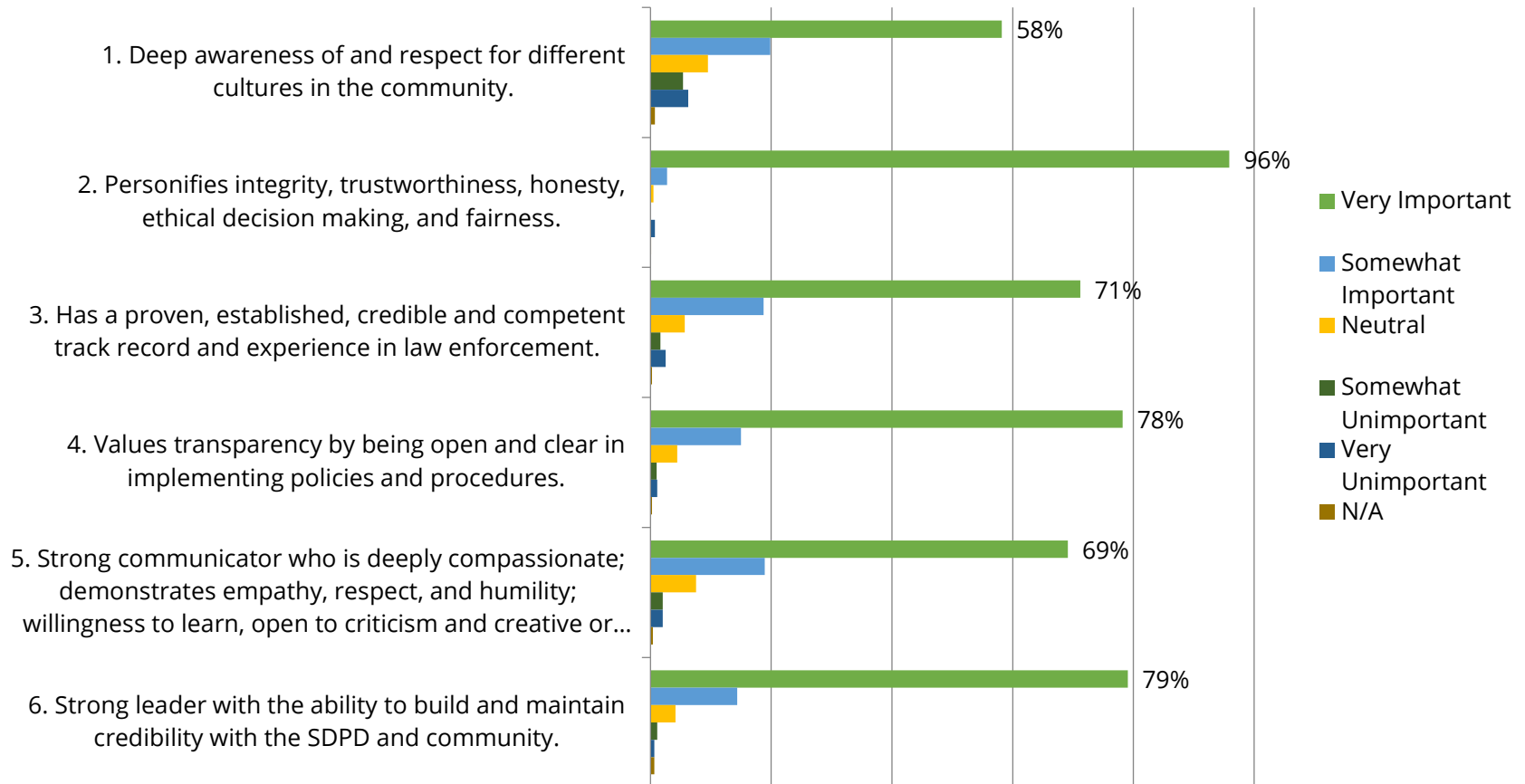# ONLINE SURVEY RESPONSES

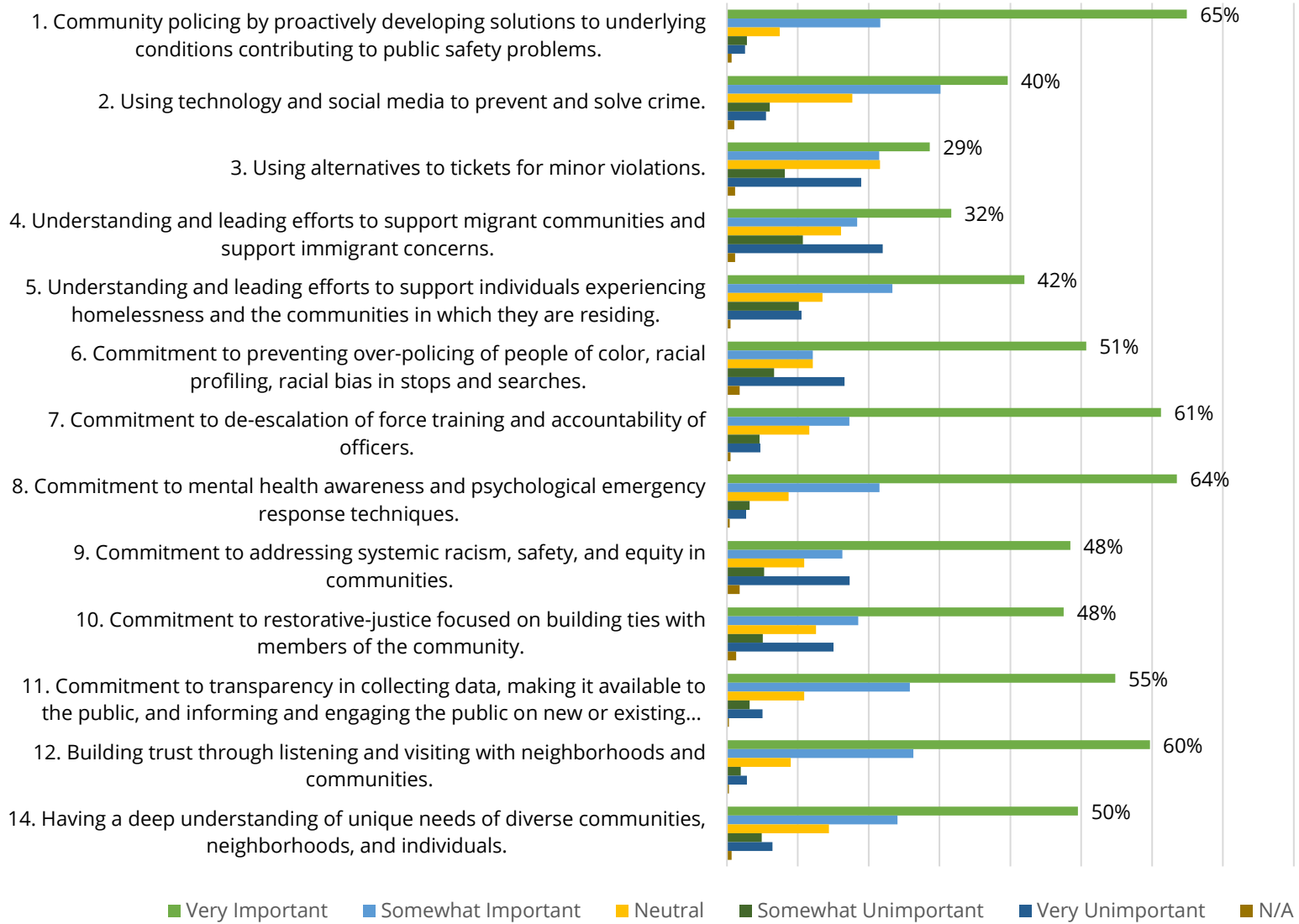City of San Diego Police Chief Characteristics Survey

This survey was open for 6 weeks in January 2024 to obtain critical community feedback on the recruitment of the next San Diego Police Chief. There were a total of 800 responses.

City of San Diego Police Chief – Online Survey Responses

Thinking about the most important characteristics and qualities the next Chief of Police should possess, please indicate the level of importance for the following[1]:

1. Deep awareness of and respect for different cultures in the community. — 58%

2. Personifies integrity, trustworthiness, honesty, ethical decision making, and fairness. — 96%

3. Has a proven, established, credible and competent track record and experience in law enforcement. — 71%

4. Values transparency by being open and clear in implementing policies and procedures. — 78%

5. Strong communicator who is deeply compassionate; demonstrates empathy, respect, and humility; willingness to learn, open to criticism and creative or… — 69%

6. Strong leader with the ability to build and maintain credibility with the SDPD and community. — 79%

Legend:
- ■ Very Important
- ■ Somewhat Important
- ■ Neutral
- ■ Somewhat Unimportant
- ■ Very Unimportant
- ■ N/A

Thinking about the most important considerations in how police officers interact and engage with your community, please indicate the level of importance for the following:

1. Community policing by proactively developing solutions to underlying conditions contributing to public safety problems. — 65%
2. Using technology and social media to prevent and solve crime. — 40%
3. Using alternatives to tickets for minor violations. — 29%
4. Understanding and leading efforts to support migrant communities and support immigrant concerns. — 32%
5. Understanding and leading efforts to support individuals experiencing homelessness and the communities in which they are residing. — 42%
6. Commitment to preventing over-policing of people of color, racial profiling, racial bias in stops and searches. — 51%
7. Commitment to de-escalation of force training and accountability of officers. — 61%
8. Commitment to mental health awareness and psychological emergency response techniques. — 64%
9. Commitment to addressing systemic racism, safety, and equity in communities. — 48%
10. Commitment to restorative-justice focused on building ties with members of the community. — 48%
11. Commitment to transparency in collecting data, making it available to the public, and informing and engaging the public on new or existing… — 55%
12. Building trust through listening and visiting with neighborhoods and communities. — 60%
14. Having a deep understanding of unique needs of diverse communities, neighborhoods, and individuals. — 50%

■ Very Important   ■ Somewhat Important   ■ Neutral   ■ Somewhat Unimportant   ■ Very Unimportant   ■ N/A
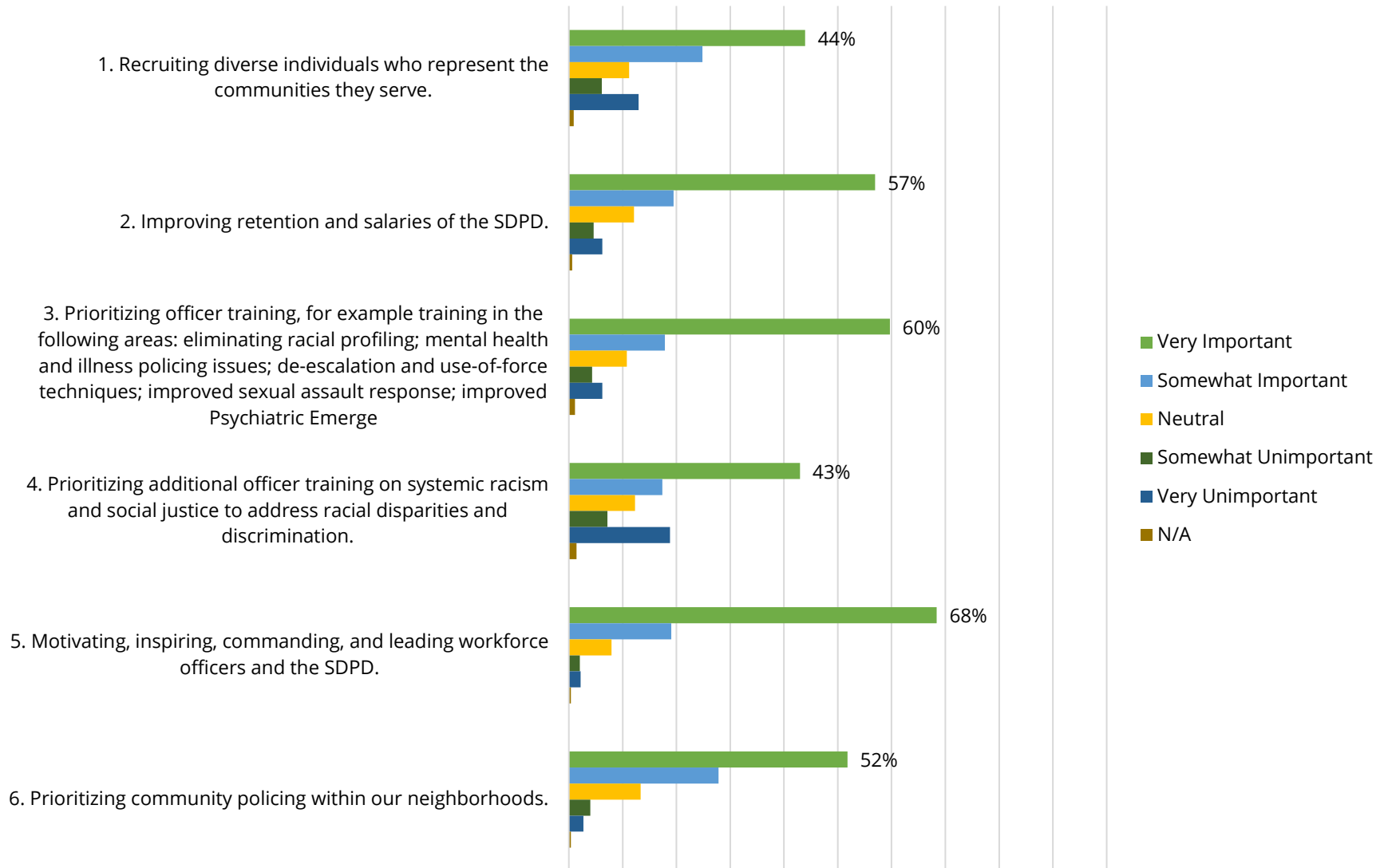
Thinking about the most important characteristics and qualities the next Chief of Police should possess, please indicate the level of importance for the following[3]:

1. Recruiting diverse individuals who represent the communities they serve. — 44%

2. Improving retention and salaries of the SDPD. — 57%

3. Prioritizing officer training, for example training in the following areas: eliminating racial profiling; mental health and illness policing issues; de-escalation and use-of-force techniques; improved sexual assault response; improved Psychiatric Emerge — 60%

4. Prioritizing additional officer training on systemic racism and social justice to address racial disparities and discrimination. — 43%

5. Motivating, inspiring, commanding, and leading workforce officers and the SDPD. — 68%

6. Prioritizing community policing within our neighborhoods. — 52%

Legend:
- Very Important
- Somewhat Important
- Neutral
- Somewhat Unimportant
- Very Unimportant
- N/A

Appendix

[1] Thinking about the most important characteristics and qualities the next Chief of Police should possess, please indicate the level of importance for the following:

	Very Important		Somewhat Important		Neutral		Somewhat Unimportant		Very Unimportant		N/A		Total
1. Deep awareness of and respect for different cultures in the community.	58%	464	20%	158	10%	76	5%	43	6%	50	0.8%	6	797
2. Personifies integrity, trustworthiness, honesty, ethical decision making, and fairness.	96%	764	3%	22	1%	4	0%	0	1%	6	0.1%	1	797
3. Has a proven, established, credible and competent track record and experience in law enforcement.	71%	566	19%	149	6%	45	2%	13	3%	20	0.3%	2	795
4. Values transparency by being open and clear in implementing policies and procedures.	78%	621	15%	119	4%	35	1%	8	1%	9	0.3%	2	794
5. Strong communicator who is deeply compassionate; demonstrates empathy, respect, and humility; willingness to learn, open to criticism and creative or innovative solutions; approachable and relationship builder.	69%	551	19%	151	8%	60	2%	16	2%	16	0.4%	3	797
6. Strong leader with the ability to build and maintain credibility with the SDPD and community.	79%	628	14%	114	4%	33	1%	9	1%	5	0.6%	5	794
											Answered		**800**
											Skipped		**7**

[2] Thinking about the most important considerations in how police officers interact and engage with your community, please indicate the level of importance for the following:

	Very Important		Somewhat Important		Neutral		Somewhat Unimportant		Very Unimportant		N/A		Total
1. Community policing by proactively developing solutions to underlying conditions contributing to public safety problems.	65%	507	22%	169	7%	58	3%	22	3%	20	0.6%	5	781
2. Using technology and social media to prevent and solve crime.	40%	309	30%	235	18%	138	6%	47	6%	43	1.0%	8	780
3. Using alternatives to tickets for minor violations.	29%	224	21%	168	22%	169	8%	64	19%	148	1.2%	9	782
4. Understanding and leading efforts to support migrant communities and support immigrant concerns.	32%	248	18%	144	16%	126	11%	84	22%	172	1.2%	9	783
5. Understanding and leading efforts to support individuals experiencing homelessness and the communities in which they are residing.	42%	327	23%	182	13%	105	10%	79	11%	82	0.5%	4	779
6. Commitment to preventing over-policing of people of color, racial profiling, racial bias in stops and searches.	51%	397	12%	95	12%	95	7%	52	17%	130	1.8%	14	783
7. Commitment to de-escalation of force training and accountability of officers.	61%	479	17%	135	12%	91	5%	36	5%	37	0.5%	4	782
8. Commitment to mental health awareness and psychological emergency response techniques.	64%	496	22%	168	9%	68	3%	25	3%	21	0.4%	3	781
9. Commitment to addressing systemic racism, safety, and equity in communities.	48%	378	16%	127	11%	85	5%	41	17%	135	1.8%	14	780
10. Commitment to restorative-justice focused on building ties with members of the community.	48%	367	19%	143	13%	97	5%	39	15%	116	1.3%	10	772

	Very Important		Somewhat Important		Neutral		Somewhat Unimportant		Very Unimportant		N/A		
11. Commitment to transparency in collecting data, making it available to the public, and informing and engaging the public on new or existing usage of police technologies.	55%	427	26%	201	11%	85	3%	25	5%	39	0.3%	2	779
12. Building trust through listening and visiting with neighborhoods and communities.	60%	465	26%	205	9%	70	2%	15	3%	22	0.3%	2	779
13. Creating proactive partnerships within the community.	58%	448	27%	211	11%	82	2%	12	2%	15	0.5%	4	772
14. Having a deep understanding of unique needs of diverse communities, neighborhoods, and individuals.	50%	385	24%	187	14%	112	5%	38	6%	50	0.6%	5	777
	Very Important		Somewhat Important		Neutral		Somewhat Unimportant		Very Unimportant		N/A		

Answered	**796**
Skipped	**11**

[3] Thinking about the most important priorities the next Chief of Police should focus on within the San Diego Police Department, please indicate the level of importance for the following:

	Very Important		Somewhat Important		Neutral		Somewhat Unimportant		Very Unimportant		N/A		Total
1. Recruiting diverse individuals who represent the communities they serve.	44%	345	25%	195	11%	88	6%	48	13%	102	0.9%	7	785
2. Improving retention and salaries of the SDPD.	57%	447	19%	153	12%	95	5%	36	6%	49	0.6%	5	785
3. Prioritizing officer training, for example training in the following areas: eliminating racial profiling; mental health and illness policing issues; de-escalation and use-of-force techniques; improved sexual assault response; improved Psychiatric Emergency Response Team support; supporting individuals experiencing homelessness and communities.	60%	471	18%	141	11%	85	4%	34	6%	49	1.1%	9	789
4. Prioritizing additional officer training on systemic racism and social justice to address racial disparities and discrimination.	43%	336	17%	136	12%	96	7%	56	19%	147	1.4%	11	782
5. Motivating, inspiring, commanding, and leading workforce officers and the SDPD.	68%	535	19%	149	8%	62	2%	16	2%	17	0.4%	3	782
6. Prioritizing community policing within our neighborhoods.	52%	404	28%	217	13%	104	4%	31	3%	21	0.4%	3	780

Answered	**790**
Skipped	**17**

Demographic Information

Please select the City Council District that you reside in. (You can find your City Council District here):		
Answer Choices	Responses	
Council District 1	10%	76
Council District 2	12%	95
Council District 3	16%	125
Council District 4	10%	74
Council District 5	6%	44
Council District 6	6%	45
Council District 7	12%	95
Council District 8	3%	26
Council District 9	9%	71
Decline to share	5%	35
I don't know my City Council District	7%	55
I live outside the City of San Diego	5%	37
	Answered	778
	Skipped	29

Age group		
Answer Choices	Responses	
Under 18	1%	6
19-25	4%	33
26-40	23%	178
41-50	20%	156
51-62	21%	165
63+	30%	235
	Answered	773
	Skipped	34

Sexual Orientation		
Answer Choices	Responses	
Asexual	2%	16
Bisexual	3%	20
Gay	6%	44
Heterosexual or Straight	62%	473
Lesbian	2%	14
Pansexual	0.4%	3
Queer	1%	4
Prefer to self-describe (below)	1%	5
Decline to state	24%	185
Prefer to self-describe:		32
	Answered	764
	Skipped	43

Which race or ethnicity best describes you?		
Answer Choices	Responses	
White/Caucasian	52%	397
Hispanic and/or Latina/e/o/x	10%	78
Black or African American	6%	45
American Indian or Alaska Native	1%	7
Asian	4%	28
Native Hawaiian or Other Pacific Islander	0%	3
More than one race	6%	47
Prefer to self-describe (below)	1%	11
Decline to state	20%	154
Prefer to self-describe:		31
	Answered	770
	Skipped	37